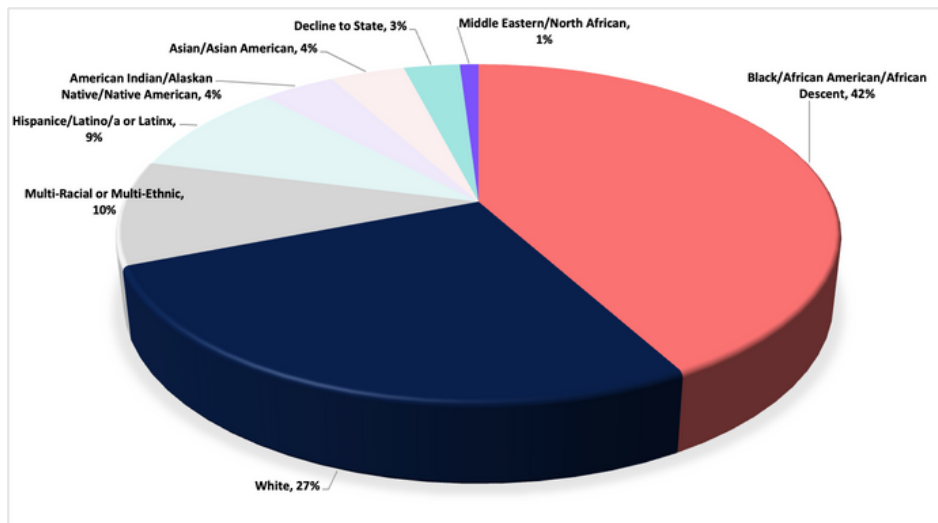




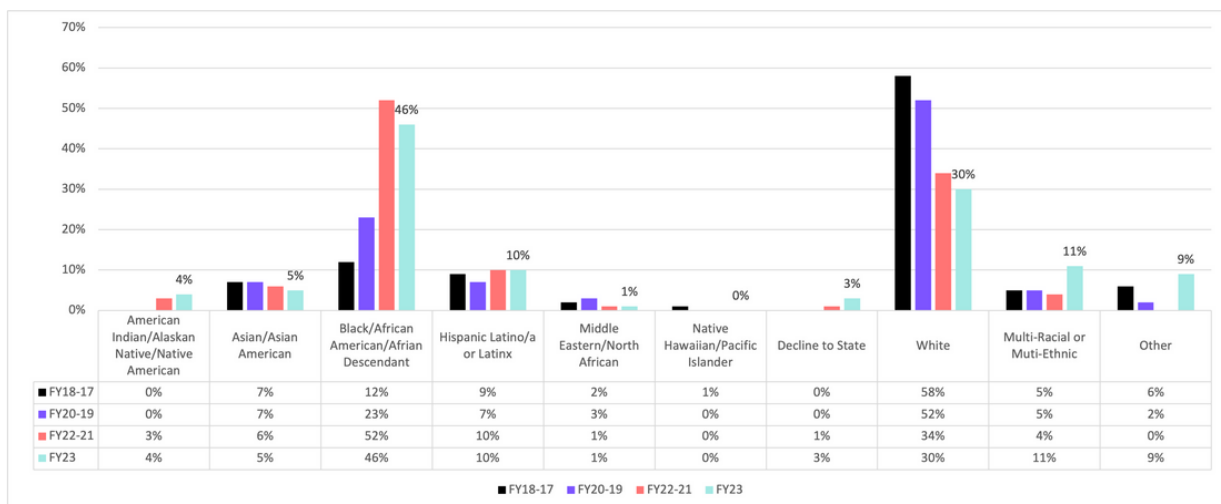
FY23 Grantee Diversity Data

This year’s data includes the racial and ethnic diversity of grantees from fiscal year 2023. In fiscal year 2023, the Foundation had a 97 percent response rate on these questions. This year’s data additionally includes data collection on formerly incarcerated leaders. Data from prior years’ collection is included for comparison but reference the footnotes to understand how data collection practices have evolved over the last six years. (Note: all data is not an apples-to-apples comparison.)

Race and Ethnicity of Grantee's Executive Director/CEO/President



Race and Ethnicity of Grantee's Executive Director/CEO/President

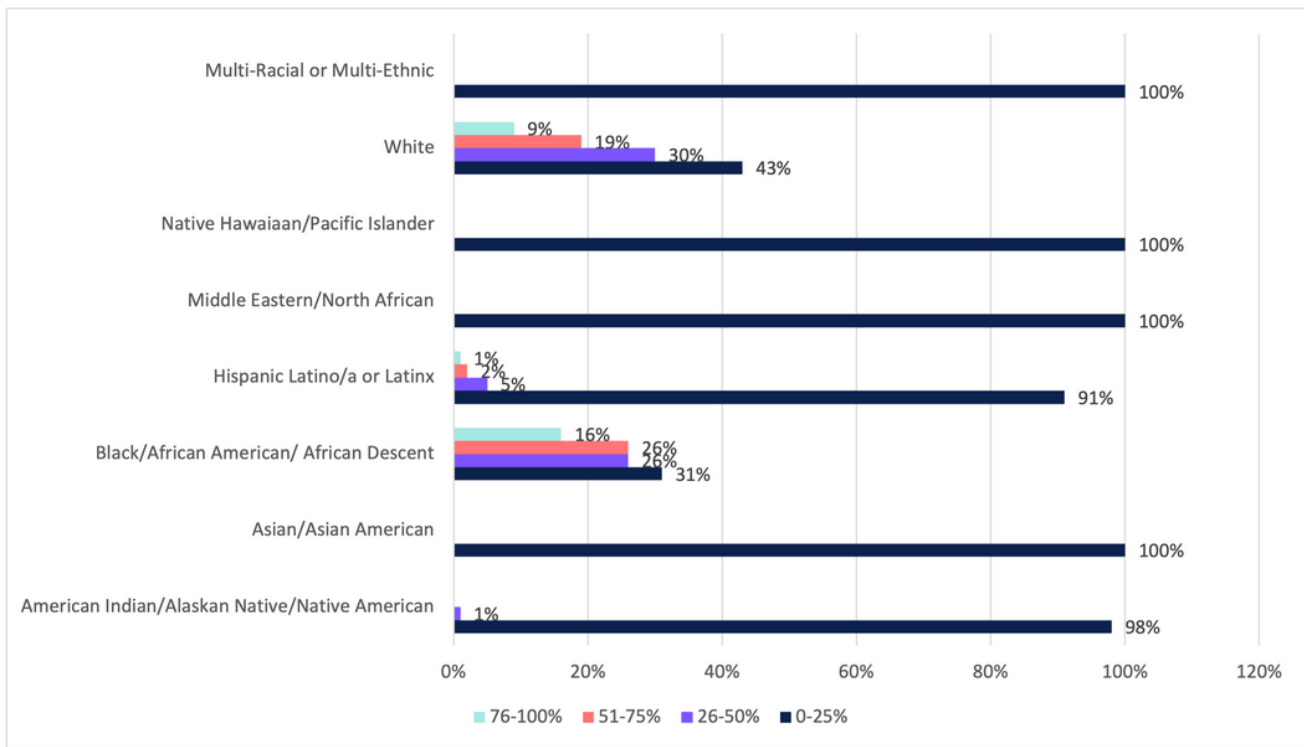


*Data collection for Executive Director/CEO/President has not changed.

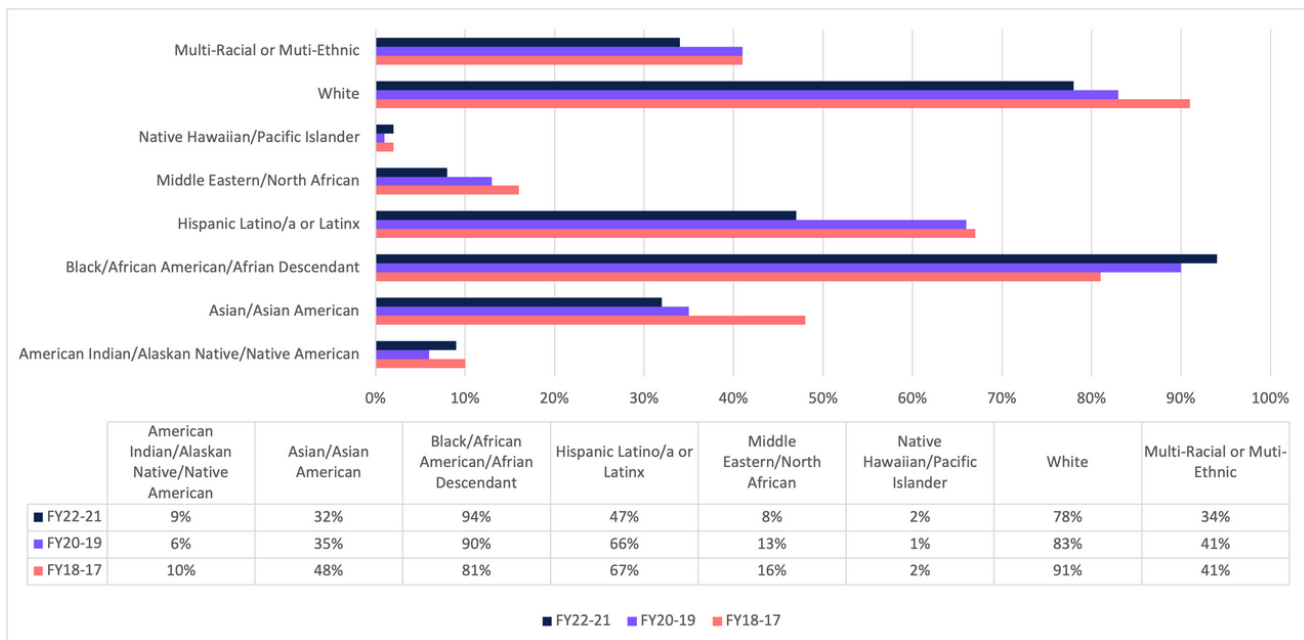
In Fiscal Year 2023, the Foundation revamped its collection process for the preceding questions on its proposals to capture percentages and get a more accurate representation of other organizational leadership. The Foundation’s FY23 proposals asked grantees to list the racial and ethnicity percentages of its leadership staff and Board. In previous years, the Foundation asked applicants to simply note if they had each race/ethnicity represented on their leadership staff or Board.

The following data shows the race/ethnicity percentages in increments. For example, for 43 percent of Foundation grantees, no more than one quarter of their Board members were white, and 30 percent of grantees had between one quarter and one half of their Board represented by individuals that identify racially as white.

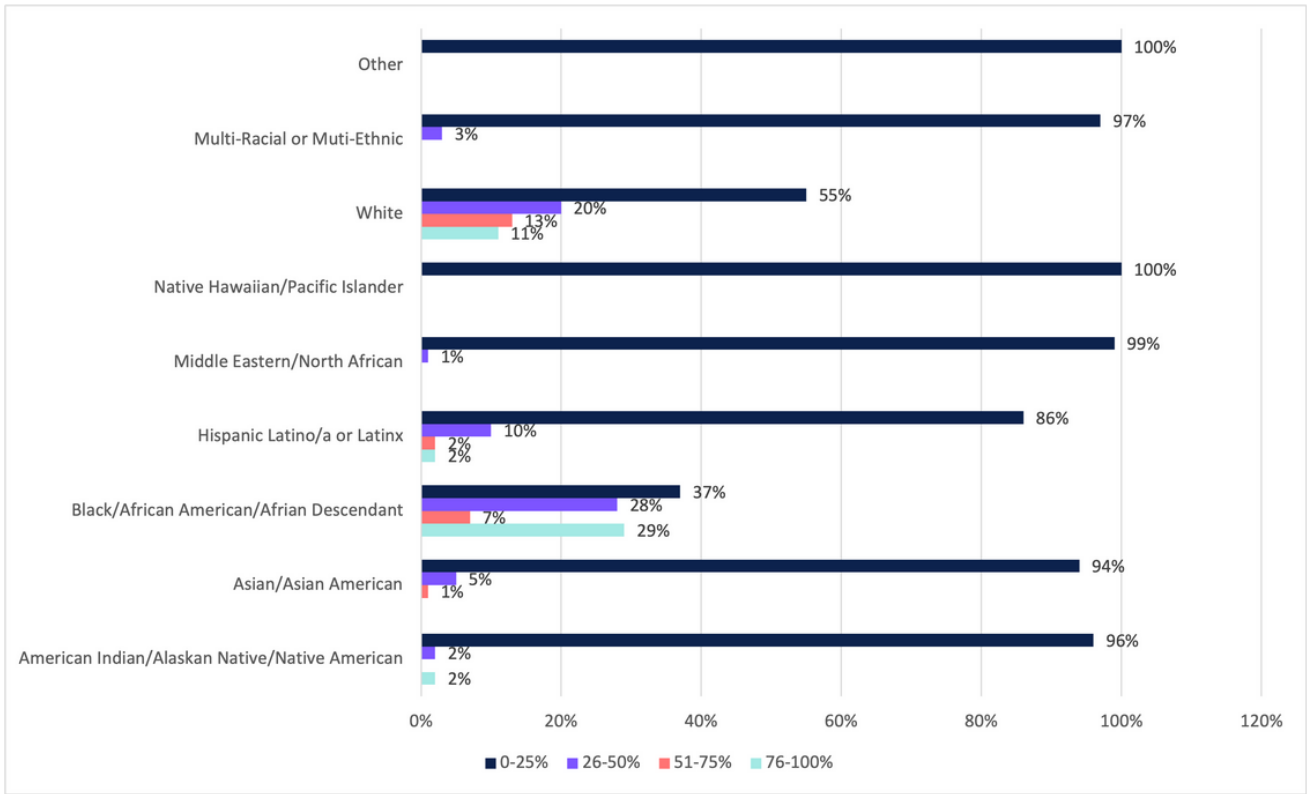
Board Members/Trustees (FY23)



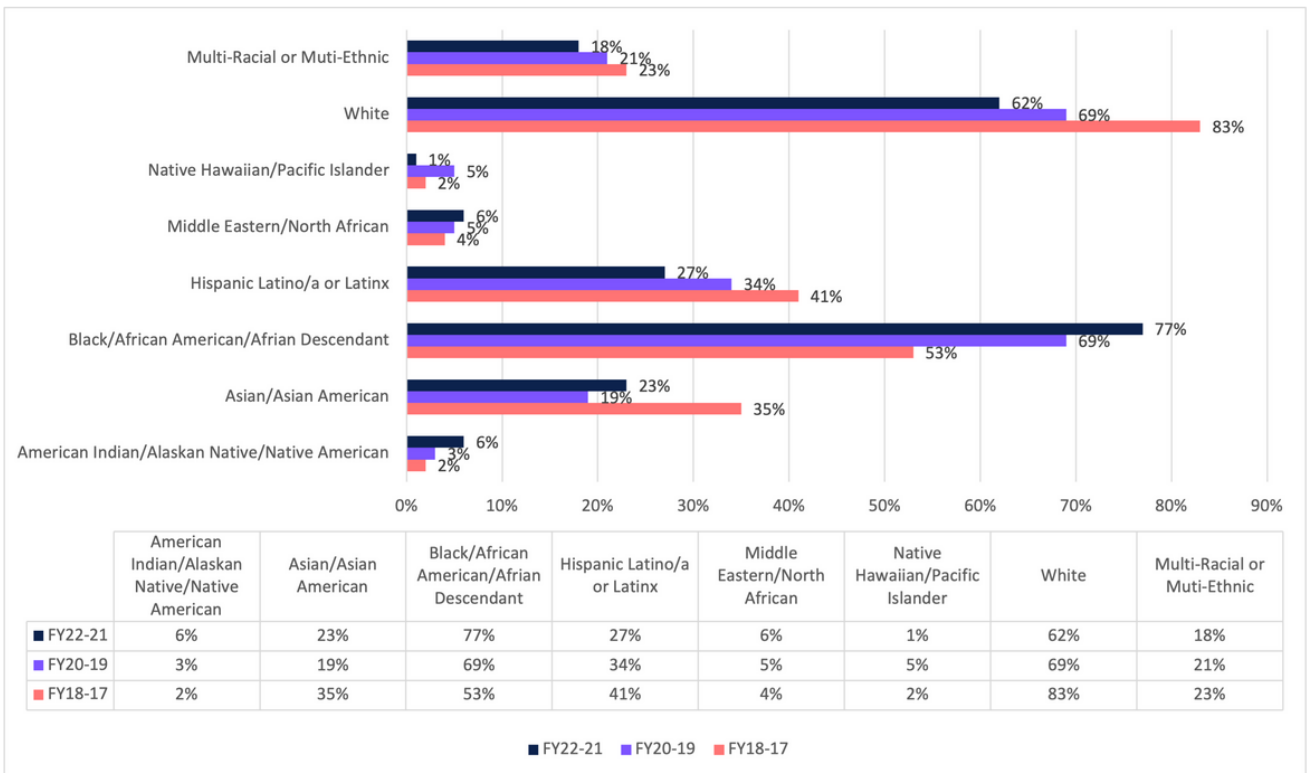
Board Members/Trustees (FY22-21; FY20-19; FY18-17)



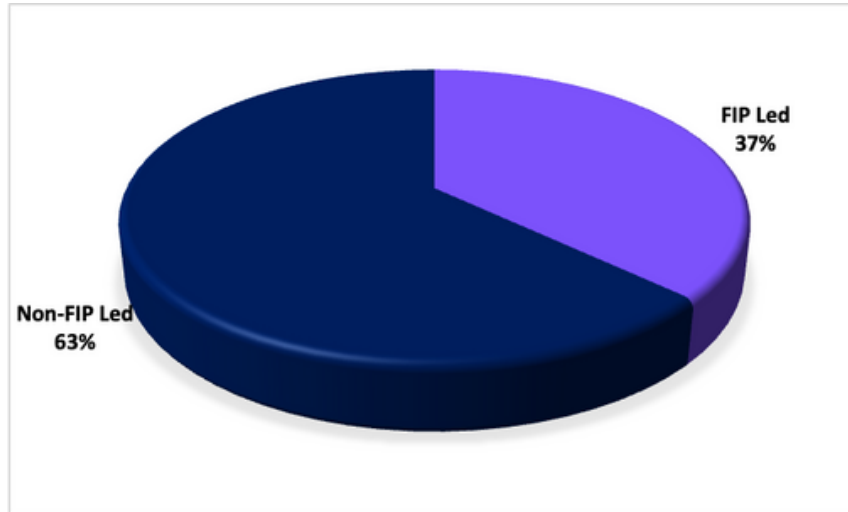
Other Leadership Staff (FY23) i.e. Vice President; Deputy Director; CFO; COO; etc.



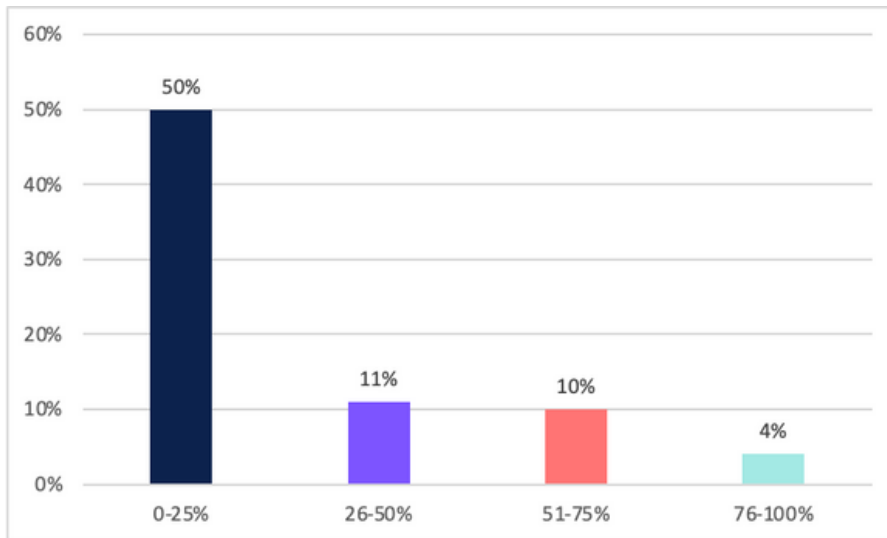
Other Leadership Staff (FY21-22; FY20-19; FY18-17) i.e. Vice President; Deputy Director; CFO; COO; etc.



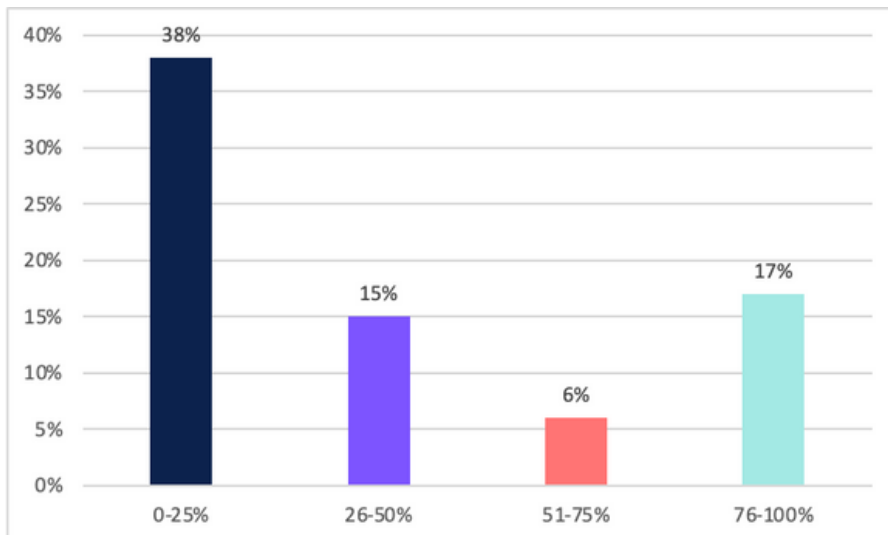
Grants Awarded in FY23 to Organizations Led By Formerly Incarcerated Persons (FIP)



FIP Board Members/Trustees (FY23)



FIP Other Leadership Staff (FY23)



The Foundation also surveyed its staff and board to review and understand our own diversity.

Public Welfare Foundation, FY2023		
Race/Ethnicity	Staff	Board
Black/African American/African Descendant	55%	67%
Asian/Asian American	0%	11%
White/Non-Hispanic	27%	0%
Hispanic, Latino/a or Latinx	9%	22%
Multi-racial or multi-ethnic (two or more races or ethnicities)	9%	0%