

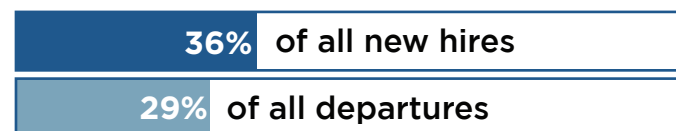
DEMOGRAPHIC FINDINGS

To account for the substantial variation in how organizations capture staff diversity data, we first ask responding organizations what specific categories they use to capture race, gender, and disability status. We then ask the proportion of these workforce demographic categories across five hierarchical levels—staff, chiefs of party (COP)¹, senior leadership team, board, and chief executive officer (CEO) or equivalent. In the following sections, we provide an overview of findings for race/ethnicity, gender, and disability status.

What does BIPOC mean? *BIPOC stands for Black, Indigenous, and people of color. This term is specifically used in the United States to center the lived experiences of people of color and recognizes the acute racialized systemic experiences of Black and Indigenous communities.*

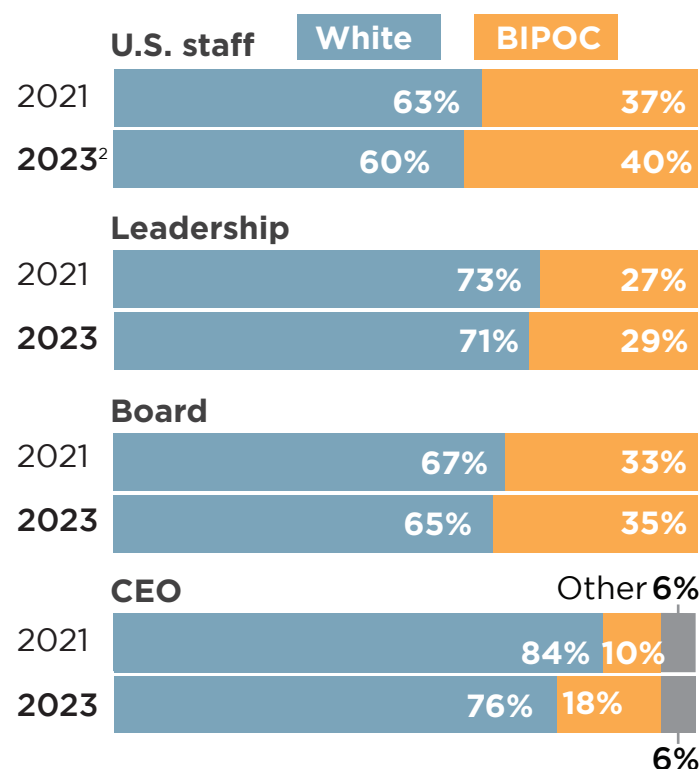
BIPOC individuals

have entered the global development workforce at only a slightly higher rate than they have left it.



RACE AND ETHNICITY

The development and humanitarian assistance industry continues to be comprised primarily of White employees, ranging from 76 percent of CEOs to 60 percent of staff. The one exception were COPs, which were majority BIPOC (54 percent). We find no difference in the



average racial diversity of staff and leadership teams among for-profit and non-profit respondents. However, for-profits had, on average, fewer BIPOC board members and were more likely to have a BIPOC CEO. Nineteen percent of leadership teams had no BIPOC members.

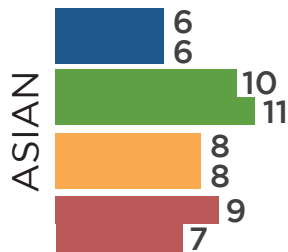
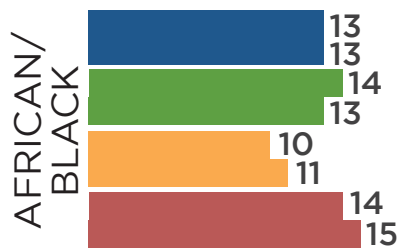
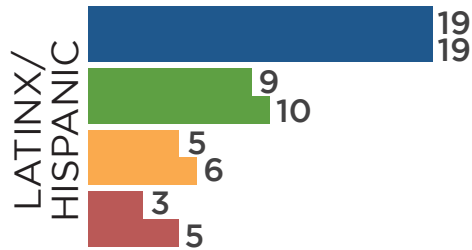
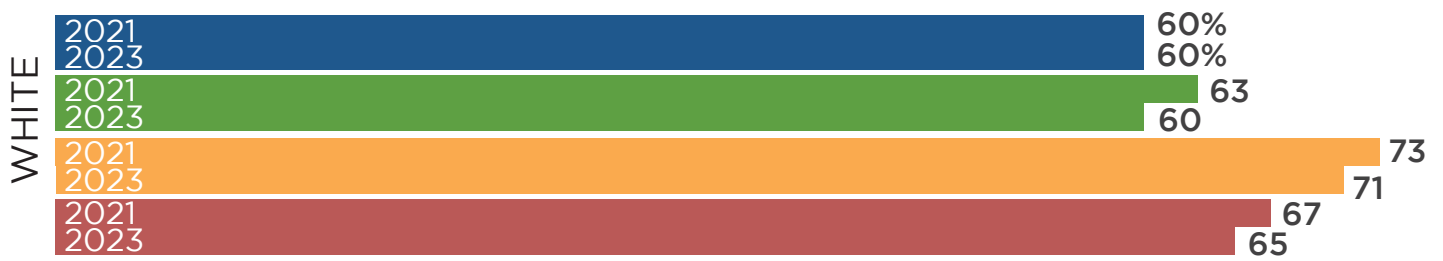
In comparing changes between the two BRIDGE rounds, we find suggestive evidence of slight improvement in racial and ethnic diversity across all employee levels in non-profits, measured as the proportion of BIPOC staff as compared to White staff. There was no evidence of longitudinal changes among for-profit respondents.

19%

of leadership teams had no BIPOC members.



Census Staff Leadership Board



We next look at the distribution of employees across racial categories and compare responding organizations to the 2020 census. We see that the industry is overrepresented by White employees at higher levels, particularly leadership teams. At the staff level, however, responding organizations are generally comparable to the US population. The industry is also fairly representative of the US for African/Black, Asian, and multi-racial staff. However, there is a large underrepresentation of Latinx or Hispanic-identifying staff across all levels of organizations. Comparing the 2021 and 2023 survey rounds provides suggestive evidence that the share of Latinx or Hispanic staff are increasing across all hierarchical categories.

Remember!

Representativeness does not mean diversity is achieved! Each racial grouping combines distinct and unique cultures, experiences, and ethnicities. Even when representative, organizations are not automatically inclusive or equitable. Creating cultures and systems for equity and inclusion require consistent, intentional, and long-term commitment to shift power.

Native American, Alaskan Natives, and Pacific Islanders made up **less than 1 percent** of each organizational level.

