

			OPLE OF COL	0.0	WHITE			
ALASKA WILDERNESS LEAGUE	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	N/A	14.3%	NO DATA	NO DATA	63.3%	NO DATA	NO DATA	
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	73.3%	NO DATA	NO DATA	
FULLIME STAFF	IV/A	NO DATA	FEMALE	NO DATA	73.370	MALE	NO DATA	
	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	N/A	50.0%	NO DATA	NO DATA	50.0%	NO DATA	NO DATA	
SENIOR STAFF	N/A	42.9%	NO DATA	NO DATA	57.1%	NO DATA	NO DATA	
FULLTIME STAFF	N/A	60.0%	NO DATA	NO DATA	40.0%	NO DATA	NO DATA	
		PE	OPLE OF COL	O R		WHITE		
AMERICAN RIVERS	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	+ 9.1%	15.4%	10.0%	6.3%	84.6%	56.7%	87.5%	
SENIOR STAFF	- 10.4%	6.3%	16.7%	16.7%	75.0%	83.3%	66.7%	
FULLTIME STAFF	0.0%	6.7%	3.8%	6.7%	81.3%	69.6%	91.7%	
			FEMALE			MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	+ 17.3%	42.3%	23.3%	25.0%	57.7%	43.4%	75.0%	
SENIOR STAFF	- 12.5%	37.5%	50.0%	50.0%	43.8%	50.0%	50.0%	
FULLTIME STAFF	- 5.0%	53.5%	46.8%	58.3%	37.3%	27.8%	41.7%	
BLUEGREEN ALLIANCE			OPLE OF COL			WHITE	_	
	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	N/A	2019 12.5%	2018 12.5%	2017 NO DATA	87.5%	2018 87.5%	NO DATA	
BOARD SENIOR STAFF	N/A + 2.4%	2019 12.5% 16.7%	2018 12.5% 16.7%	2017 NO DATA 14.3%	87.5% 83.3%	2018 87.5% 83.3%	NO DATA 85.7%	
BOARD	N/A	2019 12.5%	2018 12.5% 16.7% 16.1%	2017 NO DATA	87.5%	2018 87.5% 83.3% 87.1%	NO DATA	
BOARD SENIOR STAFF	N/A + 2.4% - 0.5%	2019 12.5% 16.7% 16.1%	2018 12.5% 16.7% 16.1% FEMALE	2017 NO DATA 14.3% 16.7%	87.5% 83.3% 87.1%	2018 87.5% 83.3% 87.1% MALE	NO DATA 85.7% 83.3%	
BOARD SENIOR STAFF FULLTIME STAFF	N/A + 2.4% - 0.5%	2019 12.5% 16.7% 16.1%	2018 12.5% 16.7% 16.1% FEMALE 2018	2017 NO DATA 14.3% 16.7%	87.5% 83.3% 87.1%	2018 87.5% 83.3% 87.1% MALE 2018	NO DATA 85.7% 83.3%	
BOARD SENIOR STAFF FULLTIME STAFF BOARD	N/A + 2.4% - 0.5% PROGRESS + 9.0%	2019 12.5% 16.7% 16.1% 2019 31.3%	2018 12.5% 16.7% 16.1% FEMALE 2018 31.3%	2017 NO DATA 14.3% 16.7% 2017 22.2%	87.5% 83.3% 87.1% 2019 68.8%	2018 87.5% 83.3% 87.1% MALE 2018 68.8%	85.7% 83.3% 2017 77.8%	
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF	N/A + 2.4% - 0.5% PROGRESS + 9.0% + 9.5%	2019 12.5% 16.7% 16.1% 2019 31.3% 66.7%	2018 12.5% 16.7% 16.1% FEMALE 2018 31.3% 66.7%	2017 NO DATA 14.3% 16.7% 2017 22.2% 57.1%	87.5% 83.3% 87.1% 2019 68.8% 33.3%	2018 87.5% 83.3% 87.1% MALE 2018 68.8% 33.3%	85.7% 83.3% 2017 77.8% 42.9%	
BOARD SENIOR STAFF FULLTIME STAFF BOARD	N/A + 2.4% - 0.5% PROGRESS + 9.0%	2019 12.5% 16.7% 16.1% 2019 31.3%	2018 12.5% 16.7% 16.1% FEMALE 2018 31.3%	2017 NO DATA 14.3% 16.7% 2017 22.2%	87.5% 83.3% 87.1% 2019 68.8%	2018 87.5% 83.3% 87.1% MALE 2018 68.8%	85.7% 83.3% 2017 77.8%	
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF	N/A + 2.4% - 0.5% PROGRESS + 9.0% + 9.5%	2019 12.5% 16.7% 16.1% 2019 31.3% 66.7% 71.0%	2018 12.5% 16.7% 16.1% FEMALE 2018 31.3% 66.7% 71.0%	2017 NO DATA 14.3% 16.7% 2017 22.2% 57.1% 72.2%	87.5% 83.3% 87.1% 2019 68.8% 33.3%	2018 87.5% 83.3% 87.1% MALE 2018 68.8% 33.3% 22.6%	85.7% 83.3% 2017 77.8% 42.9%	
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF	N/A + 2.4% - 0.5% PROGRESS + 9.0% + 9.5%	2019 12.5% 16.7% 16.1% 2019 31.3% 66.7% 71.0%	2018 12.5% 16.7% 16.1% FEMALE 2018 31.3% 66.7%	2017 NO DATA 14.3% 16.7% 2017 22.2% 57.1% 72.2%	87.5% 83.3% 87.1% 2019 68.8% 33.3%	2018 87.5% 83.3% 87.1% MALE 2018 68.8% 33.3%	85.7% 83.3% 2017 77.8% 42.9%	
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF CENTER FOR INTERNATIONAL	N/A + 2.4% - 0.5% PROGRESS + 9.0% + 9.5% - 1.3%	2019 12.5% 16.7% 16.1% 2019 31.3% 66.7% 71.0%	2018 12.5% 16.7% 16.1% FEMALE 2018 31.3% 66.7% 71.0% OPLE OF COL 2018	2017 NO DATA 14.3% 16.7% 2017 22.2% 57.1% 72.2% OR 2017	87.5% 83.3% 87.1% 2019 68.8% 33.3% 22.6%	2018 87.5% 83.3% 87.1% MALE 2018 68.8% 33.3% 22.6% WHITE 2018	NO DATA 85.7% 83.3% 2017 77.8% 42.9% 27.8%	
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF CENTER FOR INTERNATIONAL ENVIRONMENTAL LAW	N/A + 2.4% - 0.5% PROGRESS + 9.0% + 9.5% - 1.3%	2019 12.5% 16.7% 16.1% 2019 31.3% 66.7% 71.0%	2018 12.5% 16.7% 16.1% FEMALE 2018 31.3% 66.7% 71.0%	2017 NO DATA 14.3% 16.7% 2017 22.2% 57.1% 72.2%	87.5% 83.3% 87.1% 2019 68.8% 33.3% 22.6%	2018 87.5% 83.3% 87.1% MALE 2018 68.8% 33.3% 22.6%	85.7% 83.3% 2017 77.8% 42.9% 27.8%	
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF CENTER FOR INTERNATIONAL ENVIRONMENTAL LAW BOARD	N/A + 2.4% - 0.5% PROGRESS + 9.0% + 9.5% - 1.3% PROGRESS + 19.4% - 16.7%	2019 12.5% 16.7% 16.1% 2019 31.3% 66.7% 71.0% PE 2019 44.4% 33.3%	2018 12.5% 16.7% 16.1% FEMALE 2018 31.3% 66.7% 71.0% OPLE OF COL 2018 25.0% 50.0%	2017 NO DATA 14.3% 16.7% 2017 22.2% 57.1% 72.2% O R 2017 25.0% 50.0%	87.5% 83.3% 87.1% 2019 68.8% 33.3% 22.6%	2018 87.5% 83.3% 87.1% MALE 2018 68.8% 33.3% 22.6% WHITE 2018 62.5% 50.0%	85.7% 83.3% 2017 77.8% 42.9% 27.8% 2017 62.5% 50.0%	
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF CENTER FOR INTERNATIONAL ENVIRONMENTAL LAW BOARD SENIOR STAFF	N/A + 2.4% - 0.5% PROGRESS + 9.0% + 9.5% - 1.3% PROGRESS + 19.4%	2019 12.5% 16.7% 16.1% 2019 31.3% 66.7% 71.0%	2018 12.5% 16.7% 16.1% FEMALE 2018 31.3% 66.7% 71.0% OPLE OF COL 2018 25.0%	2017 NO DATA 14.3% 16.7% 2017 22.2% 57.1% 72.2% OR 2017 25.0%	87.5% 83.3% 87.1% 2019 68.8% 33.3% 22.6% 2019 55.6% 66.7%	2018 87.5% 83.3% 87.1% MALE 2018 68.8% 33.3% 22.6% WHITE 2018 62.5%	NO DATA 85.7% 83.3% 2017 77.8% 42.9% 27.8% 2017 62.5%	
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF CENTER FOR INTERNATIONAL ENVIRONMENTAL LAW BOARD SENIOR STAFF	N/A + 2.4% - 0.5% PROGRESS + 9.0% + 9.5% - 1.3% PROGRESS + 19.4% - 16.7%	2019 12.5% 16.7% 16.1% 2019 31.3% 66.7% 71.0% PE 2019 44.4% 33.3%	2018 12.5% 16.7% 16.1% FEMALE 2018 31.3% 66.7% 71.0% OPLE OF COL 2018 25.0% 50.0% 26.7%	2017 NO DATA 14.3% 16.7% 2017 22.2% 57.1% 72.2% O R 2017 25.0% 50.0%	87.5% 83.3% 87.1% 2019 68.8% 33.3% 22.6% 2019 55.6% 66.7%	2018 87.5% 83.3% 87.1% MALE 2018 68.8% 33.3% 22.6% WHITE 2018 62.5% 50.0% 73.3%	85.7% 83.3% 2017 77.8% 42.9% 27.8% 2017 62.5% 50.0%	
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF CENTER FOR INTERNATIONAL ENVIRONMENTAL LAW BOARD SENIOR STAFF	N/A + 2.4% - 0.5% PROGRESS + 9.0% + 9.5% - 1.3% PROGRESS + 19.4% - 16.7% - 6.7%	2019 12.5% 16.7% 16.1% 2019 31.3% 66.7% 71.0% PE 2019 44.4% 33.3% 20.0%	2018 12.5% 16.7% 16.1% FEMALE 2018 31.3% 66.7% 71.0% OPLE OF COL 2018 25.0% 50.0% 26.7% FEMALE	2017 NO DATA 14.3% 16.7% 2017 22.2% 57.1% 72.2% OR 2017 25.0% 50.0% 26.7%	87.5% 83.3% 87.1% 2019 68.8% 33.3% 22.6% 2019 55.6% 66.7% 80.0%	2018 87.5% 83.3% 87.1% MALE 2018 68.8% 33.3% 22.6% WHITE 2018 62.5% 50.0% 73.3% MALE	85.7% 83.3% 2017 77.8% 42.9% 27.8% 2017 62.5% 50.0% 73.3%	
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF CENTER FOR INTERNATIONAL ENVIRONMENTAL LAW BOARD SENIOR STAFF FULLTIME STAFF	N/A + 2.4% - 0.5% PROGRESS + 9.0% + 9.5% - 1.3% PROGRESS + 19.4% - 16.7% - 6.7% PROGRESS	2019 12.5% 16.7% 16.1% 2019 31.3% 66.7% 71.0% PE 2019 44.4% 33.3% 20.0%	2018 12.5% 16.7% 16.1% FEMALE 2018 31.3% 66.7% 71.0% OPLE OF COL 2018 25.0% 50.0% 26.7% FEMALE 2018	2017 NO DATA 14.3% 16.7% 2017 22.2% 57.1% 72.2% OR 2017 25.0% 50.0% 26.7%	87.5% 83.3% 87.1% 2019 68.8% 33.3% 22.6% 2019 55.6% 66.7% 80.0%	2018 87.5% 83.3% 87.1% MALE 2018 68.8% 33.3% 22.6% WHITE 2018 62.5% 50.0% 73.3% MALE 2018	85.7% 83.3% 2017 77.8% 42.9% 27.8% 2017 62.5% 50.0% 73.3%	

CENTER FOR		PE	OPLE OF COL	O R	WHITE			
BIOLOGICAL DIVERSITY	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	+ 20%	20.0%	11.1%	0.0%	80%	88.9%	100%	
SENIOR STAFF	+ 7.6%	27.6%	21.7%	20.0%	72.4%	73.9%	70.0%	
FULLTIME STAFF	+ 0.5%	16.1%	15.8%	15.7%	80.5%	77.4%	70.4%	
			FEMALE			MALE		
	PROGRESS	2019	FEMALE 2018	2017	2019	M A L E 2018	2017	
BOARD	PROGRESS + 11.4%	2019 40.0%		2017 28.6%	2019		2017 71.4%	
BOARD SENIOR STAFF			2018			2018		

NGO DIVERSITY DATA //

Green 2.0

		PE	OPLE OF COL	O R	WHITE		
CLEAN WATER ACTION	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 16.7%	33.3%	31.3%	16.7%	66.7%	68.8%	83.3%
SENIOR STAFF	0.0%	0.0%	0.0%	0.0%	100%	100%	100%
FULLTIME STAFF	- 0.6%	14.7%	9.7%	15.3%	67.6%	41.6%	56.3%
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 10.0%	60.0%	62.5%	50.0%	40.0%	37.5%	50.0%
SENIOR STAFF	0.0%	50.0%	50.0%	50.0%	50.0%	50.0%	50.0%
FULLTIME STAFF	+ 5.1%	42.6%	26.5%	37.5%	33.8%	22.1%	34.0%

NGO DIVERSITY DATA //

Green 2.0

CLIMATEWORKS		PEOPLE OF COLOR			WHITE			
FOUNDATION	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	
SENIOR STAFF	- 2.8%	17.2%	14.3%	20.0%	75.9%	81.0%	73.3%	
FULLTIME STAFF	+ 8.6%	37.1%	27.1%	28.6%	62.9%	72.9%	69.0%	
			FEMALE			MALE		
	PROGRESS	2019	FEMALE 2018	2017	2019	M A L E 2018	2017	
BOARD	PROGRESS N/A	2019 NO DATA		2017 NO DATA	2019 NO DATA		2017 NO DATA	
BOARD SENIOR STAFF			2018			2018		

NGO DIVERSITY DATA ///

Green 2.0

	PE	OPLE OF COL	OR	WHITE			
PROGRESS	2019	2018	2017	2019	2018	2017	
N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	
N/A	22.9%	30.0%	NO DATA	74.3%	70.0%	NO DATA	
N/A	33.7%	34.1%	NO DATA	63.9%	63.5%	NO DATA	
		FEMALE			MALE		
PROGRESS	2019	2018	2017	2019	2018	2017	
N/A	23.1%	NO DATA	NO DATA	76.9%	NO DATA	NO DATA	
N/A	54.3%	56.7%	NO DATA	45.7%	43.3%	NO DATA	
N/A	63.3%	63.0%	NO DATA	36.7%	37.0%	NO DATA	
	N/A N/A N/A PROGRESS N/A N/A	PROGRESS 2019 N/A NO DATA N/A 22.9% N/A 33.7% PROGRESS 2019 N/A 23.1% N/A 54.3%	PROGRESS 2019 2018 N/A NO DATA NO DATA N/A 22.9% 30.0% N/A 33.7% 34.1% FEMALE PROGRESS 2019 2018 N/A 23.1% NO DATA N/A 54.3% 56.7%	N/A NO DATA NO DATA NO DATA N/A 22.9% 30.0% NO DATA N/A 33.7% 34.1% NO DATA FEMALE PROGRESS 2019 2018 2017 N/A 23.1% NO DATA NO DATA N/A 54.3% 56.7% NO DATA	PROGRESS 2019 2018 2017 2019 N/A NO DATA NO DATA NO DATA NO DATA N/A 22.9% 30.0% NO DATA 74.3% N/A 33.7% 34.1% NO DATA 63.9% FEMALE PROGRESS 2019 2018 2017 2019 N/A 23.1% NO DATA NO DATA 76.9% N/A 54.3% 56.7% NO DATA 45.7%	PROGRESS 2019 2018 2017 2019 2018 N/A NO DATA NO DATA NO DATA NO DATA NO DATA NO DATA N/A 22.9% 30.0% NO DATA 74.3% 70.0% N/A 33.7% 34.1% NO DATA 63.9% 63.5% FEMALE MALE PROGRESS 2019 2018 2017 2019 2018 N/A 23.1% NO DATA NO DATA 76.9% NO DATA N/A 54.3% 56.7% NO DATA 45.7% 43.3%	

		P	EOPLE OF CO	LOR		WHITE			
DEFENDERS OF WILDLIFE	PROGRESS	2019	2018	2017	2019	2018	2017		
BOARD	N/A	7.1%	11.8%	NO DATA	92.9%	70.6%	NO DATA		
SENIOR STAFF	+ 7.1%	21.4%	25.0%	14.3%	78.6%	50.0%	85.7%		
FULLTIME STAFF	+ 8.1%	23.5%	9.1%	15.4%	76.5%	56.2%	79.2%		
			FEMALE			MALE			
	PROGRESS	2019	FEMALE 2018	2017	2019	MALE 2018	2017		
BOARD	PROGRESS + 3.3%	2019 57.1%		2017 53.8%	2019 42.9%		2017 46.2%		
BOARD SENIOR STAFF			2018			2018			

		P	EOPLE OF CO	LOR		WHITE	
EARTHJUSTICE	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 1.8%	23.5%	19.4%	21.7%	76.5%	80.6%	78.3%
SENIOR STAFF	0.0%	37.5%	33.3%	37.5%	62.5%	66.7%	62.5%
FULLTIME STAFF	+ 8.0%	36.5%	34.2%	28.6%	63.5%	65.8%	71.4%
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 5.0%	44.1%	45.2%	39.1%	55.9%	54.8%	60.9%
SENIOR STAFF	0.0%	50.0%	44.4%	50.0%	50.0%	55.6%	50.0%
FULLTIME STAFF	+ 2.3%	65.4%	65.1%	63.1%	34.6%	34.9%	36.9%

		P	EOPLE OF CO	LOR	WHITE		
ENERGY FOUNDATION	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	-20.8%	12.5%	33.3%	33.3%	87.5%	66.7%	66.7%
SENIOR STAFF	N/A	4.8%	NO DATA	NO DATA	85.7%	NO DATA	NO DATA
FULLTIME STAFF	4.8%	32.2%	27.5%	27.5%	66.1%	70.6%	70.6%
			FEMALE			MALE	
	PROGRESS	2019	FEMALE 2018	2017	2019	M A L E 2018	2017
BOARD	PROGRESS 33.3%	2019 50.0%		2017 16.7%	2019 50.0%		2017 83.3%
BOARD SENIOR STAFF			2018			2018	

ENVIRONMENTAL		PEOPLE OF COLOR			WHITE			
DEFENSE FUND	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	- 4.7%	12.8%	12.2%	17.5%	87.2%	87.8%	82.5%	
SENIOR STAFF	+ 1.0%	15.0%	20.0%	14.0%	85.0%	77.1%	83.7%	
FULLTIME STAFF	+ 2.4%	30.1%	28.1%	27.7%	67.4%	68.2%	66.4%	
			FEMALE			MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	- 1.5%	38.5%	41.5%	40.0%	62.5%	58.5%	60.0%	
SENIOR STAFF	- 6.5%	40.0%	40.0%	46.5%	60.0%	60.0%	53.5%	
FULLTIME STAFF	- 0.5%	64.8%	62.3%	65.3%	35.2%	37.4%	34.7%	

		P	EOPLE OF CO	LOR		WHITE		
FRIENDS OF THE EARTH	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	+ 10.7%	29.4%	23.5%	18.8%	70.6%	82.4%	81.3%	
SENIOR STAFF	0.0%	20.0%	20.0%	20.0%	80.0%	80.0%	80.0%	
FULLTIME STAFF	+ 11.7%	37.9%	23.5%	26.2%	62.1%	76.5%	73.8%	
			FEMALE			MALE		
	PROGRESS	2019	FEMALE 2018	2017	2019	M A L E 2018	2017	
BOARD	PROGRESS + 10.7%	2019		2017 18.8%	2019 70.6%		2017	
BOARD SENIOR STAFF			2018			2018		

		PI	EOPLE OF CO	LOR		WHITE	
GREEN FOR ALL	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	0.0%	66.7%	66.7%	66.7%	33.3%	33.3%	33.3%
SENIOR STAFF	0.0%	50.0%	33.3%	50.0%	25.0%	25.0%	25.0%
FULLTIME STAFF	0.0%	70.0%	70.0%	70.0%	30.0%	30.0%	30.0%
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	0.0%	66.7%	66.7%	66.7%	33.3%	33.3%	33.3%
SENIOR STAFF	0.0%	62.5%	62.5%	62.5%	37.5%	37.5%	37.5%
FULLTIME STAFF	0.0%	70.0%	70.0%	70.0%	25.0%	25.0%	25.0%

		PEOPLE OF COLOR			WHITE		
GREENPEACE	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 27.5%	42.9%	35.7%	15.4%	57.1%	63.3%	46.2%
SENIOR STAFF	N/A	22.2%	50.0%	NO DATA	75.0%	81.0%	NO DATA
FULLTIME STAFF	- 0.3%	31.1%	28.5%	31.4%	68.6%	71.5%	68.6%
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 12.1%	42.9%	35.7%	30.8%	57.1%	64.3%	30.8%
SENIOR STAFF	N/A	41.7%	45.2%	NO DATA	55.6%	54.8%	NO DATA
FULLTIME STAFF	+ 7.3%	51.1%	53.1%	43.8%	47.0%	44.8%	56.2%

LEAGUE OF		PI	EOPLE OF CO	LOR		WHITE		
CONSERVATION VOTERS	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	+ 7.1%	21.4%	16.0%	14.3%	78.6%	84.0%	85.7%	
SENIOR STAFF	+ 1.5%	18.2%	18.2%	16.7%	81.8%	81.8%	83.3%	
FULLTIME STAFF	+ 7.2%	38%	27.5%	30.8%	62.0%	72.5%	68.1%	
			FEMALE			MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	+ 5.7%	46.4%	40%	40.7%	53.6%	60.0%	59.3%	
SENIOR STAFF	+ 3.8%	45.5%	45.5%	41.7%	54.5%	54.5%	58.3%	
FULLTIME STAFF	- 3.8%	55.6%	59.3%	59.3%	44.4%	40.7%	40.7%	

NATIONAL		PE	PEOPLE OF COLOR WHITE					
AUDUBON SOCIETY	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	+ 9.2%	26.5%	16.7%	17.2%	73.5%	83.3%	75.9%	
SENIOR STAFF	+ 7.1%	14.3%	7.7%	7.1%	85.7%	92.3%	92.9%	
FULLTIME STAFF	+ 5.1%	23.1%	18.6%	18.0%	76.1%	81.4%	82.0%	
			FEMALE			MALE		
	PROGRESS	2019	FEMALE 2018	2017	2019	M A L E 2018	2017	
BOARD	PROGRESS + 10.1%	2019 41.2%		2017 31.0%	2019		2017 69.0%	
BOARD SENIOR STAFF			2018			2018		

NATIONAL FISH AND		PE	OPLE OF COL	OR		WHITE	
WILDLIFE FOUNDATION	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	0.0%	11.1%	11.1%	11.1%	88.9%	88.9%	88.9%
FULLTIME STAFF	0.0%	20.5%	20.5%	20.5%	79.5%	79.5%	79.5%
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	0.0%	22.2%	22.2%	22.2%	77.8%	77.8%	77.8%
FULLTIME STAFF	0.0%	58.0%	58.0%	58.0%	42.0%	42.0%	42.0%

NATIONAL PARKS		PE	OPLE OF COL	OR	WHITE			
CONSERVATION ASSOCIATION	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	4.0%	24.0%	20.0%	20.0%	76.0%	80.0%	80.0%	
SENIOR STAFF	N/A	16.7%	NO DATA	NO DATA	83.3%	NO DATA	NO DATA	
FULLTIME STAFF	0.0%	22.3%	25.0%	22.3%	69.6%	75.0%	77.7%	
			FEMALE			MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	+ 16%	56.0%	40.0%	40.0%	44.0%	60.0%	60.0%	
SENIOR STAFF	N/A	41.7%	45.2%	NO DATA	55.6%	54.8%	NO DATA	
FULLTIME STAFF	N/A	58.1%	62.5%	NO DATA	33.8%	37.5%	NO DATA	

NATIONAL WILDLIFE		PE	OPLE OF COL	OR	WHITE				
FEDERATION	PROGRESS	2019	2018	2017	2019	2018	2017		
BOARD	N/A	18.2%	21.2%	NO DATA	81.8%	78.8%	NO DATA		
SENIOR STAFF	N/A	15.1%	10.5%	NO DATA	84.9%	89.5%	NO DATA		
FULLTIME STAFF	N/A	19.1%	17.7%	NO DATA	80.6%	82.0%	NO DATA		
			FEMALE			MALE			
	PROGRESS	2019	2018	2017	2019	2018	2017		
BOARD	- 0.7%	36.4%	45.5%	37.0%	63.6%	54.5%	63.0%		
SENIOR STAFF	- 1.0%	58.5%	63.2%	59.5%	41.5%	36.8%	40.5%		
FULLTIME STAFF	+ 0.1%	67.5%	68.8%	67.4%	32.5%	31.2%	32.6%		

NATURAL RESOURCES		PEOPLE OF COLOR			WHITE			
DEFENSE COUNCIL	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	N/A	NO DATA	10.3%	10.3%	NO DATA	89.7%	89.7%	
SENIOR STAFF	+ 10.1%	24.4%	14.3%	14.3%	75.6%	85.7%	85.7%	
FULLTIME STAFF	+ 1.7%	39.6%	37.9%	37.9%	60.4%	62.1%	62.1%	
			FEMALE			MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	PROGRESS N/A	2019 NO DATA	2018 41.0%	2017 41.0%	2019 NO DATA	2018 59.0%	2017 59.0%	
BOARD SENIOR STAFF								

		PE	OPLE OF COL	OR		WHITE	
OCEAN CONSERVANCY	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	0.0%	6.3%	NO DATA	27.8%	93.8%	NO DATA
SENIOR STAFF	N/A	0.0%	9.1%	NO DATA	100%	90.9%	NO DATA
FULLTIME STAFF	N/A	20.2%	19.4%	NO DATA	67.0%	52.7%	NO DATA
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	5.6%	25.0%	NO DATA	22.2%	75.0%	NO DATA
SENIOR STAFF	N/A	42.9%	54.5%	NO DATA	57.1%	45.5%	NO DATA
FULLTIME STAFF	N/A	59.6%	50.5%	NO DATA	26.6%	21.5%	NO DATA

		PE	OPLE OF COL	O R		WHITE	
OCEANA	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
	IN/A	NO DATA	110 271171	110 271171			

		PE	OPLE OF COL	OR		WHITE	
PARTNERSHIP PROJECT	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	0.0%	0.0%	NO DATA	100%	100%	NO DATA
SENIOR STAFF	N/A	0.0%	0.0%	NO DATA	100%	100%	NO DATA
FULLTIME STAFF	N/A	28.9%	31.6%	NO DATA	71.1%	68.4%	NO DATA
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	36.4%	33.3%	NO DATA	63.6%	66.7%	NO DATA
SENIOR STAFF	N/A	58.3%	58.3%	NO DATA	41.7%	41.7%	NO DATA
FULLTIME STAFF	N/A	60.5%	57.9%	NO DATA	39.5%	42.1%	NO DATA

POPULATION ACTION		PE	OPLE OF COL	OR	WHITE			
INTERNATIONAL	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	N/A	38.5%	45.5%	36.4%	61.5%	54.5%	65.6%	
SENIOR STAFF	+ 20.0%	40.0%	40.0%	20.0%	60.0%	60.0%	80.0%	
FULLTIME STAFF	N/A	43.3%	22.9%	NO DATA	45.5%	65.7%	NO DATA	
			FEMALE			MALE		
	PROGRESS	2019	FEMALE 2018	2017	2019	M A L E 2018	2017	
BOARD	PROGRESS + 2.8%	2019		2017 81.8%	2019 15.4%		2017	
BOARD SENIOR STAFF			2018			2018		

RAINFOREST		PE	OPLE OF COL	OR		WHITE		
ACTION NETWORK	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	+ 25.0%	25.0%	9.1%	0.0%	66.7%	72.7%	90.9%	
SENIOR STAFF	- 7.5%	30.0%	25.0%	37.5%	70.0%	75.0%	62.5%	
FULLTIME STAFF	+ 7.2%	41.2%	33.3%	34.0%	58.8%	66.7%	66.0%	
			FEMALE			MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	+ 4.5%	50.0%	45.5%	45.5%	50.0%	54.5%	54.5%	
SENIOR STAFF	0.0%	57.1%	71.4%	57.1%	42.9%	42.9%	57.1%	
FULLTIME STAFF	+ 8.0%	62.7%	62.7%	54.7%	37.3%	37.3%	43.4%	

		PE	OPLE OF COL	.OR		WHITE		
RESOURCE MEDIA	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	0.0%	27.3%	27.3%	27.3%	72.7%	72.7%	72.7%	
SENIOR STAFF	0.0%	16.7%	16.7%	16.7%	83.3%	83.3%	83.3%	
FULLTIME STAFF	0.0%	10.5%	10.5%	10.5%	89.5%	89.5%	89.5%	
			FEMALE			MALE		
	PROGRESS	2019	2018	2017	2019	2018	2017	
BOARD	0.0%	36.4%	36.4%	36.4%	63.6%	63.6%	63.6%	
SENIOR STAFF	0.0%	66.7%	66.7%	66.7%	33.3%	33.3%	33.3%	
FULLTIME STAFF	0.0%	31.6%	31.6%	31.6%	68.4%	68.4%	68.4%	

		PE	OPLE OF COL	OR		WHITE	
RESOURCES LEGACY FUND	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	- 23.5%	18.2%	27.3%	41.7%	54.5%	63.6%	58.3%
SENIOR STAFF	+ 25.0%	25.0%	11.1%	0.0%	66.7%	77.8%	100%
FULLTIME STAFF	- 16.8%	20.3%	27.8%	37.0%	64.6%	61.1%	59.3%
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 3.0%	36.4%	45.5%	33.3%	36.4%	45.5%	66.7%
SENIOR STAFF	0.0%	66.7%	66.7%	66.7%	25.0%	11.1%	33.3%
FULLTIME STAFF	- 22.0%	59.5%	69.4%	81.5%	25.3%	16.7%	18.5%

		PE	OPLE OF COL	O R		WHITE	
RIVER NETWORK	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 5.9%	23.5%	23.5%	17.6%	76.5%	76.5%	82.4%
SENIOR STAFF	- 40.0%	0.0%	0.0%	40.0%	100%	100%	60.0%
FULLTIME STAFF	- 25.6%	7.7%	7.7%	33.3%	92.3%	92.3%	77.8%
			FEMALE			MALE	
	PROGRESS	2019	FEMALE 2018	2017	2019	M A L E 2018	2017
BOARD	PROGRESS 0.0%	2019 52.9%		2017 52.9%	2019 47.1%		2017 47.1%
BOARD SENIOR STAFF			2018			2018	

		PE	OPLE OF COL	OR		WHITE	
ROOT CAPITAL	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA

		PE	OPLE OF COL	. O R		WHITE	
SIERRA CLUB	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	- 13.3%	20.0%	13.3%	33.3%	66.7%	66.7%	66.7%
SENIOR STAFF	+ 1.2%	17.9%	16.7%	16.7%	80.4%	81.7%	83.3%
FULLTIME STAFF	+ 2.6%	22.0%	22.5%	19.4%	64.9%	69.7%	73.9%
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	- 13.3%	33.3%	40.0%	46.7%	66.7%	46.7%	53.3%
SENIOR STAFF	+ 1.8%	51.8%	51.7%	50.0%	48.2%	48.3%	50.0%
FULLTIME STAFF	+ 4.2%	62.3%	61.5%	58.1%	37.7%	38.5%	41.9%

		PE	OPLE OF COL	OR		WHITE	
THE CONSERVATION FUND	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	14.3%	17.6%	NO DATA	85.7%	82.4%
SENIOR STAFF	N/A	NO DATA	0.0%	0.0%	NO DATA	100%	100%
FULLTIME STAFF	N/A	NO DATA	7.3%	18.5%	NO DATA	61.2%	81.5%
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	- 1.0%	16.7%	19.0%	17.6%	83.3%	81.0%	82.4%
SENIOR STAFF	+ 3.8%	35.0%	31.3%	31.3%	65.0%	68.8%	68.8%
FULLTIME STAFF	+ 3.3%	58.7%	39.3%	55.4%	39.4%	30.3%	44.6%

THE NATURE		PE	OPLE OF COL	. O R		WHITE	
CONSERVANCY	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 4.5%	27.3%	22.7%	22.7%	72.7%	77.3%	77.3%
SENIOR STAFF	+ 2.0%	13.7%	11.7%	11.7%	82.1%	85.5%	85.5%
FULLTIME STAFF	+ 3.1%	23.4%	20.3%	20.3%	67.6%	73.4%	73.4%
			FEMALE			MALE	
	PROGRESS	2019	FEMALE 2018	2017	2019	M A L E 2018	2017
BOARD	PROGRESS + 9.1%	2019 40.9%		2017	2019 59.1%		2017
BOARD SENIOR STAFF			2018			2018	

THE PEW		PE	OPLE OF COL	. O R		WHITE	
CHARITABLE TRUSTS	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
SENIOR STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA
FULLTIME STAFF	N/A	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA	NO DATA

THE TRUST FOR		PE	OPLE OF COL	OR		WHITE	
PUBLIC LAND	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	- 5.8%	4.8%	10.0%	10.5%	95.2%	90.0%	89.5%
SENIOR STAFF	+ 9.3%	20.5%	15.2%	11.1%	84.1%	91.3%	88.9%
FULLTIME STAFF	+ 8.3%	24.5%	21.2%	16.2%	75.5%	78.8%	83.8%
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	- 3.5%	33.3%	41.3%	36.8%	66.7%	65.2%	63.2%
SENIOR STAFF	- 4.5%	45.5%	41.3%	50.0%	61.4%	65.2%	50.0%
FULLTIME STAFF	+ 0.4%	63.1%	61.8%	62.7%	36.9%	38.2%	37.3%

		PE	OPLE OF COL	OR		WHITE	
THE WILDERNESS SOCIETY	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	14.3%	NO DATA	NO DATA	75.0%	NO DATA	NO DATA
SENIOR STAFF	+ 3.1%	7.4%	4.0%	4.3%	92.6%	96.0%	95.7%
FULLTIME STAFF	+ 5.2%	14.3%	12.6%	9.1%	85.7%	87.4%	90.9%
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	N/A	35.7%	NO DATA	NO DATA	53.6%	NO DATA	NO DATA
SENIOR STAFF	+ 4.7%	48.1%	44.0%	43.5%	51.9%	56.0%	56.5%
FULLTIME STAFF	- 3.8%	50.7%	53.8%	54.5%	49.3%	46.2%	45.5%

THE WORLD		PE	OPLE OF COL	O R		WHITE	
RESOURCES INSTITUTE	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 3.7%	29.6%	29.2%	25.9%	55.6%	58.3%	63.0%
SENIOR STAFF	- 0.3%	32.4%	30.0%	32.8%	67.6%	68.3%	67.2%
FULLTIME STAFF	- 2.5%	29.5%	32.0%	32.0%	66.9%	68.0%	68.0%
	PROGRESS	2019	FEMALE 2018	2017	2019	M A L E 2018	2017
BOARD	0.0%	37.0%	33.3%	37.0%	63.0%	66.7%	63.0%
SENIOR STAFF	+ 4.3%	40.5%	40.0%		59.5%	60.0%	63.8%
FULLTIME STAFF	- 0.8%	61.5%	62.9%	36.2% 62.3%	38.5%	37.1%	37.7%
FULLTIME STAFF	- 0.6%	01.570	02.570	02.3/0	30.370	37.170	37.770
		DF	OPLE OF COL	O.R		WHITE	
UNION OF CONCERNED SCIENTISTS	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 5.6%	16.7%	16.7%	11.1%	83.3%	83.3%	88.9%
SENIOR STAFF	0.0%	0.0%	0.0%	0.0%	100%	100%	100%
FULLTIME STAFF	+ 5.3%	28.7%	28.7%	23.4%	71.3%	71.3%	76.6%
			FEMALE			MALE	
	PROGRESS	2019	2018	2017	2019	2018	2017
BOARD	+ 5.6%	38.9%	38.9%	33.3%	62.1%	61.1%	66.7%
SENIOR STAFF	+ 5.0%	80.0%	75.0%	75.0%	20.0%	25.0%	25.0%
FULLTIME STAFF	- 1.7%	64.8%	66.3%	66.5%	35.3%	33.7%	33.5%
US CLIMATE ACTION	DD C D C C		OPLE OF COL		2010	WHITE	0017
NETWORK	PROGRESS	2019	2018	2017	2019	2018	2017
NETWORK BOARD	- 1.3%	2019 25.0%	2018		75.0%		2017 73.7%
BOARD SENIOR STAFF	- 1.3% N/A	2019 25.0% 100%	2018 36.8% 66.7%	2017 26.3% NO DATA	75.0% 0.0%	2018 63.2% NO DATA	73.7% NO DATA
NETWORK BOARD	- 1.3%	2019 25.0%	2018	2017	75.0%	2018	
BOARD SENIOR STAFF	- 1.3% N/A	2019 25.0% 100%	2018 36.8% 66.7% 14.3%	2017 26.3% NO DATA	75.0% 0.0%	2018 63.2% NO DATA 42.9%	73.7% NO DATA
BOARD SENIOR STAFF	- 1.3% N/A - 16.7%	2019 25.0% 100% 50.0%	2018 36.8% 66.7% 14.3% FEMALE	2017 26.3% NO DATA 66.7%	75.0% 0.0% 50.0%	2018 63.2% NO DATA 42.9% MALE	73.7% NO DATA 33.3%
BOARD SENIOR STAFF FULLTIME STAFF	- 1.3% N/A - 16.7%	2019 25.0% 100% 50.0%	2018 36.8% 66.7% 14.3% FEMALE 2018	2017 26.3% NO DATA 66.7%	75.0% 0.0% 50.0%	2018 63.2% NO DATA 42.9% MALE 2018	73.7% NO DATA 33.3%
BOARD SENIOR STAFF FULLTIME STAFF BOARD	- 1.3% N/A - 16.7% PROGRESS - 5.7%	2019 25.0% 100% 50.0% 2019 41.7%	2018 36.8% 66.7% 14.3% FEMALE 2018 52.6%	2017 26.3% NO DATA 66.7% 2017 47.4%	75.0% 0.0% 50.0% 2019 58.3%	2018 63.2% NO DATA 42.9% MALE 2018 5.3%	73.7% NO DATA 33.3%
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF	- 1.3% N/A - 16.7% PROGRESS - 5.7% 0.0%	2019 25.0% 100% 50.0% 2019 41.7% 100%	2018 36.8% 66.7% 14.3% FEMALE 2018 52.6% 100%	2017 26.3% NO DATA 66.7% 2017 47.4% 100%	75.0% 0.0% 50.0% 2019 58.3% 0.0%	2018 63.2% NO DATA 42.9% MALE 2018 5.3% 0.0%	73.7% NO DATA 33.3% 2017 52.6% NO DATA
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF	- 1.3% N/A - 16.7% PROGRESS - 5.7% 0.0%	2019 25.0% 100% 50.0% 2019 41.7% 100% 50.0%	2018 36.8% 66.7% 14.3% FEMALE 2018 52.6% 100%	2017 26.3% NO DATA 66.7% 2017 47.4% 100% 66.7%	75.0% 0.0% 50.0% 2019 58.3% 0.0%	2018 63.2% NO DATA 42.9% MALE 2018 5.3% 0.0%	73.7% NO DATA 33.3% 2017 52.6% NO DATA
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF	- 1.3% N/A - 16.7% PROGRESS - 5.7% 0.0%	2019 25.0% 100% 50.0% 2019 41.7% 100% 50.0%	2018 36.8% 66.7% 14.3% FEMALE 2018 52.6% 100% 28.6%	2017 26.3% NO DATA 66.7% 2017 47.4% 100% 66.7%	75.0% 0.0% 50.0% 2019 58.3% 0.0%	2018 63.2% NO DATA 42.9% MALE 2018 5.3% 0.0% 14.3%	73.7% NO DATA 33.3% 2017 52.6% NO DATA
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF	- 1.3% N/A - 16.7% PROGRESS - 5.7% 0.0% - 16.7%	2019 25.0% 100% 50.0% 2019 41.7% 100% 50.0%	2018 36.8% 66.7% 14.3% FEMALE 2018 52.6% 100% 28.6%	2017 26.3% NO DATA 66.7% 2017 47.4% 100% 66.7%	75.0% 0.0% 50.0% 2019 58.3% 0.0% 50%	2018 63.2% NO DATA 42.9% MALE 2018 5.3% 0.0% 14.3%	73.7% NO DATA 33.3% 2017 52.6% NO DATA 33.3%
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF WORLD WILDLIFE FUND	- 1.3% N/A - 16.7% PROGRESS - 5.7% 0.0% - 16.7%	2019 25.0% 100% 50.0% 2019 41.7% 100% 50.0%	2018 36.8% 66.7% 14.3% FEMALE 2018 52.6% 100% 28.6% OPLE OF COL 2018	2017 26.3% NO DATA 66.7% 2017 47.4% 100% 66.7%	75.0% 0.0% 50.0% 2019 58.3% 0.0% 50%	2018 63.2% NO DATA 42.9% MALE 2018 5.3% 0.0% 14.3% WHITE 2018	73.7% NO DATA 33.3% 2017 52.6% NO DATA 33.3%
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF WORLD WILDLIFE FUND BOARD	- 1.3% N/A - 16.7% PROGRESS - 5.7% 0.0% - 16.7% PROGRESS + 2.4%	2019 25.0% 100% 50.0% 2019 41.7% 100% 50.0%	2018 36.8% 66.7% 14.3% FEMALE 2018 52.6% 100% 28.6% OPLE OF COL 2018 15.0% 13.3% 25.2%	2017 26.3% NO DATA 66.7% 2017 47.4% 100% 66.7% OR 2017 15.0%	75.0% 0.0% 50.0% 2019 58.3% 0.0% 50%	2018 63.2% NO DATA 42.9% MALE 2018 5.3% 0.0% 14.3% WHITE 2018 85.0% 80.0% 67.6%	73.7% NO DATA 33.3% 2017 52.6% NO DATA 33.3% 2017 85.0%
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF WORLD WILDLIFE FUND BOARD SENIOR STAFF	- 1.3% N/A - 16.7% PROGRESS - 5.7% 0.0% - 16.7% PROGRESS + 2.4% + 4.3% - 0.9%	2019 25.0% 100% 50.0% 2019 41.7% 100% 50.0% PE 2019 17.4% 17.6% 24.3%	2018 36.8% 66.7% 14.3% FEMALE 2018 52.6% 100% 28.6% OPLE OF COL 2018 15.0% 13.3% 25.2% FEMALE	2017 26.3% NO DATA 66.7% 2017 47.4% 100% 66.7% OR 2017 15.0% 13.3% 25.2%	75.0% 0.0% 50.0% 2019 58.3% 0.0% 50% 2019 82.6% 79.4% 67.1%	2018 63.2% NO DATA 42.9% MALE 2018 5.3% 0.0% 14.3% WHITE 2018 85.0% 80.0% 67.6% MALE	73.7% NO DATA 33.3% 2017 52.6% NO DATA 33.3% 2017 85.0% 80.0% 67.6%
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF WORLD WILDLIFE FUND BOARD SENIOR STAFF FULLTIME STAFF	- 1.3% N/A - 16.7% PROGRESS - 5.7% 0.0% - 16.7% PROGRESS + 2.4% + 4.3% - 0.9% PROGRESS	2019 25.0% 100% 50.0% 2019 41.7% 100% 50.0% PE 2019 17.4% 17.6% 24.3%	2018 36.8% 66.7% 14.3% FEMALE 2018 52.6% 100% 28.6% OPLE OF COL 2018 15.0% 13.3% 25.2% FEMALE 2018	2017 26.3% NO DATA 66.7% 2017 47.4% 100% 66.7% O R 2017 15.0% 13.3% 25.2%	75.0% 0.0% 50.0% 2019 58.3% 0.0% 50% 2019 82.6% 79.4% 67.1%	2018 63.2% NO DATA 42.9% MALE 2018 5.3% 0.0% 14.3% WHITE 2018 85.0% 80.0% 67.6% MALE 2018	73.7% NO DATA 33.3% 2017 52.6% NO DATA 33.3% 2017 85.0% 80.0% 67.6%
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF WORLD WILDLIFE FUND BOARD SENIOR STAFF FULLTIME STAFF BOARD	- 1.3% N/A - 16.7% PROGRESS - 5.7% 0.0% - 16.7% PROGRESS + 2.4% + 4.3% - 0.9% PROGRESS + 13.5%	2019 25.0% 100% 50.0% 2019 41.7% 100% 50.0% PE 2019 17.4% 17.6% 24.3% 2019 43.5%	2018 36.8% 66.7% 14.3% FEMALE 2018 52.6% 100% 28.6% OPLE OF COL 2018 15.0% 13.3% 25.2% FEMALE 2018 30.0%	2017 26.3% NO DATA 66.7% 2017 47.4% 100% 66.7% OR 2017 15.0% 13.3% 25.2% 2017 30.0%	75.0% 0.0% 50.0% 2019 58.3% 0.0% 50% 2019 82.6% 79.4% 67.1% 2019 56.5%	2018 63.2% NO DATA 42.9% MALE 2018 5.3% 0.0% 14.3% WHITE 2018 85.0% 80.0% 67.6% MALE 2018 70.0%	73.7% NO DATA 33.3% 2017 52.6% NO DATA 33.3% 2017 85.0% 80.0% 67.6% 2017 70.0%
BOARD SENIOR STAFF FULLTIME STAFF BOARD SENIOR STAFF FULLTIME STAFF WORLD WILDLIFE FUND BOARD SENIOR STAFF FULLTIME STAFF	- 1.3% N/A - 16.7% PROGRESS - 5.7% 0.0% - 16.7% PROGRESS + 2.4% + 4.3% - 0.9% PROGRESS	2019 25.0% 100% 50.0% 2019 41.7% 100% 50.0% PE 2019 17.4% 17.6% 24.3%	2018 36.8% 66.7% 14.3% FEMALE 2018 52.6% 100% 28.6% OPLE OF COL 2018 15.0% 13.3% 25.2% FEMALE 2018	2017 26.3% NO DATA 66.7% 2017 47.4% 100% 66.7% O R 2017 15.0% 13.3% 25.2%	75.0% 0.0% 50.0% 2019 58.3% 0.0% 50% 2019 82.6% 79.4% 67.1%	2018 63.2% NO DATA 42.9% MALE 2018 5.3% 0.0% 14.3% WHITE 2018 85.0% 80.0% 67.6% MALE 2018	73.7% NO DATA 33.3% 2017 52.6% NO DATA 33.3% 2017 85.0% 80.0% 67.6%

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