Exhibit 191. Staff of Color and Women/Females, Initiative Grantees (n=56)

- Other Hewlett Grantees
- TMI Grantees
MEAN PERCENTAGE PEOPLE OF COLOR ACROSS GRANTEES

Board Members

- Foundation Grantees: 31%
- TMI Grantees: 24%

All Staff

- Foundation Grantees: 36%
- TMI Grantees: 31%
HEADS OF ORGANIZATION BY RACE/ETNICITY

Foundation Grantees

Exhibit 13. Percent Head(s)\(^1\) of Organization by Race/Ethnicity Category, All Grantees (n=538)\(^{\text{V,L,W}}\)

- White: 76%
- Multi-Racial/Multi-Ethnic: 3%
- Hispanic/Latino/Latina: 5%
- Black/African American: 6%
- Asian/Asian American: 8%
- Unknown: 2%
- Indigenous Groups*: 1%

*Some organizations reported having more than one head of organization
*Staff represent 423 organizations
*The total is greater than 100% because organizations could select more than one race/ethnicity for each staff person
*\(^{\text{V,L,W}}\) denotes some missing data
*1\% of respondents declined to state their race/ethnicity

TMI Grantees

Exhibit 171. Percent Head(s)\(^1\) of Organization by Race/Ethnicity Category, Madison Initiative Grantees (n=81)\(^{\text{V,L,W}}\)

- White: 83%
- Multi-Racial/Multi-Ethnic: 1%
- Hispanic/Latino/Latina: 2%
- Black/African American: 7%
- Asian/Asian American: 4%

*Some organizations reported having more than one Head of Organization
*Head(s) of Organization represent 38 organizations
*No respondents were identified as Native American/American Indian/Alaska Native/Native Hawaiian/Other Indigenous Groups, Other, or declined to state their race/ethnicity
*\(^{\text{V,L,W}}\) denotes some missing data
*Total equals more than 100% because some respondents were counted in more than one race/ethnicity category
Mean Percentage Women/Female Across Grantees

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>All Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Foundation Grantees</td>
<td>43%</td>
</tr>
<tr>
<td></td>
<td>TMI Grantees</td>
<td>37%</td>
</tr>
</tbody>
</table>

F: Foundation Grantees
TMI: TMI Grantees

F: Foundation Grantees
TMI: TMI Grantees

All Staff
HEADS OF ORGANIZATION BY GENDER

Foundation Grantees

Exhibit 27. Percent of Head(s) of Organization by Gender Category, All Grantees (n=542)*

- Man/Male: 49%
- Woman/Female: 49%
- Unknown: 2%

*TMI Grantees

Exhibit 185. Percent of Head(s) of Organization by Gender Category, Madison Initiative Grantees (n=80)*

- Man/Male: 57%
- Woman/Female: 41%
- Unknown: 1%

*Some organizations reported having more than one Head of Organization
*Head(s) of Organization represent 47 organizations
*<1% of respondents were identified as Non-Binary; no respondents were identified as Transgender, Unknown or declined to state their gender identity