

Foundation Board Diversity:

**No Change in Diversity
Since 2009**





About the Greenlining Institute

The Greenlining Institute is a national policy, research, organizing, and leadership institute working for racial and economic justice. We ensure that grassroots leaders are participating in major policy debates by building diverse coalitions that work together to advance solutions to our nation's most pressing problems. Greenlining builds public awareness of issues facing communities of color, increases civic participation, and advocates for public and private policies that create opportunities for people and families to make the American Dream a reality.



About the Greenlining Institute's Democratizing Philanthropy Program

Democratizing Philanthropy promotes diversity and transparency in the philanthropic world, encouraging charitable foundations to treat communities of color as full partners in their work. Beginning in 2005, Greenlining began researching foundation support of communities of color and nonprofits led by people of color, issuing a series of reports documenting astonishing gaps in foundation support of these communities. Because much of the information we sought was not published or reported, in 2007 we supported legislation in California known as AB 624, which would have required the state's largest foundations to report basic diversity data. The proposal proved highly controversial and did not pass, but ultimately led to a commitment by 10 major California foundations to address racial disparities in philanthropy. This agreement produced significant results, as we reported in June 2012 [<http://greenlining.org/resources/pdfs/PDCreport.pdf>], but much more needs to be done. Greenlining continues to monitor the philanthropic community and press for adequate resources for communities of color.

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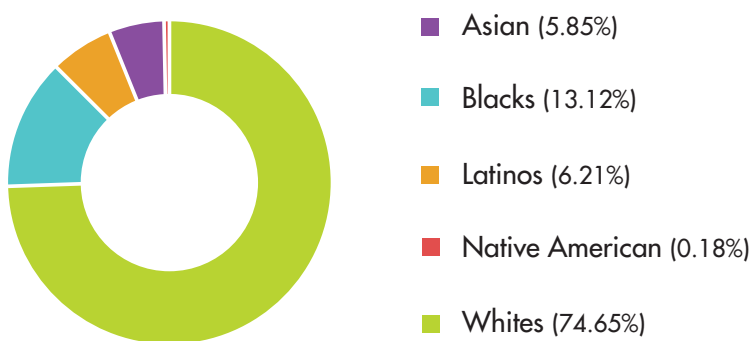
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BACKGROUND

25 Percent of Board Seats Were Held By People of Color as of July 2012

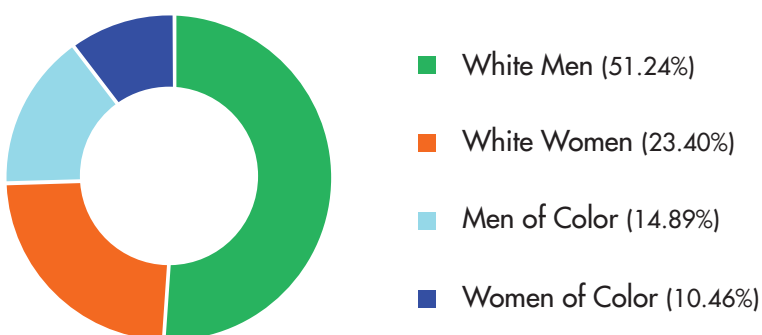
Our analysis of the gender, racial, and ethnic makeup of the boards of directors of the largest 48¹ foundations in the nation reveals that 25 percent of the positions were held by people of color, including approximately 13 percent by African Americans, 6 percent by Latinos, and 6 percent by Asians. We were able to identify only one Native American board member in the 564 total board seats that we examined.

Chart 1. Comparison of Diversity by Ethnicity



In addition, white males represented 51 percent of all board members in our sample. Women of color held just 10 percent of the foundation board seats that we examined.

Chart 2. Comparison of Men and Women on Foundation Boards by Ethnicity



Please visit www.greenlining.org to view board diversity information for all of the 48 foundations featured in this report.

No Change Since 2009

Greenlining conducted a similar analysis in 2009. Our 2009 headline read, “*One out of four private foundation directors is a person of color.*”

There are only slight changes in the data since our last report.² Latino representation on boards slightly fell from 8 percent to just over 6 percent. African American representation slightly grew from 12.5 percent to 13.1 percent. Asian American representation also slightly grew from 4.5 percent to 5.8 percent.

Six Foundations Had 50 Percent or More People of Color on Their Boards

The following six foundations had 50 percent or more people of color on their board of directors.

■	
W. K. Kellogg Foundation*: 50% of the board	The California Endowment: 67% of the board
The Rockefeller Foundation: 60% of the board	Casey Family Programs*: 57% of the board
The James Irvine Foundation: 53% of the board	The Ford Foundation*: 50% of the board

(*)³

13 of the 48 Foundations Had No People of Color on Their Boards

The following 13 foundations had no people of color on their board of directors.

■	
The Bill and Melinda Gates Foundation*	Gordon and Betty Moore Foundation
Lilly Endowment	The William Penn Foundation
The Leona M. and Harry B. Helmsley Charitable Trust	Robert W. Woodruff Foundation, Inc.
Conrad N. Hilton Foundation	Richard King Mellon Foundation
The McKnight Foundation	Margaret A. Cargill Foundation*
Kimbell Art Foundation	The Simmons Foundation
The Annenberg Foundation*	

(*)⁴

Other Facts

Of the top 48 foundations by asset size, 33 percent had no African Americans serving on their boards of directors; 56 percent had no Asian board members; and 60.5 percent had no Latino board members.

METHODOLOGY

We obtained our list of foundations from the Foundation Center's website⁵ and selected the top 50 foundations by asset size. We searched each foundation's website for information on the board of directors and recorded the race/ethnicity of each board member along with their gender. To determine if our assessment of the race/ethnicity of each board member was correct, we cross-referenced their name with the NNDB (Notable Names Database, <http://www.nndb.com/>). After recording the race/ethnicity of each board member we contacted their respective foundations to obtain a confirmation of the accuracy of our assessment. Data was collected in July of 2012.

Limitations

Only 18 of the 48 foundations sampled responded to our request for confirmation of the race/ethnicity of their board members. Thus, it is possible that some of our data is not accurate. In the interest of transparency, we encourage all foundations to disclose their board of directors diversity data on their websites. Additionally, we were not able to obtain information about the executive boards of the Walton Family Foundation or the Susan Thompson Buffet Foundation, as they do not disclose such information about their boards.



WHAT'S NEXT

Greenlining believes that organized philanthropy has a responsibility to reflect the diversity of America. As the recent national election highlighted, the country has changed and will continue to change into the future. If communities of color can largely decide who our president will be, they should also be given a fair shot at participating in all aspects of philanthropy. Greenlining will continue to urge foundations to make commitments to diversity. We believe they should start by disclosing diversity data on their websites.

The Development of a Leadership Database for Foundation Boards

Greenlining is in the beginning stage of developing a database of individuals who are qualified to serve on foundation boards. Greenlining will first interview foundation CEOs and foundation board members to determine what constitutes a "qualified" board member. With this information, Greenlining plans on partnering with a for-profit executive search firm to identify potential board members of color. Greenlining will provide this list to foundation boards at no charge so that they can devote more of their resources to actual philanthropic grants.

The Top 48 Foundations Reviewed

Bill and Melinda Gates Foundation*	Conrad N. Hilton Foundation
Ford Foundation*	John S. and James L. Knight Foundation
J. Paul Getty Trust*	The Harry and Jeanette Weinberg Foundation, Inc.
The Robert Wood Johnson Foundation*	Richard King Mellon Foundation
W. K. Kellogg Foundation*	The McKnight Foundation
The William and Flora Hewlett Foundation	Margaret A. Cargill Foundation*
The David and Lucile Packard Foundation	Casey Family Programs*
The John D. and Catherine T. MacArthur Foundation	Kimbell Art Foundation
Gordon and Betty Moore Foundation	The Cleveland Foundation*
The Andrew W. Mellon Foundation	Ewing Marion Kauffman Foundation*
Lilly Endowment Inc.	The New York Community Trust
Tulsa Community Foundation	The Simons Foundation
The William Penn Foundation	Silicon Valley Community Foundation*
The California Endowment	The Annenberg Foundation*
The Rockefeller Foundation	Doris Duke Charitable Foundation
The Leona M. and Harry B. Helmsley Charitable Trust	Alfred P. Sloan Foundation*
The Kresge Foundation	John Templeton Foundation
Foundation to Promote Open Society	Eli & Edythe Broad Foundation
The Annie E. Casey Foundation	The Chicago Community Trust*
The Duke Endowment*	The James Irvine Foundation
The Bloomberg Family Foundation, Inc.	Houston Endowment Inc.
Robert W. Woodruff Foundation, Inc.	The Heinz Endowments
Carnegie Corporation of New York*	The Wallace Foundation*
Charles Stewart Mott Foundation*	The Starr Foundation*

(*)⁶

Please visit www.greenlining.org to view board diversity information for all of the 48 foundations featured in this report.



REFERENCES

¹ Two of the top 50 Foundations do not release information about their board of directors, thus reducing our sample size to 48 of the top 50 Foundations by asset size.

² The foundations used in the 2009 analysis vary slightly from the foundations reviewed in 2012 in order to maintain the focus on the top 50 Foundations by asset size.

³ Foundations marked with an asterisk (*) confirmed our data.

⁴ Foundations marked with an asterisk (*) confirmed our data.

⁵ <http://foundationcenter.org/findfunders/topfunders/top100assets.html>

⁶ Foundations marked with an asterisk (*) responded to our request to confirm our data

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