This section examines the staff and boards of participating organizations. Organizations were asked about staff and board size, staff compensation, as well as staff and board demographics, including age, gender identity, identification as transgender, and race/ethnicity. Only some organizations provided each type of this information. Figures show data for combined staff or board across all organizations that provided data. Note that numbers may not sum to 100 due to rounding.

### Staff and Board Size Vary

- **Board**: Average 77 (High 20, Low 5)
- **Staff**: Average 29 (High 126, Low 1)

For every 5 Board members, there are 9 staff members

### Wide Average Salary Range for Senior Staff

- **Average Senior Staff Compensation (n=32)**: $60k Low, $155k Average*, $260k High

### Race/Ethnicity of Staff and Board

- **All staff (n=31)**: 45% White, 21% Black, 14% Hispanic/Latino, 7% API, 6% Native American, 2% Multiracial, 1% Other Race/Ethnicity, 8% Unknown
- **Senior staff (n=27)**: 50% White, 24% Black, 9% Hispanic/Latino, 6% API, 3% Native American, 3% Multiracial, 1% Other Race/Ethnicity, 7% Unknown
- **Board (n=32)**: 53% White, 18% Black, 10% Hispanic/Latino, 7% API, 5% Native American, 6% Multiracial, <1% Other Race/Ethnicity, 1% Unknown

### Gender Identity of Staff and Board

- **All staff (n=32)**: 33% Women, 49% Men, 16% Nonbinary, Genderqueer, or Another Gender, 2% Unknown
- **Senior staff (n=27)**: 34% Women, 51% Men, 13% Nonbinary, Genderqueer, or Another Gender, 2% Unknown
- **Board (n=31)**: 44% Women, 47% Men, 7% Nonbinary, Genderqueer, or Another Gender, 2% Unknown

### Transgender Status of Staff and Board

- **All staff (n=30)**: 23% Transgender
- **Senior staff (n=27)**: 25% Transgender
- **Board (n=31)**: 10% Transgender

### One in 12 Staff Are Part-Time Workers

- 8% Part-time
- 92% Full-time

### Majority of Staff Are Ages 30-54

- 62% Ages 30-54
- 27% Under 30
- 12% Ages 55+
- <1% Ages 55+

### Average Senior Staff Compensation

- **Low**: $60k
- **Average**: $155k
- **High**: $260k

### WIDE AVERAGE SALARY RANGE

- **Low**: $260k
- **High**: $155k
- **Average**: $60k

### Average Senior Staff Compensation

- **Low**: $260k
- **High**: $155k
- **Average**: $60k

### Reporting ORGS (N=34): 1,219 Total Staff (1,119 Full Time; 100 Part Time) & 681 Board Members

- Staff data include full and part time staff.
- Average does not include outlier datapoint.

### MAJORITY OF STAFF ARE AGES 30-54

- **(n=33)**

### STAFF AND BOARD SIZE VARY

- **(n=34)**

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### WIDE AVERAGE SALARY RANGE

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- **High**: $155k
- **Average**: $60k

### Average Senior Staff Compensation

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- **High**: $155k
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