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Diversity in Environmental Organizations Reporting and Transparency

Technical Report · January 2018

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Diversity in Environmental Organizations

Reporting and Transparency

Report No. 1

January 2018

Dorceta E. Taylor
University of Michigan
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Summary of Key Findings

The study of 2,057 environmental nonprofits found that:

% A modest percent of environmental organizations currently utilize the GuideStar reporting system to reveal their diversity data.

- **14.5%** of the organizations say they engage in some form of diversity, equity, and inclusion (DEI) activity.
- **6.8%** of the organizations report data on gender diversity.
- **3.9%** of the organizations reveal data on racial diversity.
- **0.7%** of the organizations disclose data on sexual orientation.

% The report found that on average:

- Whites comprised more than 80% of the board members of the groups studied.
- Whites constituted more than 85% of the staff of environmental nonprofits.
- Males occupy about 62% of the board positions but comprise less than half of the staff of the organizations.

The percent of environmental organizations reporting their diversity data on GuideStar has declined steadily since 2014. The slump is even more apparent in the reporting of racial data.

Reporting varied by organizational type. The organizations most likely to reveal diversity data were those described as:

- Environmental justice organizations
- Environmental quality, protection, and beautification
- Management and technical assistance
- Fisheries
- Parks and playgrounds
- Environmental education and outdoor survival, and
- Natural resources conservation and protection.

The organizations least likely to report diversity data were:

- Recycling facilities
- Wildlife sanctuaries/refuges
- Wildlife protection and preservation
- Zoos, zoological societies, and aquariums
- Botanical, horticultural, and landscape services
- Garden clubs, and
- Fundraising/fund distribution groups.

Transparency Index (TI)

We calculated a TI for each organization. Environmental justice organizations and management & technical assistance groups had the highest mean TI. Zoos, zoological societies, and aquariums had a mean of zero; that is, none of these organizations submitted any diversity data.

$ The size of the organization's budget is related to the reporting of diversity data.

- Organizations with budgets of $3 million or more are about twice as likely to reveal racial diversity data than other organizations.
- Organizations with budgets of $3 million or more are about 50% more likely to release gender diversity data than other organizations.
- Virtually all the organizations that report sexual orientation data have budgets of $3 million or more.
- Organizations with budgets of $3 million or more were also much more likely to engage in DEI activities than other organizations.

Diversity in Environmental Organizations: Reporting and Transparency

January 2018

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Overview

The 2014 *State of Diversity in Environmental Organizations*[1] report analyzed the racial and gender diversity of the staff of mainstream environmental nonprofits, government environmental agencies, and environmental grantmaking foundations. The document called for increased public reporting of demographic data by environmental organizations. It also urged the institutions to say what types of diversity-related activities they undertake.

The report was released shortly before an agreement was reached between Green 2.0, the D5 Coalition, and GuideStar to collect data on diversity from nonprofits using the GuideStar Exchange voluntary reporting system. Nonprofits were asked to share information about the race/ethnicity, gender, sexual orientation, and ability/disability of members of their boards, staff, and volunteers.

The collaborators announced the partnership in October 2014 and supporters were optimistic about its potential. Foundation and nonprofit leaders were enthusiastic. The goal of the project was to encourage transparency. GuideStar, a nonprofit that houses information on more than 1.8 million nonprofits argue that the initiative would establish sector-wide standards for collecting diversity data. Without such data, it is difficult to identify trends, gaps, overlaps, and synergies.[2]

Green 2.0 has tracked the submission of diversity data from environmental organizations. However, efforts have focused on the 40 largest environmental nonprofits and foundations. Hence on Earth Day 2015, Green 2.0 announced that more than 25 of the most prominent environmental groups and eight major environmental grantmakers had submitted diversity information to GuideStar. The activists lamented the fact that several large environmental groups had declined to submit diversity data to GuideStar.[3] A year later, Green 2.0 announced that another six of the top 40 environmental organizations had released their diversity information through GuideStar.[4]

To date, there has been a limited assessment of the extent to which environmental institutions are using GuideStar to report their diversity data. Though Green 2.0 tracks the reporting of top 40 organizations, this tells us nothing about how environmental organizations that are outside of the top 40 are using the system. Thus the question arises, to what extent are environmental organizations using the GuideStar system to report their diversity characteristics? And, what kinds of data are organizations reporting?

This report, *Diversity in Environmental Organizations: Reporting and Transparency*, presents the findings from a study of 2,057 environmental organizations. It examines if and how environmental nonprofits are using the GuideStar reporting system. Chapter 1 provides a national overview of the different categories of groups studied. The racial characteristics of the organizations are discussed in chapter 2, while chapter 3 analyzes the gender characteristics of the institutions. Chapter 4 focuses on sexual orientation and chapter 5 on the diversity, equity, and inclusion activities that organizations sponsor. The final chapter discusses the creation of a diversity index as well as strategies to enhance reporting and levels of transparency.

[1] Taylor, D. E. 2014. *The State of Diversity in Environmental Organizations*. Ann Arbor, MI: University of Michigan. Report prepared for the Raben Group & Green 2.0.

[2] GuideStar. 2014. "GuideStar Launches First-of-Its-Kind Program to Collect Diversity Data from Nonprofits at Scale." October 16. Available at: https://learn.guidestar.org/news/news-releases/2014/guidestar-launches-first-of-its-kind-program-to-collect-diversity-data-from-nonprofits-at-scale.

[3] Green 2.0. 2015. "Over 25 Top Environmental Advocacy Nonprofits and 8 Top Foundations Submit Diversity Data to GuideStar; Green 2.0 Announces on Earth Day." April 22. Available at: https://www.diversegreen.org/over-25-top-environmental-advocacy-nonprofits-and-8-top-foundations-submit-diversity-data-to-guidestar-green-2-0-announces-on-earth-day/.

[4] West. E. 2016. "Ahead of Earth Day, Green 2.0 Calls for Leading Organizations to Renew Commitment to Diversity Data Transparency." April 21. Available at: https://www.diversegreen.org/press-release-ahead-earth-day-green-2-0-calls-leading-environmental-organizations-renew-commitment-diversity-data-transparency/.

Chapter 1. Organizations Studied

A. Sampling and Methodology

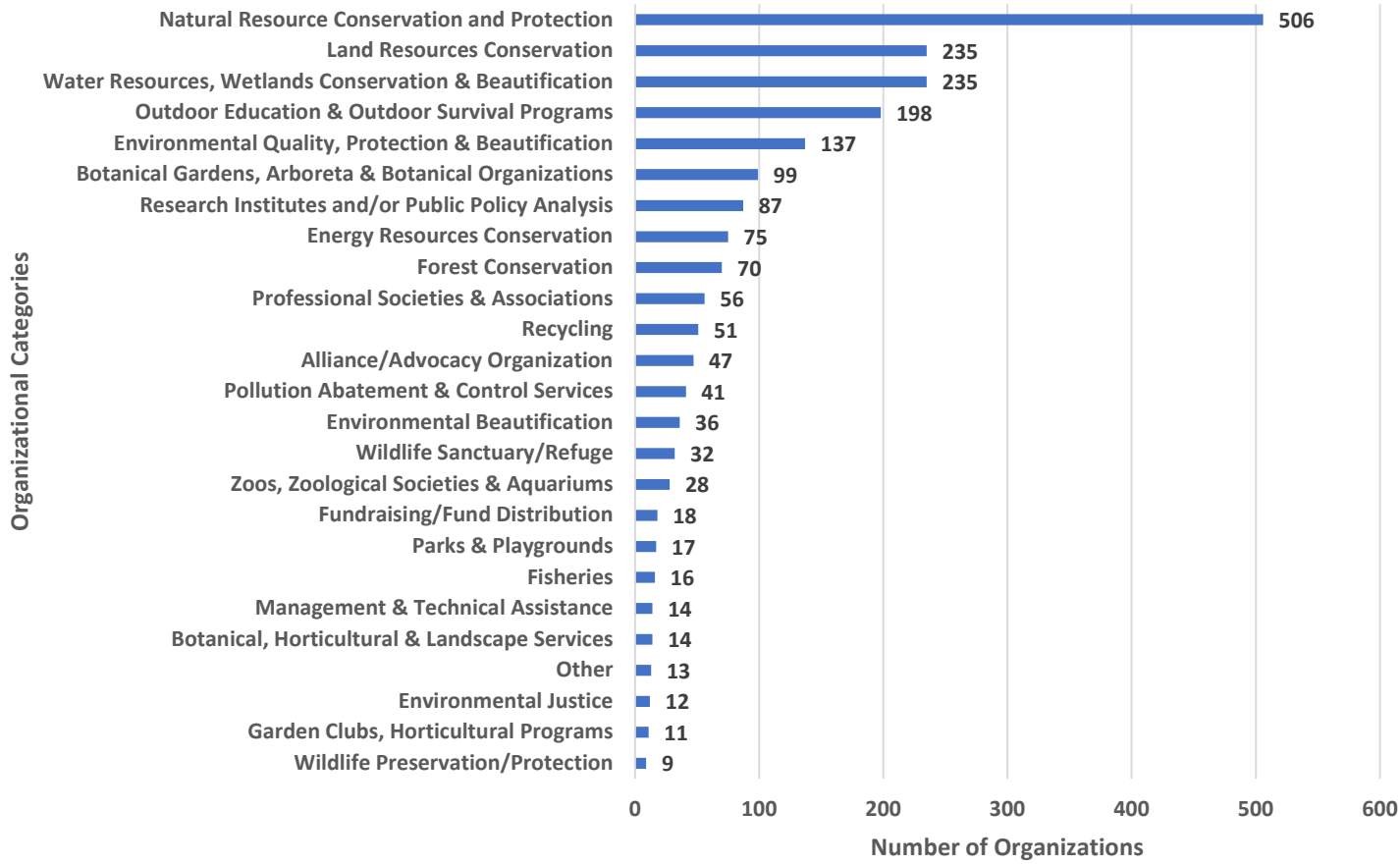
From October 2016 to December 2017, we used GuideStar Premium and Internal Revenue Service (IRS) Form 990 to collect demographic, diversity, and financial information on 2,057 environmental organizations. The sample includes 28 different types of environmental organizations that completed GuideStar profiles between 2011 and 2016 (see Figure 1a). Though the sample contains groups that completed their GuideStar profiles before 2014, all but 14 of the organizations completed their submission between 2014 and 2016.

Organizations choose one or more GuideStar categories to describe themselves. For analytical purposes, institutions pick more than one type; we create an additional code that uses the descriptor that best represents the primary environmental focus of the organization in our assessment. For instance, we code an organization that describes itself as a wildlife sanctuary and a community-based organization as a wildlife sanctuary. instance GuideStar did not have a category for environmental justice. In this case, we created a new typology and code for such groups.

We use the size of the budget as an indicator of organization size. Not all organizations are membership institutions, and even when they have members, many do not report the number of members, so budget size serves as a proxy instead. Most organizations in the study said what their budget was for the study period. The organizations range in size from small to large and are located all over the United States.

We will release the results of the study in a series of reports. Report 1 will assess the extent to which environmental organizations report demographic data and DEI activities.

Figure 1a. Number and Types of Environmental Organizations Studied



B. Types of Organizations and Period of Updating GuideStar Profiles

Table 1a. Number of Organizations and Year of Completing GuideStar Profile

Time Period	Number	Percent
2011-2013	14	0.7
2014	534	26.0
2015	1,096	53.3
2016	413	20.1

By far, the most common type of organizations in the sample are those focusing on natural resource conservation and protection; these institutions make up a quarter of the sample (Figure 1a). Land conservation and water resources/wetlands organizations each comprise 11.4% of the sample. Environmental education groups constitute about 10% of the sample, while environmental quality/protection organizations represent 6.6% and botanical gardens/arboreta account for 4.8% of the total.

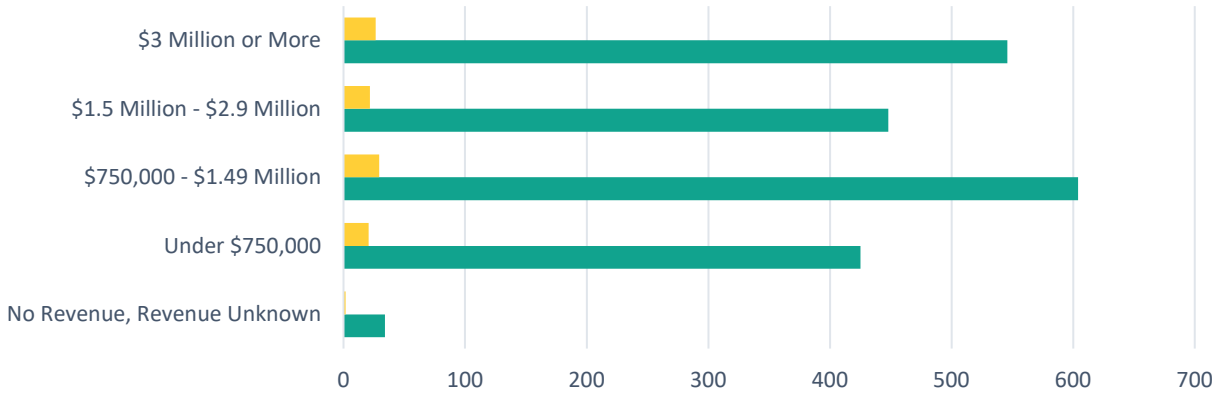
As Table 1a shows, 73.3% of the organizations updated their profiles after the 2014 GuideStar diversity reporting platform was open. Though the portal opened in 2014, it was available for only a few months that year, and it is unclear how many organizations might have updated their profiles before the diversity data collection system was in place.

Notwithstanding, the time frame of the study coincides with a period wherein there was much publicity about the new GuideStar diversity data gathering system. Additionally, most organizations had an opportunity to update their profiles to include diversity data.

C. Organizations' Budgets and Percent in Each Category

The annual operating budget was known for all but 34 of the entities studied (Figure 1b). These organizations accounted for only 1.7% of the sample. About one-fifth of the organizations (425) had budgets that were less than $750,000. Most of the organizations (604) had budgets that were between $0.75 million and $1.49 million; 29.4% of the organizations were in this category. Roughly one-fifth of the organizations had budgets that ranged from $1.5 million to $2.9 million. The remaining 26.5% of the organizations had budgets that were $3 million or more.

Figure 1b. Size and Percent of Organizations



	No Revenue, Revenue Unknown	Under $750,000	$750,000 - $1.49 Million	$1.5 Million - $2.9 Million	$3 Million or More
% of Organizations	1.7	20.7	29.4	21.8	26.5
# of Organizations	34	425	604	448	546

D. Diversity Metrics Reported

We collected data on 11 different types of diversity metrics that organizations could report. These were:

- the race/ethnicity of board members
- the race/ethnicity of full-time, part-time, and senior staff
- the gender of board members,
- the gender of full-time, part-time, and senior staff
- sexual orientation
- participation in DEI activities, and
- involvement in DEI training.

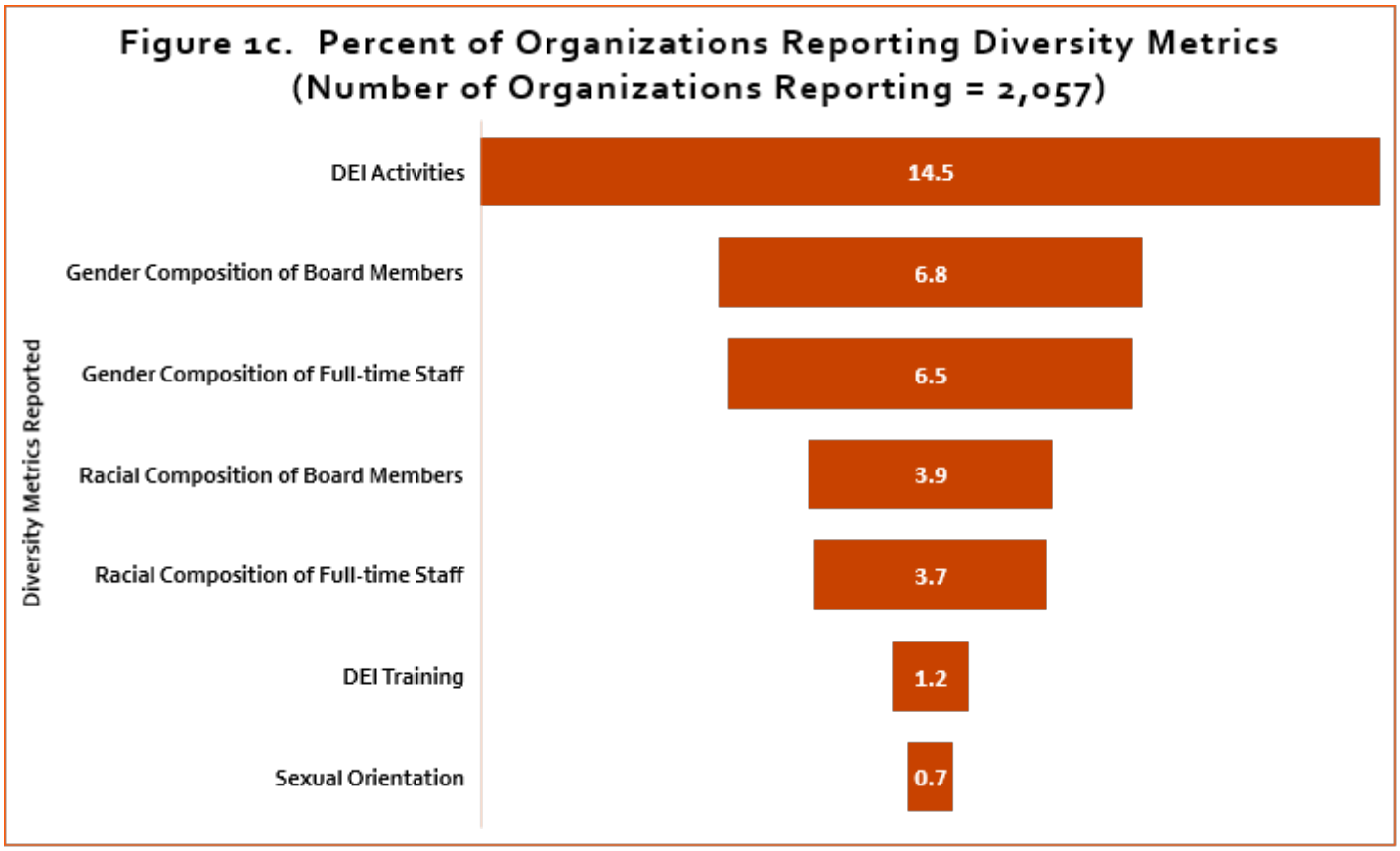
The most commonly reported DEI metric was DEI activities (Figure 1c). Two hundred and ninety-nine or 14.5% of the organizations stated that they sponsored DEI activities. Most of the activities reported were "low-hanging fruits." These include placing a diversity statement on the organization's website, cultural celebrations, and expanding recruitment efforts. Some organizations mentioned that they created diversity committees, had a DEI strategic plan, or were engaged in strategic planning processes. These were all combined into the DEI activities category because too few organizations mentioned each activity.

Organizations were much more likely to mention their gender diversity data than they were to state their racial/ethnic data. So, 139 or 6.8% of the organizations revealed the gender composition of their board while 133 or 6.5% reported on the gender composition of their staff. Though we collected data on full-time employees, part-time workers, and senior staff, unless specified, the report discusses information for full-time staff since too few organizations reported data for the other two staff categories.

We analyze two dimensions of gender identity in this report. Though we sought to collect data on males, females, and transgender employees, we found only one organization that reported transgender data.

Less than 4% of the organizations reported racial/ethnic data for their boards or staff. Consequently, 81 or 3.9% of the organizations revealed the racial/ethnic composition of their boards and 76 or 3.7% reported on the racial/ethnic characteristics of their staff.

Twenty-five or 1.2% of the organizations had participated in DEI training. However, only 14 or 0.7% of the organizations reported sexual orientation data.



E. Declining Trend of Reporting

Figure 1d shows that the percent of organizations that report diversity data is declining over time. The downswing is occurring despite the fact that most organizations supplied their data after the GuideStar portal began accepting diversity information.

Only one of the 14 organizations that had pre-2014 reporting data had a diversity statement with their profile, so we will concentrate on comparing 2014 to 2016 data in this discussion.

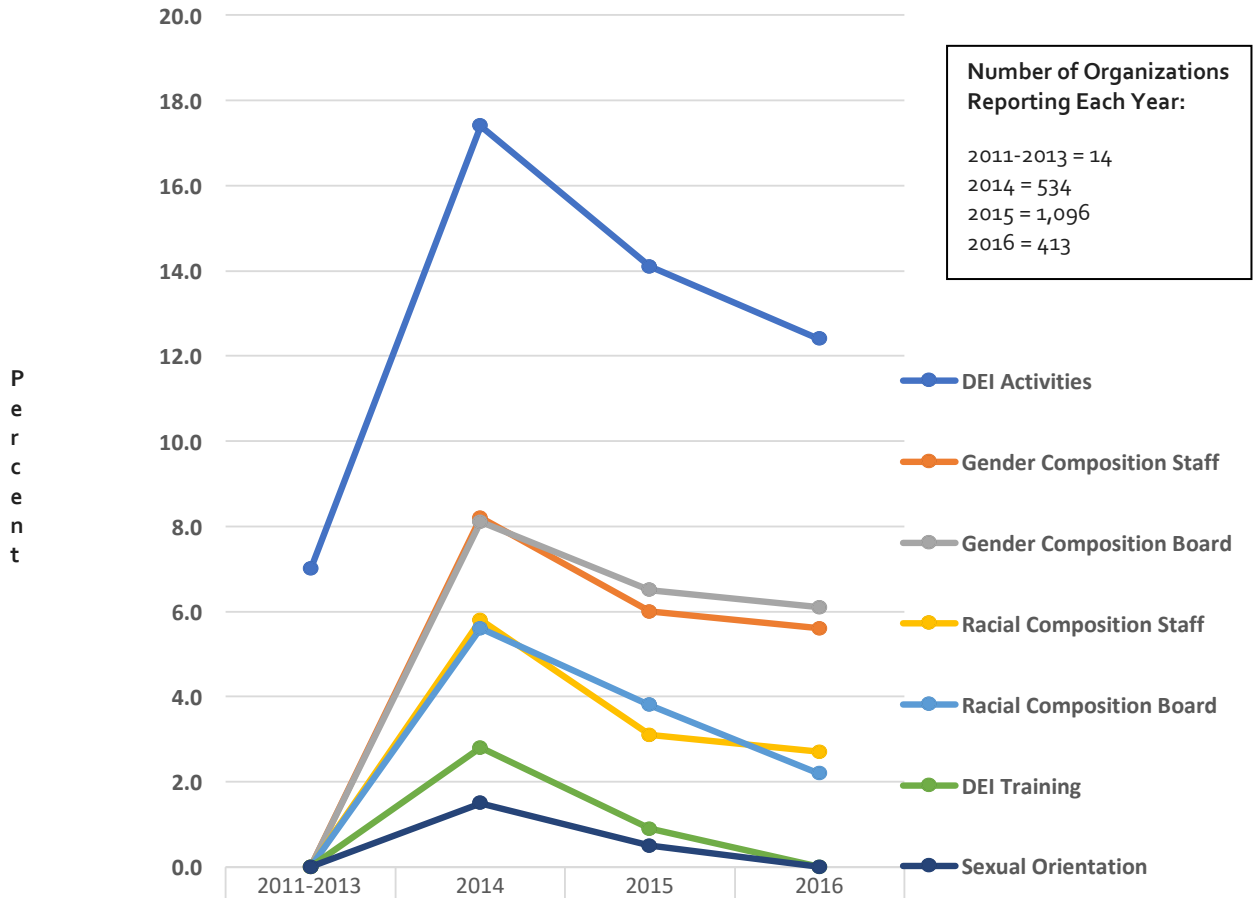
The submission of information on DEI activities went from 17.4% to 12.4% in the period; this represents a 40% decline in reporting. Reporting on the gender composition of the staff declined by 46% while the submission of data on the gender diversity of the board decreased by 33% over the same period.

Reporting on racial/ethnic diversity declined even more dramatically. The percent of organizations revealing data on the racial composition of their staff fell by 214% over the period. In this vein, the percent of organizations reporting on the racial/ethnic characteristics of their board declined by 255% over the study period.

The decline in reporting for race/ethnicity data is much steeper than reductions in the reporting of gender data.

While 2.8% of the organizations reported engaging in DEI training in 2014, none did so in 2016. Similarly, no group submitted sexual orientation data in 2016.

Figure 1d. Percentage of Organizations Reporting Diversity Data in Specified Years



	2011-2013	2014	2015	2016
DEI Activities	7.0	17.4	14.1	12.4
Gender Composition Staff	0	8.2	6.0	5.6
Gender Composition Board	0	8.1	6.5	6.1
Racial Composition Staff	0	5.8	3.1	2.7
Racial Composition Board	0	5.6	3.8	2.2
DEI Training	0	2.8	0.9	0
Sexual Orientation	0	1.5	0.5	0

Chapter 2. Reporting of Racial Diversity Data

A. Racial Composition of the Boards and Staff

Organizations were asked to say what percent of their board members were of particular racial or ethnic backgrounds. Seventy-eight organizations indicated that they had white board members; the mean percent of white board members reported was 83% (Table 2a).

Fewer than 40 organizations submitted data on the percent of racial/ ethnic minorities on their boards or staff.

The mean amount of black board members reported was 9.2%. The mean was 9.4% each for Hispanic/LatinX and Asians. It was 12.5% for Native Americans and 8% for multicultural board members.

Table 2b shows the mean percent of full-time, part-time and senior staff reported. In all instances, the mean percent of white employees exceeded 85%. A small number of organizations presented data on the percent of ethnic minority part-time staff they had. These ranged from 22.3% to 31.2%.

An equally small number of organizations revealed the percent of racial and ethnic minorities on their senior staff; the means ranged from 13.3% to 23.4%. Only one institution indicated that it had Native Americans on its part-time and senior workers.

Table 2a. Mean Racial Composition of the Boards of Organizations

Demographic Characteristics of Board Members	Number of Organizations Reporting	Mean Percent Reported
Percent of White Board Members	78	83.0
Percent of Black Board Members	37	9.2
Percent of Hispanic/LatinX Board Members	36	9.4
Percent of Asian Board Members	31	9.4
Percent of Native American Board Members	11	12.5
Percent of Multicultural Board Members	8	8.0
Percent of Board Members from Unknown or Other Races/Ethnicities	15	30.5

Table 2b. Mean Racial Composition of the Staff of Organizations

Demographic Characteristics of Staff	Number of Organizations Reporting	Mean Percent Reported
Full-time Staff:		
Percent of White Staff	74	89.5
Percent of Black Staff	34	9.2
Percent of Hispanic/LatinX Staff	32	9.8
Percent of Asian Staff	38	9.3
Percent of Native American Staff	10	10.7
Percent of Multicultural Staff	30	6.0
Percent of Staff from Unknown or Other Races/Ethnicities	13	36.8
Part-time Staff:		
Percent of White Staff	52	85.2
Percent of Black Staff	11	31.2
Percent of Hispanic/LatinX Staff	13	22.5
Percent of Asian Staff	16	22.3
Percent of Native American Staff		
Percent of Multicultural Staff	7	20.1
Percent of Staff from Unknown or Other Races/Ethnicities	5	43.8
Senior Staff:		
Percent of White Staff	67	87.2
Percent of Black Staff	11	14.4
Percent of Hispanic/LatinX Staff	8	23.4
Percent of Asian Staff	16	13.3
Percent of Native American Staff		
Percent of Multicultural Staff	9	17.8
Percent of Staff from Unknown or Other Races/Ethnicities	9	45.8

B. Racial and Ethnic Diversity on the Boards and Staff of various Categories of Organizations

Organizations in several sectors of the environmental field did not divulge any information about the racial characteristics of their boards (Figure 2a). Though 8.3% of environmental justice organizations and 8% of those described as environmental quality, protection, and beautification organizations revealed the racial makeup of their boards, none of the recycling or environmental beautification groups did. Neither did any of the wildlife sanctuaries/refuges; zoos, zoological societies, and aquariums; fundraising/fund distribution organizations; those in botanical, horticultural, and landscape services; garden clubs and horticultural programs; or those in wildlife preservation and protection.

As Figure 2b shows, the same was true for the reporting of racial diversity on the staff of environmental organizations.

Figure 2a. Type and Percent of Organizations Reporting on the Racial Diversity of their Boards

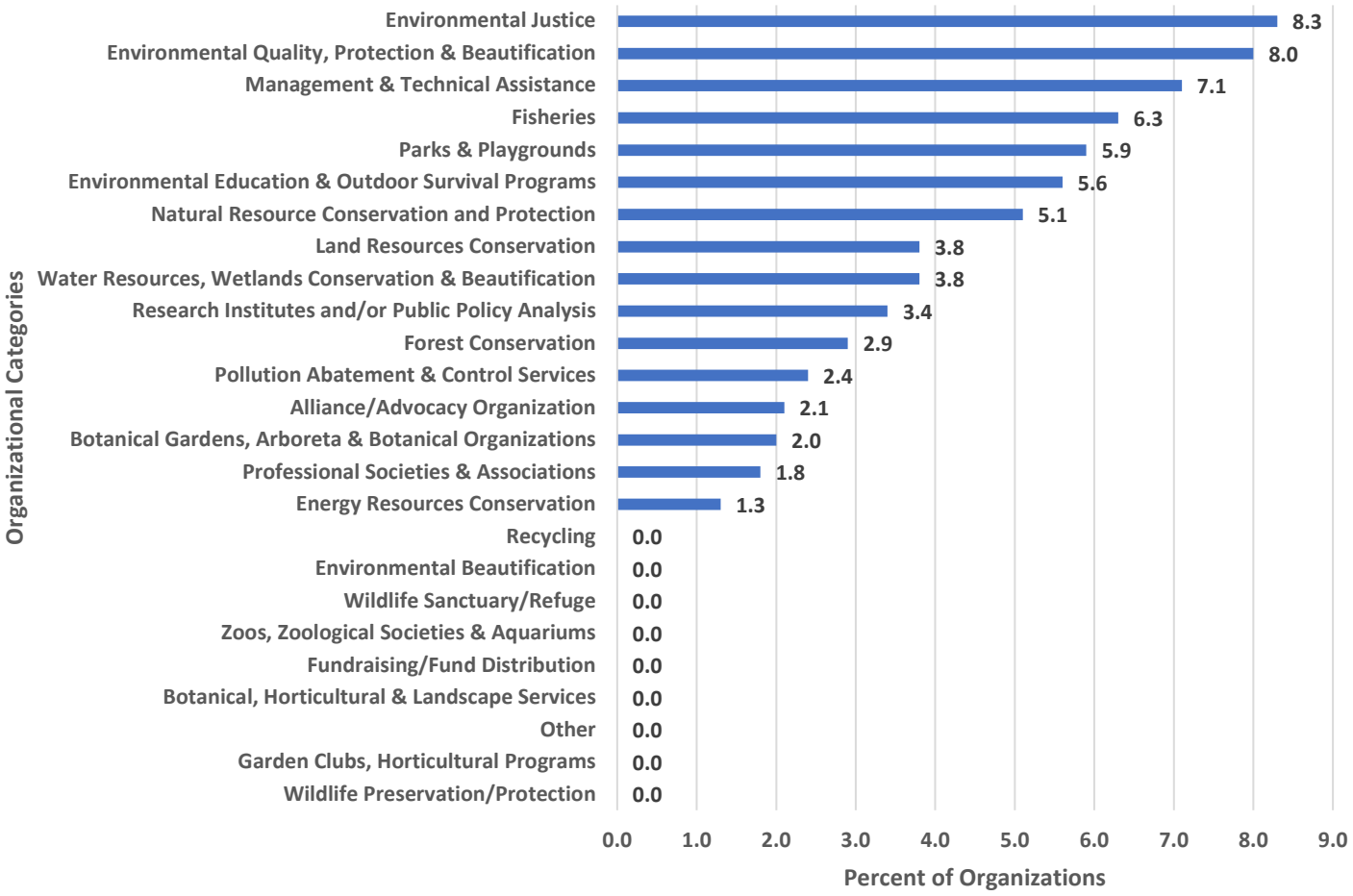
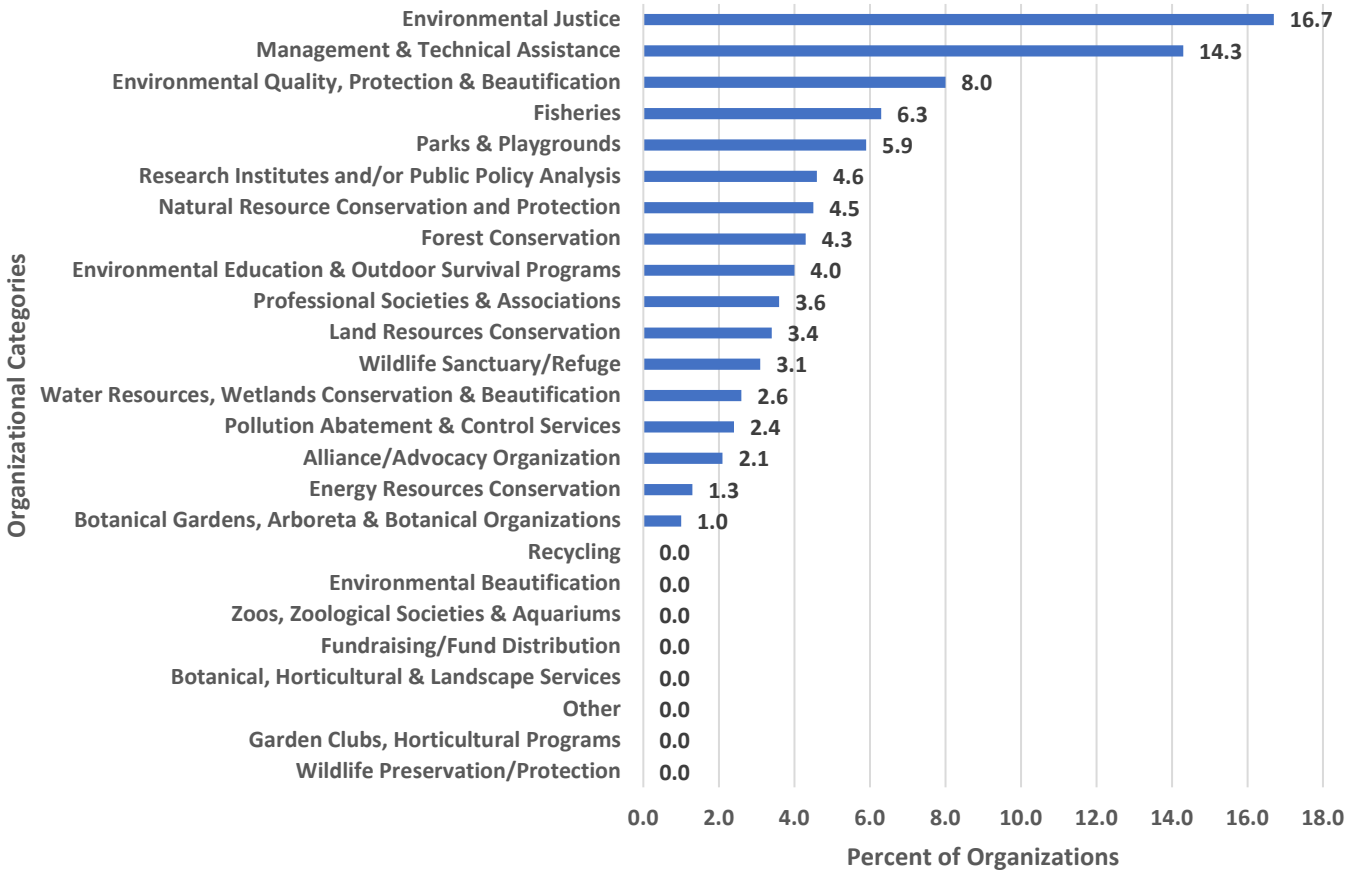


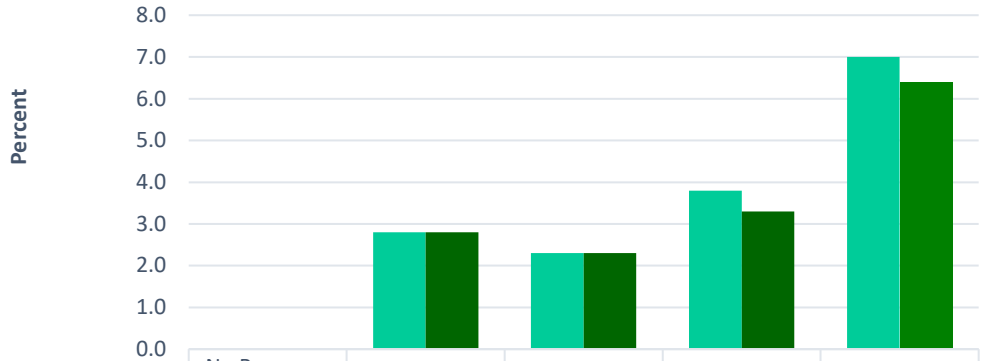
Figure 2b. Type and Percent of Organizations Reporting on the Racial Diversity of their Staff



C. Budget Size and the Reporting of Racial Characteristics

Disclosing information about race and ethnicity is related to budget size. None of the organizations that did not divulge their annual operating budgets revealed the racial characteristics of their boards or staff. The immense organizations, those with budgets of $3 million or more, were far more likely to disclose the racial and ethnic composition of their boards and staff than other organizations. The most substantial entities were about twice as likely to submit their race and ethnicity data as those with budgets of $1.5 million-$2.9 million and three times as likely to do so as organizations with budgets of $750,000-$1.4 million.

Figure 2c. Size of Budget and Percent of Organizations Reporting Racial Characteristics



	No Revenue, Revenue Unknown	Under $750,000	$750,000 - $1.49 Million	$1.5 Million - $2.9 Million	$3 Million or More
Race of Board Members	0.0	2.8	2.3	3.8	7.0
Race of Staff	0.0	2.8	2.3	3.3	6.4

Chapter 3. Reporting of Gender Diversity Data

A. The Gender Composition of the Board and Staff

The boards of environmental nonprofits that provided gender information had a much higher percentage of male than female members.

The 139 organizations reporting this data indicated that on average, males made up 62.1% of their boards. Females, on the other hand, accounted for a mean of 36.6% of the boards of the 137 reporting organizations (Table 3a).

When we examined the staff of the organizations, we noticed that the gender balance flips. Males constituted a mean of 39.2% of the full-time employees of 121 reporting organizations. They made up 42.8% of the part-time workers of the 66 organizations submitting information on this metric. The highest mean percentage of males are on the senior staff of the organizations.

The part-time staff seems to be heavily-skewed towards females.

Ninety-five organizations reported on the percent of females in their part-time staff; they indicated a mean of 75.1% female. The part-time workforce contains the highest percentage of women of the three segments considered.

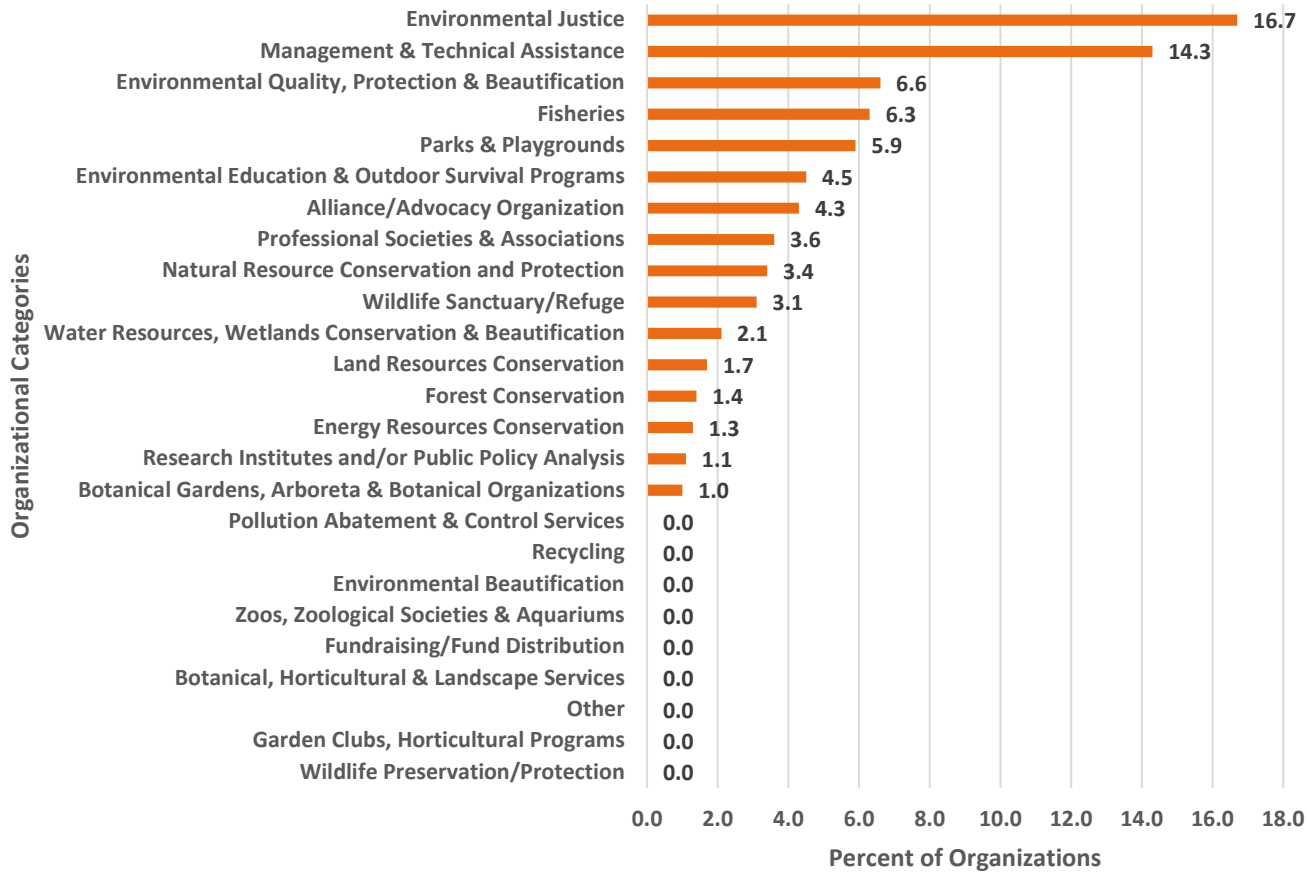
Table 3a. Mean Gender Composition of the Staff and Boards of Organizations

Demographic Characteristics of Staff	Number of Organizations Reporting	Mean Percent Reported
Board Members:		
Percent of Males on Board	139	62.1
Percent of Females on Board	137	36.6
Full-time Staff:		
Percent of Males on Staff	121	39.2
Percent of Females on Staff	129	62.5
Part-time Staff:		
Percent of Males on Staff	66	42.8
Percent of Females on Staff	95	75.1
Senior Staff:		
Percent of Males on Staff	89	50.0
Percent of Females on Staff	105	63.7

B. Types of Organization Submitting Information on the Gender Composition of their Boards

Six percent or more of environmental justice; management and technical assistance organizations; those categorized as environmental quality, protection, and beautification; fisheries; and parks and playgrounds provided data on gender diversity of their boards. As Figure 3a shows, no organization in several sectors of the environmental field provided data related to the gender composition of their boards.

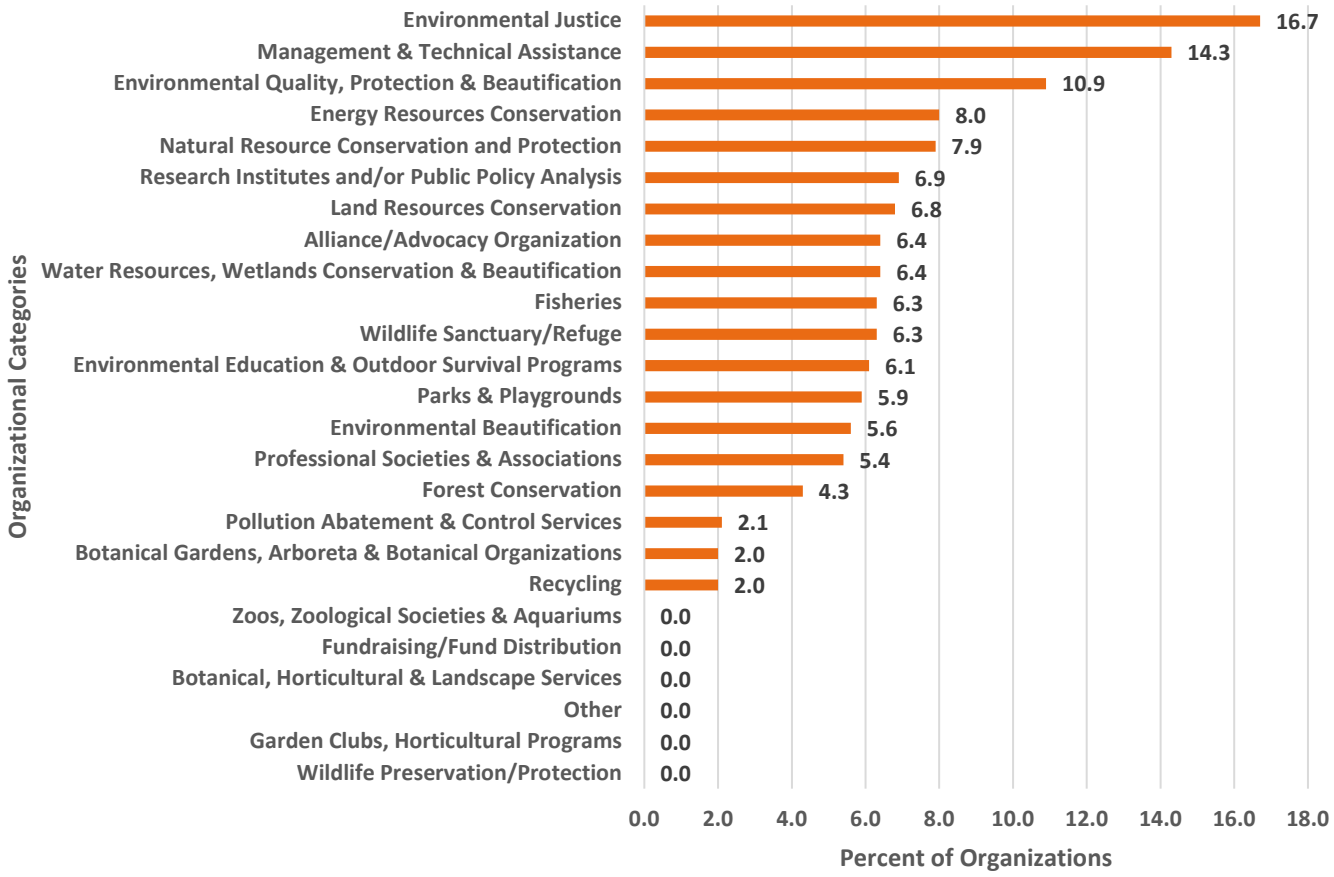
Figure 3a. Type and Percent of Organizations Reporting on the Gender Diversity of their Boards



C. Types of Organization Submitting Information on the Gender Composition of their Staff

Organizations were more likely to provide information on the gender characteristics of their staff than they were to specify this information for their boards. Consequently, 6% percent or more of the organizations in 13 different sectors provided gender diversity data for their staff. Still, there were six types of organizations that provided no information at all on gender diversity of their workforce (Figure 3b).

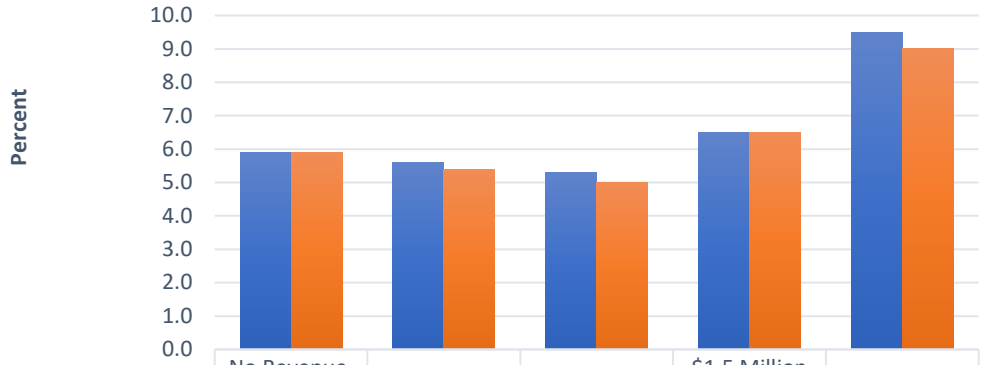
Figure 3b. Type and Percent of Organizations Reporting on the Gender Diversity of their Staff



D. The Relationship Between Budget Size and the Reporting of Gender Statistics

While none of the organizations that did not reveal their budgets submitted information on the racial characteristics of their boards and staff, 5.9% of them presented data on the gender make up of their boards and employees. Once again, size is related to the provision of diversity data. That is, the most massive organizations were much more likely to publicize gender diversity data than other organizations (Figure 3c).

Figure 3c. Size of Budget and Percent of Organizations Reporting Gender Characteristics



	No Revenue, Revenue Unknown	Under $750,000	$750,000 - $1.49 Million	$1.5 Million - $2.9 Million	$3 Million or More
Gender of Board Members	5.9	5.6	5.3	6.5	9.5
Gender of Staff	5.9	5.4	5.0	6.5	9.0

Chapter 4. Reporting of Sexual Orientation Data

Only 14 organizations or 0.7% of the sample submitted data on sexual orientation. Consequently, none of the organizations in 18 of the sectors studied provided any information on sexual orientation (Figure 4a). Most of the reporting came from management and technical assistance organizations.

Reporting on sexual orientation is related to budget size. Twelve of the organizations that revealed information about sexual orientation were organizations with budgets of $3 million or more (Figure 4b).

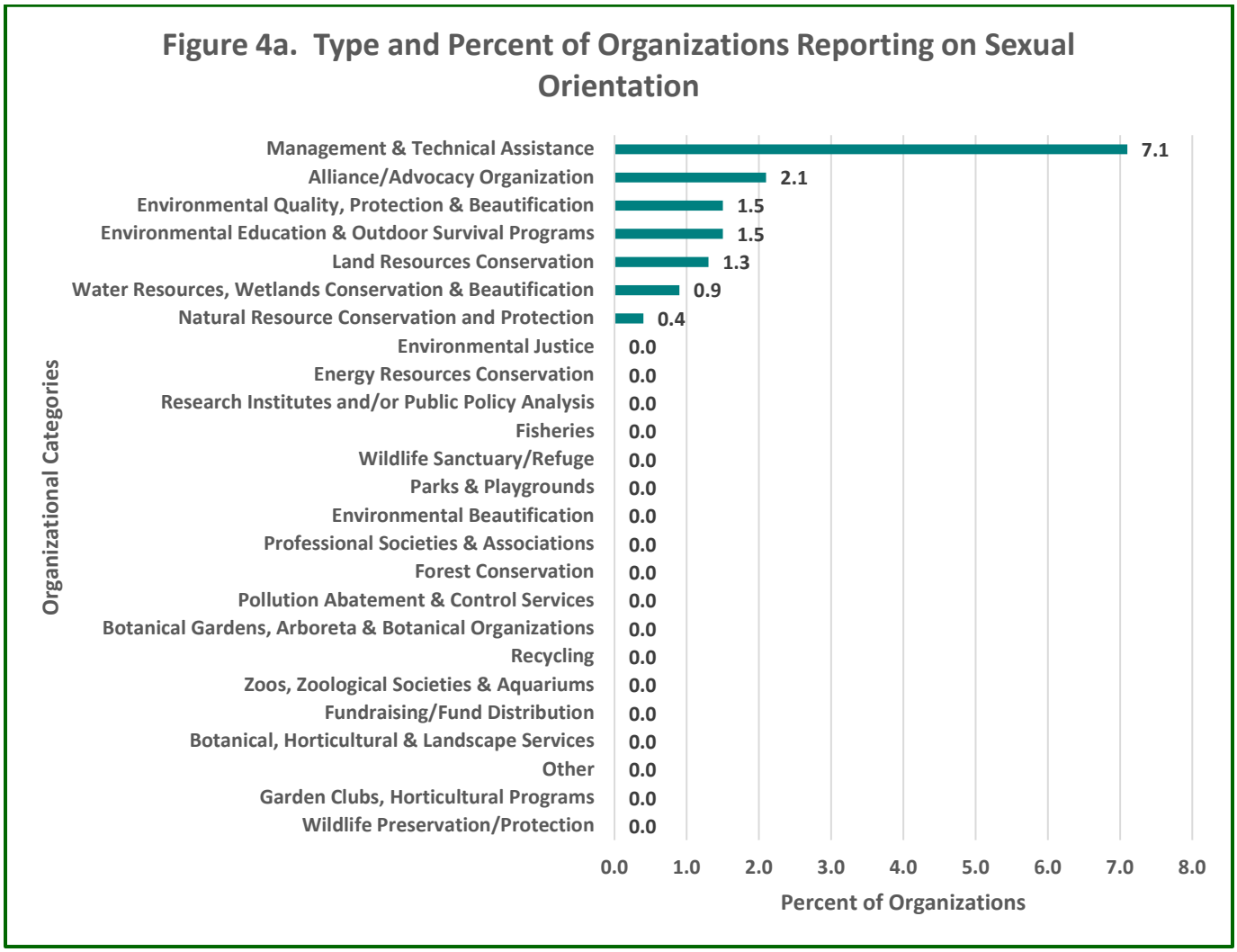
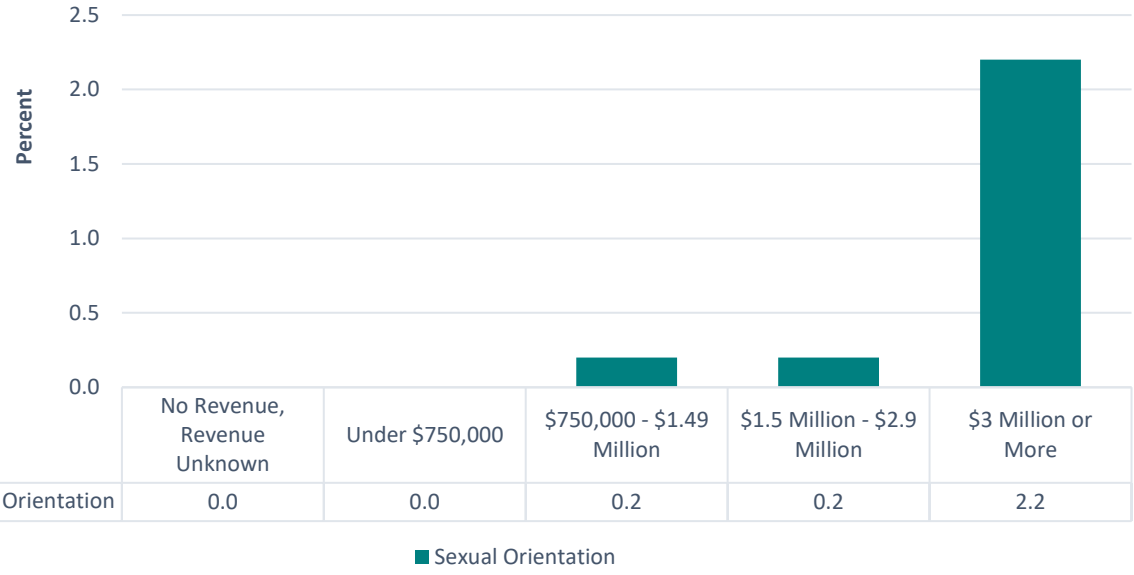


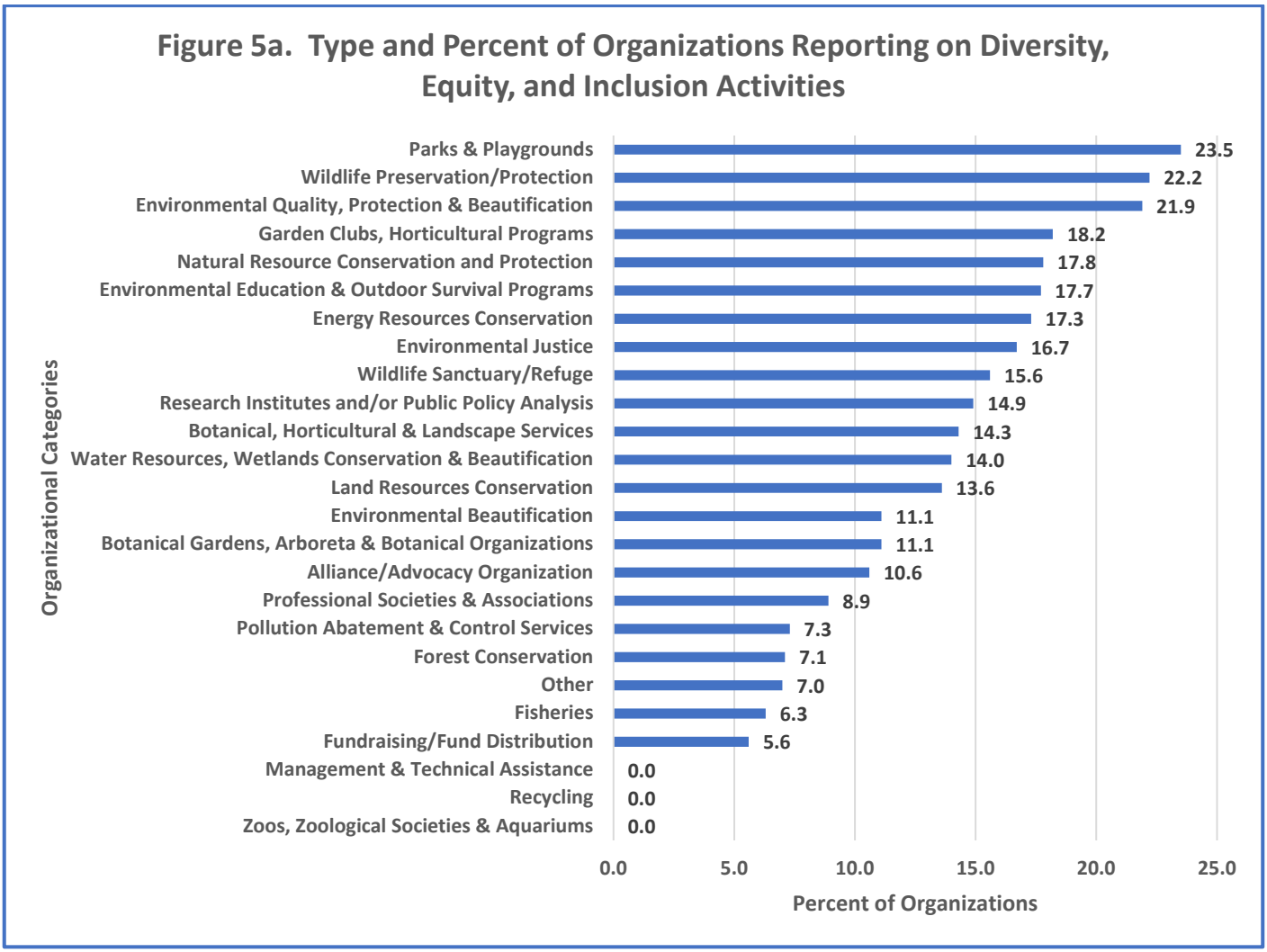
Figure 4b. Size of Budget and Percent of Organizations Reporting Gender Characteristics



Chapter 5. Reporting of Diversity, Equity, and Inclusion Activities

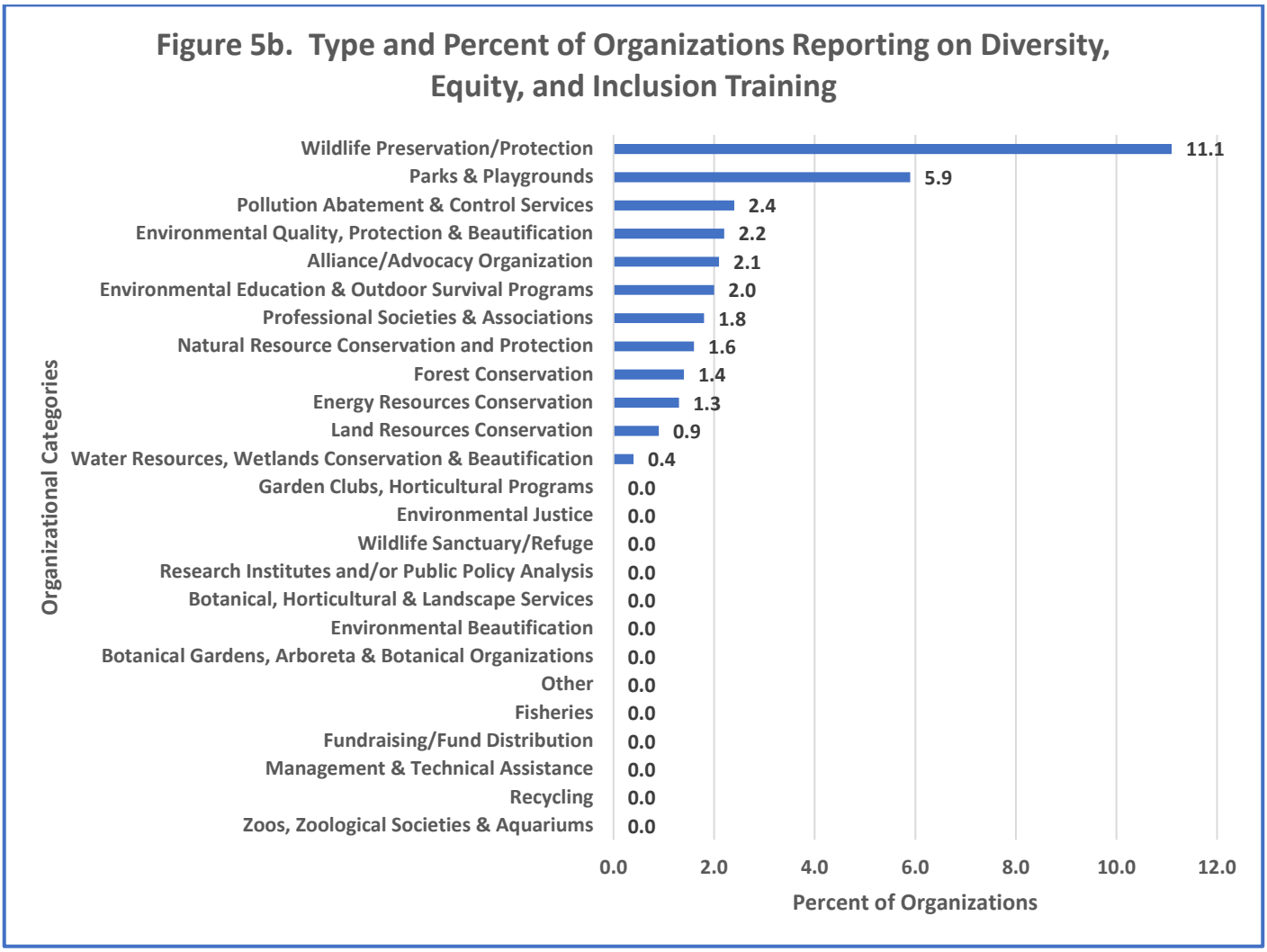
A. Organization Type and the Reporting of Diversity, Equity, and Inclusion Activities

To what extent do organizations try to walk the talk about diversity? Though 299 groups (or 14.5% of the sample) indicated that they participated in DEI activities, the percent of organizations engaging in these activities varied widely between sectors. So, more than one-fifth of the parks and playgrounds; wildlife preservation and protection organizations; and the environmental quality, protection, and beautification groups reported that they participated in DEI activities. Still, none of the 93 institutions in management and technical assistance; recycling; or zoos, zoological societies, and aquariums reported engaging in any DEI activities.



B. Participation in Diversity, Equity, and Inclusion Training

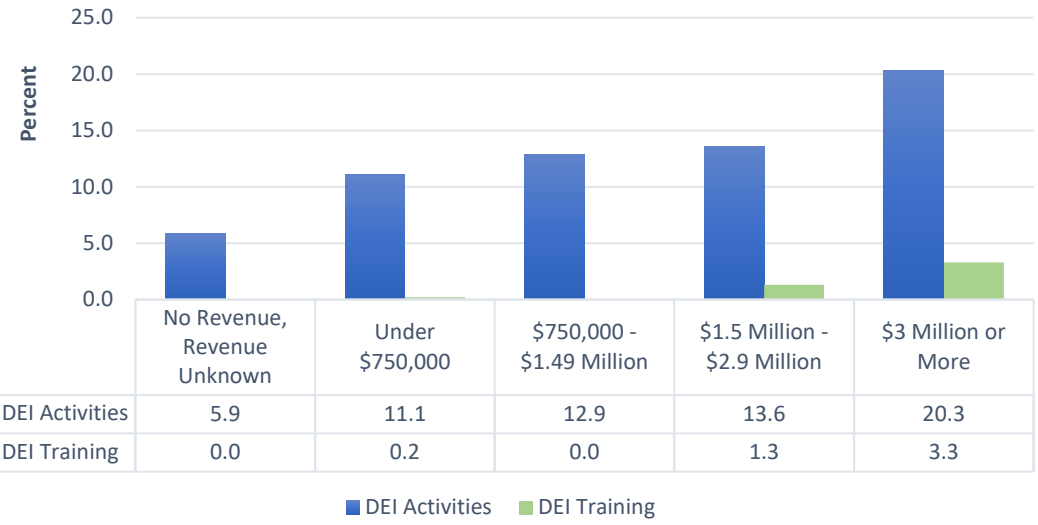
Very few organizations reported that DEI training had occurred in their institutions. Only 25 groups or 1.2% of the sample named this activity. DEI training was most likely to have happened in wildlife preservation and protection organizations as well as parks and playgrounds (Figure 5b).



C. Budget Size and Participation in Diversity, Equity and Inclusion Activities

The larger the budget of the organization, the more likely they are to participate in DEI activities (Figure 5c). Moreover, the organizations with budgets of $3 million or more were significantly more likely to engage in such activities than smaller groups. This finding is consistent with the pattern already uncovered above where budget size is related to diversity engagement.

Figure 5c. Size of Budget and Percent of Organizations Reporting Diversity, Equity, & Inclusion Activities



	No Revenue, Revenue Unknown	Under $750,000	$750,000 - $1.49 Million	$1.5 Million - $2.9 Million	$3 Million or More
DEI Activities	5.9	11.1	12.9	13.6	20.3
DEI Training	0.0	0.2	0.0	1.3	3.3

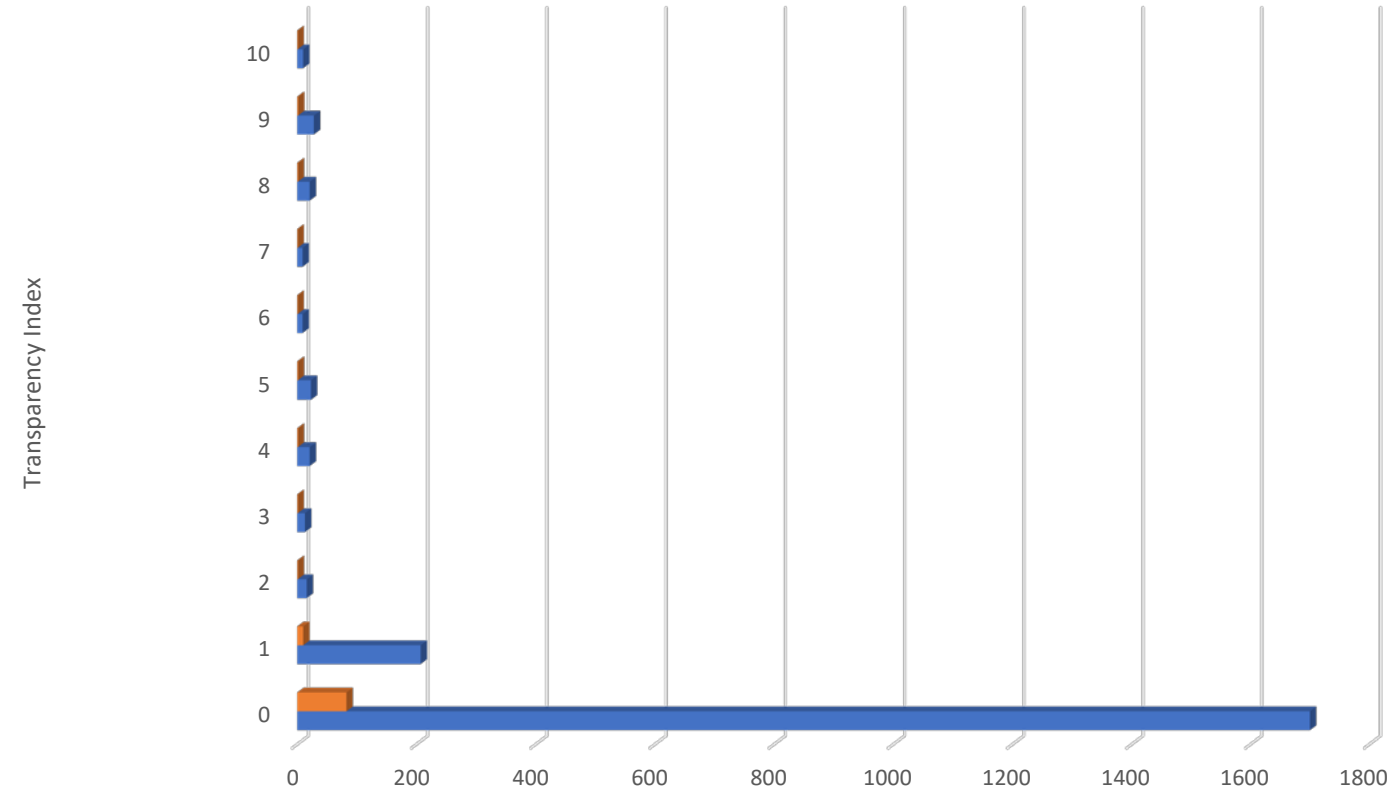
Chapter 6. Transparency and Strategies for Enhancing Reporting

A. The Transparency Index

We developed a transparency index to gauge the extent to which organizations reported the diversity data discussed above. Institutions were assigned a score of 1 if they revealed a particular diversity metric and a zero if they didn't. We tallied the cumulative score for each grotalliedup. An entity could receive a maximum score of 11 and a minimum score of zero.

In all, 357 organizations reported at least one diversity metric for their institutions. Henthatce, 1,700 or 82.6% of the organizations in the sample did not reveal any diversity-related information about themselves (Figure 6a). On the other hand, some organizations were very transparent. Ten groups received a TI of 10, while 28 had a TI of 8 and 21 institutions received a TI of 8.

Figure 6a. Number and Percent of Organizations and Transparency Index Obtained



	0	1	2	3	4	5	6	7	8	9	10
Percent of Organizations	82.6	10.1	0.8	0.6	1.0	1.1	0.4	0.4	1.0	1.4	0.5
Number of Organizations	1700	207	16	13	21	23	9	9	21	28	10

Tables 6.1 and 6.2 show the relationship between the TI and the categories of environmental organizations studied. Though 40% of entities that had a TI of 10 were natural resource conservation groups, these types of organizations did not have the highest overall mean sectoral TI.

The categories of environmental organizations with the highest combined mean TI were: environmental justice, management and technical assistance, environmental quality, and parks and playgrounds.

Table 6.1. Categories of Organization and the Transparency Index

Organization Category	0	1	2	3	4	5	6	7	8	9	10	Total Number of Organizations
Natural Resource	400	63	4	3	5	8	2	2	5	10	4	506
Water Resources,	198	22	1		2	5			5	2		235
Land Resources	196	22		1	6	3	1	1	2	3		235
Environmental Education	160	22	2	1	2	1	1	2	1	4	2	198
Environmental Quality,	103	18		2	1	3		1	3	2	4	137
Botanical Gardens,	87	10				1				1		99
Research Institutes	72	8	1		1	1	2	2				87
Forest Conservation	63	3	1	1			1			1		70
Energy Resources Conservation	58	10	1	2	3					1		75
Professional Societies &	49	3	1		1				2			56
Recycling	49	1		1								51
Alliance/Advocacy Organization	40	3	1	1				1		1		47
Pollution Abatement &	36	4							1			41
Environmental	32	2		1		1						36
Zoo, Zoological Society	28	0										28
Wildlife	25	4	2						1			32
Fundraising/Fund	17	1										18
Fisheries	14	1							1			16
Parks & Playgrounds	13	2	1							1		17
Botanical, Horticultural &	12	2										14
Other	12	1										13
Management &	11	1					1			1		14
Garden Clubs,	9	2										11
Environmental Justice	9	1					1			1		12
Wildlife Preservation/ Protection	7	1	1									9
Total	1700	207	16	13	21	23	9	9	21	28	10	2057

The overall mean TI of the sample was modest; it was 0.54. Organizations in all but one sector reported some of the diversity metrics requested.

However, none of the 28 organizations categorized as zoos, zoological societies, and aquariums revealed any diversity about their institutions. The zoo-aquarium sector is the only one studied that had a combined TI of 0.00 (Table 6.2).

Table 6.2. Organization Type and the Mean Transparency Index

Organization Type or Main Category	Mean
Environmental Justice	1.33
Management & Technical Assistance	1.14
Environmental Quality, Protection & Beautification	0.96
Parks & Playgrounds	0.76
Natural Resource Conservation and Protection	0.66
Outdoor Education & Outdoor Survival Programs	0.64
Fisheries	0.56
Energy Resources Conservation	0.52
Research Institutes and Public Policy Analysis	0.52
Alliance/Advocacy Organization	0.51
Land Resources Conservation	0.51
Wildlife Sanctuary/Refuge	0.50
Water Resources, Wetlands Conservation & Beautification	0.49
Professional Societies & Associations	0.45
Wildlife Preservation/Protection	0.33
Forest Conservation	0.33
Pollution Abatement & Control Services	0.29
Environmental Beautification	0.28
Botanical Gardens, Arboreta & Botanical Organizations	0.24
Garden Clubs, Horticultural Programs	0.18
Botanical, Horticultural & Landscape Services	0.14
Recycling	0.08
Other	0.07
Fundraising/Fund Distribution	0.06
Zoo, Zoological Society & Aquarium	0.00
Total Sample Mean	**0.54**

Tables 6.3 and 6.4 shows the relationship between operating budget and transparency. Organizations that did not reveal their budgets have a substantially lower mean TI that than other organizations. At the other end of the spectrum, organizations with budgets of $3 million or more, have a significantly higher mean TI than entities with smaller budgets.

Table 6.3 The Relationship Between Budget Size and the Transparency Index

Operating Budget	0	1	2	3	4	5	6	7	8	9	10	Total Number of Organizations
No Revenue, Revenue	31	1		1	1							34
Under $750,000	369	29	1	3	6	5	1	1	4	6		425
$750,000-$1.49 Million	514	58	2	3	4	8	3	2	2	8		604
$1.5 Million to $2.9 Million	369	48	4	3	5	3	1	2	9	3	1	448
$3 Million or More	417	71	9	3	5	7	4	4	6	11	9	546
Total	1700	207	16	13	21	23	9	9	21	28	10	2057

Table 6.4. Budget Size and the Transparency Index

Annual Operating Budget	Mean
No Revenue, Revenue Unknown	0.24
Under $750,000	0.44
$750,000-$1.49 Million	0.41
$1.5 Million to $2.9 Million	0.51
$3 Million or More	0.81
Total Sample Mean	**0.54**

The level of transparency has waned over time. It isn't just the number of organizations that report information that has declined over time, but the amount of diversity data they divulge have also declined steadily over time.

Table 6.5 shows that the mean TI for organizations reporting data in 2014 was 0.71. This mean declined to 0.51 in 2015 and 0.44 by 2016.

Table 6.5. Reporting Period and the Transparency Index

Year of Reporting	Mean
2014	0.71
2015	0.51
2016	0.44
Total Sample Mean	**0.54**

B. Five Strategies for Enhancing Diversity Reporting

1. Foundations can require grantees to disclose and update their diversity data on GuideStar at the time new grants or issued, when annual reviews are submitted, or when renewals are dueprocessed.

2. More foundations should divulge their diversity data. This revelation will provide the leverage needed to ask grantees to disclose data.

3. Expand the focus of the campaign to get environmental nonprofits to submit their diversity data to GuideStar. In addition to the immense organizations, small and mid-sized organizations should be urged to reveal their diversity data also. Organizations from sectors not currently reporting data to GuideStar should be encouraged to divulge their diversity data too.

4. Foundations should loosen their purse strings and make funding available to small and medium-sized organizations to provide the financial resources needed to help these organizations collect and track data as well as undertake more diversity initiatives. Additional funding is critical since smaller organizations may be lagging in reporting because of lack of funding to conduct and track diversity activities

5. More comprehensive tracking and research are needed. Those interested in enhancing diversity in the environmental field must undertake regional- and national-scale analyses to help assess progress.

FOR MORE INFORMATION

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