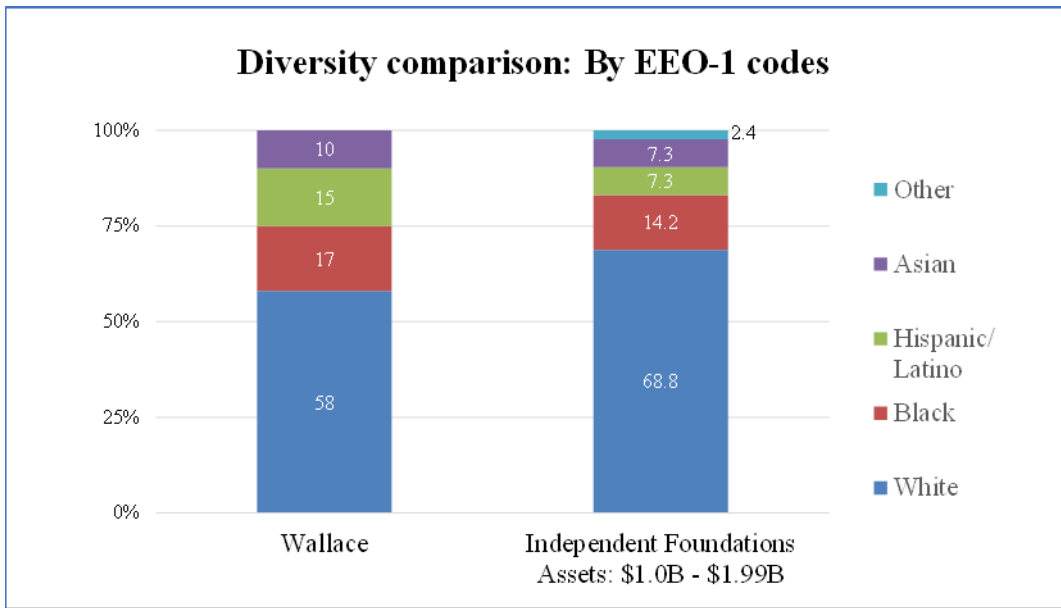


**The Wallace Foundation
Diversity
Year in Review Report to the Board of Directors
June 2019**

One measure of our commitment to diversity in the workplace is the favorable comparison to other foundations on staffing by race/ethnicity, illustrated with comparative data for independent foundations with assets from \$1.0B to \$1.99B from the Council on Foundations' 2018 Grantmakers Salary and Benefits Report.



We also share the trend data for Asian/Hispanic/Black/Other staff for Wallace over the past five years compared to the same group of foundations, noting that Wallace's percentage consistently tracks above the comparison group.

