

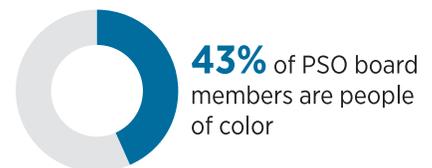
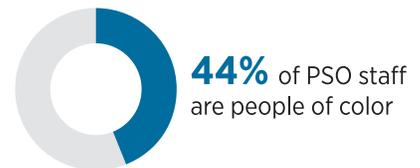
HIGHLIGHTS

2020 Compensation & Benefits for Philanthropy-Serving Organizations

United Philanthropy Forum’s 2020 *Compensation & Benefits for Philanthropy-Serving Organizations* report provides comprehensive benchmarking data and analyses on regional and national PSOs’ employment practices, based on the responses of 55 PSOs. Key findings include:

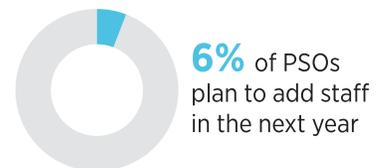
PSO Staff & Board Diversity

- PSOs Are More Diverse than the Field They Serve.** Forty-four percent of PSO staff are people of color, surpassing the 27 percent of foundation staff who identify as people of color. Moreover, for the first time people of color represent a majority of staff members among national PSOs responding to the survey. Among CEOs, 39 percent are people of color—well above the 10 percent share reported for the CEOs of U.S. foundations and 13 percent for CEOs of U.S. nonprofits overall.
- PSO Boards Are Growing More Diverse.** Forty-three percent of PSO board members identify as people of color—up from 41 percent reported for the 2019 survey and 33 percent for the 2018 and 2017 surveys. This figure is nearly double the 22 percent of nonprofit board members across the country who identify as people of color.



PSO Staff Retention & Recruitment

- PSOs Are Unlikely to Grow Much in 2021.** In the past 12 months, 35 PSOs reported creating a total of 85 new staff positions—or more than one-fifth of all staff positions reported. Reflecting the economic impact of the COVID-19 pandemic, only 6 percent of all PSOs plan to add at least one staff position in their next fiscal year, down from the 42 percent of PSOs in the 2019 and 2018 surveys that anticipated adding staff.
- Many PSO Staff Are Relatively New to Their Roles.** Nearly half (48 percent) of permanent PSO staff members have been in their positions for two years or less. More than one-fifth (22 percent) of PSO staff have been in their roles for less than one year.
- Fewer PSOs View Staff Turnover as Accelerating.** Less than one-fifth of PSOs (18 percent) perceive the staff turnover rate as being higher than two years ago, down from 27 percent of PSOs in the 2019 survey.



PSO Staff Working Location

- More PSO Staff Are Working Remotely.** Roughly two-fifths (39 percent) of PSO staff were identified as working on site exclusively in 2020, down markedly from about three-fifths (59 percent) in the 2019 survey. It will not be clear until after the COVID-19 pandemic ends whether the crisis has had a lasting impact on where PSO staff work.

To learn more, go to www.unitedphilforum.org/compensationbenefits