

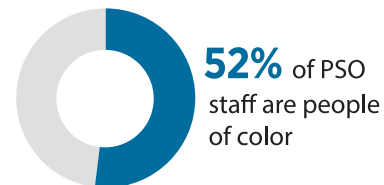
HIGHLIGHTS

2023 Compensation & Roles for Philanthropy-Serving Organizations

United Philanthropy Forum's *2023 Compensation & Roles for Philanthropy-Serving Organizations* report provides comprehensive benchmarking data and analyses on the compensation practices of regional and national philanthropy-serving organizations (PSOs) and other employment practice information. Key findings include:

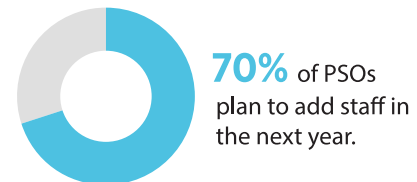
PSO Staff Diversity

- **PSOs Are More Diverse than the Field They Serve.** According to the 2023 Forum survey, a majority (52 percent) of permanent PSO staff positions are being held by people of color. For the chief executives of PSOs, 46 percent are people of color.



PSO Staff Retention & Recruitment

- **A large majority of PSOs Anticipate Staff Growth in 2023.** Seven out of ten PSOs (70 percent) anticipate adding staff positions this year, surpassing the shares reported by PSOs going back to 2017.



PSO Staff Working Location

- **A Majority of PSO Staff Work Remotely.** Prior to the COVID-19 pandemic, a majority of PSO staff worked onsite exclusively. In the latest survey, the share of PSO staff working exclusively onsite declined to just 2 percent. Conversely, the share of PSO staff working exclusively from a remote location jumped from 19 percent in 2020 to 55 percent of PSO staff in 2023. As PSOs have established a “new normal” following the COVID-19 pandemic, regional PSOs have largely adopted a hybrid approach, while national PSO staff are primarily working remotely.

About the Forum

As the largest and most diverse network in American philanthropy, United Philanthropy Forum holds a unique position in the social sector to lead change and increase impact in philanthropy. We are a membership organization of more than 90 regional and national philanthropy-serving organizations (PSOs) who work to make philanthropy better, representing more than 7,000 foundations and other funders across the country. The Forum envisions a courageous philanthropic sector that catalyzes a just and equitable society where all can participate and prosper.

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