

Sex and Gender

	Female/Women (some examples: cisgender women, female-identified people, transgender women)	Gender nonbinary (some examples: gender diverse, gender fluid, gender non- conforming, gender questioning, genderqueer, nonbinary, two-spirit)	Male/Men (some examples: cisgender men, male- identified people, transgender men)	People who have preferred not to provide this information	People for whom you do not have data
Staff & Board					
Board Members					
Head(s) of the Organization					
Senior Management					
All Other Staff					

Transgender People

	Transgender (some examples: transgender female, transgender male, transgender non- conforming, nonbinary)	Not transgender	People who have preferred not to provide this information	People for whom you do not have data
Staff & Board				
Board Members				
Head(s) of the Organization				
Senior Management				
All Other Staff				

Race and Ethnicity

Staff & Board	Alaska Native, American Indian, or Indigenous ¹	Arab, or North African ²	Asian or Asian American ³	Black, African American, or African origin ⁴	Latino/a, Latinx, Hispanic or Spanish origin – both White and Non-White ⁵	Native Hawaiian or Pacific Islander ⁶	White/Caucasian ⁷	People reporting multiple races/ethnicities	People reporting another race, ethnicity, or origin not on this list	People who have preferred not to provide this info	People for whom you do not have data
Board Members											
Head(s) of the Organization											
Senior Management											
All Other Staff											

People reporting multiple races/ethnicities. Enter as many selections per person as needed. For example, if a person identifies as both Black and Asian, enter a “1” in both the Black and “1” in the Asian column.

Staff & Board	Alaska Native, American Indian, or Indigenous ¹	Arab, or North African ²	Asian or Asian American ³	Black, African American, or African origin ⁴	Latino/a, Latinx, Hispanic or Spanish origin – both White and Non-White ⁵	Native Hawaiian or Pacific Islander ⁶	White/Caucasian ⁷	People reporting another race, ethnicity, or origin not on this list
Board Members								
Head(s) of the Organization								
Senior Management								
All Other Staff								

¹Alaska Native, American Indian, or Indigenous (some examples: Aztec, Blackfeet Tribe, Mayan, Native Village of Barrow Inupiat Traditional Government, Navajo Nation, Yup’ik)
²Arab, or North African (some examples: Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian)
³Asian or Asian American (some examples: Chinese, Filipino, Indian, Japanese, Korean, Vietnamese)
⁴Black, African American, or African origin (some examples: African American, Ethiopian, Haitian, Jamaican, Nigerian, Somali)
⁵Latino/a, Latinx, Hispanic or Spanish origin – both White and Non-White (some examples: Colombian, Cuban, Dominican, Mexican or Mexican American (Chicanx), Puerto Rican, Salvadorian)
⁶Native Hawaiian or Pacific Islander (some examples: Chamorro, Fijian, Marshallese, Native Hawaiian, Samoan, Tongan)
⁷White/Caucasian (some examples: English, French, German, Irish, Italian, Polish)

LGBTQIA+ Communities

Staff & Board	LGBTQIA+ (people in your organization who identify as members of LGBTQIA+ communities)	Not a member of LGBTQIA+ communities	People who have preferred not to provide this information	People for whom you do not have data
Board Members				
Head(s) of the Organization				
Senior Management				
All Other Staff				

Disability Status

Staff & Board	People reporting one or more disabilities	People with no reported disabilities	People who have preferred not to provide this information	People for whom you do not have data
Board Members				
Head(s) of the Organization				
Senior Management				
All Other Staff				