Thank you for your time and your willingness to take this survey. The deadline for responding is June 3, at 5:00 p.m. CDT. You can access the survey instructions, a sample survey, and FAQs on our survey resource page. You may also contact the MacArthur Foundation directly at survey@macfound.org if you have any questions.

Introduction

The John D. & Catherine T. MacArthur Foundation's mission is to build a more just, verdant, and peaceful world. A few years ago, we established a framework to guide MacArthur's commitment to justice and our value of diversity, equity, and inclusion (DEI). We call this framework the Just Imperative. It outlines the rationale, the mandate, and the charge to lead with justice internally to examine our staffing, operations, policies, and practices. We are also committed to using these principles externally, in our grantmaking and impact investments.

We recognize that many of the traditional practices in philanthropy, including our own organizational and grantmaking processes, have helped maintain inequities in the U.S. and around the world. We see the collection of demographic data as one step in addressing these inequities. Collecting demographic data from the organizations we fund will allow us to interrogate our own work, commit to changed practices, and hold ourselves accountable.

In the fall of 2020, with the results of the 2019 demographic survey in hand, we asserted publicly that, while demographic data is just one factor of many in our grantmaking decisions, we were committed to working with and supporting a more diverse set of organizations and individuals in the years ahead. That aspiration continues to guide us.

An organization's demographics is only one of many factors considered in the Foundation's decision to offer grant or investment support. While all of the information we collect are inputs to our decision making, no single data set is, by itself, determinative. We are interested in how demographics relate to our grantees' and investees' missions, the communities with whom they engage, and their broader DEI goals. We will analyze survey results as a whole and by individual programs to understand how demographics change over time. Your participation in this survey is valuable to us and will deepen our understanding of our choices and how they align with our DEI values.

Survey Instructions

We have contracted with the Urban Institute to administer this survey and collect and analyze the data. The demographic categories included are sex and gender, race and ethnicity, LGBTQIA+ communities, and disability status. We are requesting this information on your Board Members, Head(s) of the Organization, Senior Management, and All Other Staff. Data will be stored securely in the Foundation's database.

Organization identities and their survey responses will be available internally for Foundation Staff and its Evaluation Learning Partners[1] to review. However, we will not publicly disclose identities or attribute data to any organizations in public reports. Any public results or analysis will be reported anonymously and aggregated by Program. We will also share the public report of this survey with all organizations who were invited to take it. (See our 2020 report for reference.)

If you do not have all information requested to complete this survey, we will accept partial responses. You may also opt out of responding entirely. Opting out or responding to only some sections will not be viewed negatively because we consider all of these responses useful in what they can tell us about an organization's views and capacity for demographic data collection and reporting. For example, if you do not have or are in the planning stages of collecting this information, opting out can let us know where you are in your own process.

Assembling the data requested in this survey may require coordination with multiple people or departments within your organization. You can share the survey link with more than one person and also save your work and come back to it later.

Data Sources & Accepted Formats

You can submit your demographic information in a variety of formats. You may also choose to not provide demographic data at this time. Accepted formats include:

1. This survey.
2. Your GuideStar profile with demographic information updated within the last two years on Board Members, Head(s) of Organization, Senior Management, and All Other Staff. ***Note:*** You can save your response, update your public GuideStar profile, return to the survey, indicate your preference to import GuideStar data, and we will import the data directly from GuideStar for our records.
3. A link to your organization's website with demographic information updated within the last two years on Board Members, Head(s) of Organization, Senior Management, and All Other Staff.
4. A PDF of an annual report or other internal/external documentation with demographic information updated within the last two years on Board Members, Head(s) of Organization, Senior Management, and All Other Staff.

If you choose to provide information via options 3 or 4, your organization's data will not be included in our report of results. Converting data from these sources is out of scope for this survey but having your information in these formats is still valuable to us because it can be used as a reference internally. These formats are also a way for organizations to share demographic information that does not align with the categories and choices in this survey.

We recommend using voluntary, self-reported responses from your staff and board. Rather than guessing a person's identity, we prefer that you skip the question or omit that information in your response. Throughout the survey, there are ways to indicate that there are people for whom the

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[1] Evaluation and Learning Partner (ELP) is a team of external evaluators who facilitates learning and data-informed decision making by collecting and synthesizing information from a diversity of perspectives, using myriad methods, and drawing upon a range of sources. The information from ELPs help to challenge our assumptions; provide evidence to understand whether our resources are being deployed effectively; and strengthen relationships with grantees and other partners. They are contractually obligated to treat all data as confidential.

requested data is not available or people who would prefer not to provide data, so please don't hesitate to partially complete those sections with the information you do have.

Staff & Board Definitions

We are interested in collecting data on board members, the head(s) of your organization, senior management, and all other staff. We are requesting information on both **part-time and full-time staff** hired by your organization. Please **do not** include contractors or consultants in your responses.
We have defined these groups as follows:

- **Board Members** are members of the board of directors or governing body.
- **Head(s) of the Organization** is the Executive Director, Chief Executive Officer, President, or senior most position in your organization. (We acknowledge that some organizations are structured with more than one person in this role.)
- **Senior Management** includes those who report directly to the head(s) of the organization.
- **All Other Staff** includes staff who are not the head(s) of organization or senior management (e.g., Programmatic/Professional staff, Fellows, Research Associates/Assistants, Professors, Programmers, Development, Program Specialists and Managers, Coordinators, Administrative/ Clerical Support, Operations Staff, or Facilities Specialists and Managers).

Special Instructions Based on Type of Organization

Fiscal sponsors: A fiscal sponsor is a 501©(3) tax exempt organization that accepts grant funds on behalf of and assumes grant oversight for work done by a project, coalition, etc. that does not have tax exempt status (i.e., a fiscally-sponsored project). If you are a fiscal sponsor of one or more projects for the Foundation, please respond with the demographic information of your own organization. We are sending the survey to fiscally-sponsored projects separately.

Fiscally-sponsored projects: If you have received MacArthur funding via a fiscal sponsor (see definition above), please base your responses on the staff or team that is carrying out the grant activities. We are sending the survey to your fiscal sponsor organization separately.

Global organizations based in the U.S.: We aim to collect data on grantees and impact investees based in the United States, regardless of where their work takes place. If your organization has global staff, international satellite offices, or branches, we only ask that you provide data on staff based in the United States.

Investees and borrowers: For investees and borrowers with a parent entity, please respond with the demographic information of the entity into which the Foundation has made an investment. For equity investment funds that don't have Board Members, or Head(s) of Organization(s), please only include responses for Senior Management (i.e., principals, managing directors, partners, or others serving in a senior management role) and All Other Staff.

Municipalities and other government entities: For the purposes of this survey, we define "organization" as the department, division, commission, agency, office, or work unit carrying out the activities defined in your grant. We understand that governing bodies of government entities may be structured differently than other organizations. Please base your response on the person(s) or governing body

overseeing the work unit carrying out your grant, including but not limited to a county administrator, presiding judge, county commissioners, or supervisors.

Universities: For the purposes of this survey, we define "organization" as the department, center, school, or work unit carrying out the activities defined in your grant. We understand that university board composition may be complex. Please base your response on the body responsible for clarifying mission, assessing the executive director's performance, fund-raising, and ensuring good management for your department, center, school, or work unit.

Informed Consent

If any survey questions make you feel uncomfortable or if you would prefer not to provide data, you can indicate it accordingly or choose to skip specific questions.

The information you provide in this survey will be shared with MacArthur Foundation Staff and its Evaluation Learning Partners. In any public materials using data collected through this survey, responses will not be reported individually or by name. Your answers will be combined with those of other survey respondents and results will be reported in the aggregate so that individual organizations cannot be identified.

Please click "Yes" to enter the survey. Remember you can fill out part of the survey now and then come back later if needed.

Please click "No" if you do not agree to participate in the survey. You will be exited from the survey and will not be sent additional emails seeking your participation.

1. Do you consent to proceeding with this survey?

    a. Yes [continue with the rest of the survey]
    b. No [skip to exit screen]

Section One: Organizational Overview

[Name, organization, email address of survey contact.]

2. If the person indicated above is not correct, please list the name and email address of the best person to contact with any follow-up questions.

    a. [text box]

3. After reviewing the data format options my organization will:

    a. Continue with this survey, submitting data in the format provided.
    b. Share a link to my organization's GuideStar profile with demographic data updated in the past two years.

    c.   Share a link to my organization's website that contains demographic data updated in the past two years.

    d.   Share a PDF of an annual report or other internal/external documentation with demographic data updated in the past two years.

    e.   Decline to provide demographic data at this time.

4.   [If responded 3a] You have opted to submit your organization's demographic information through this survey instrument. Please feel free to review the complete survey instrument here. This will help you to prepare the information you will need to provide.

    a.   Proceed to survey. [skip to question 11]

5.   [If responded 3b] You have opted to submit your organization's demographic information through your GuideStar profile. Before providing the link, please confirm that it has been updated within the last two years.

    a.   Yes, I confirm.
    b.   No, I am not sure whether it has been updated in the past 2 years.
    c.   No, it has not been updated within the past 2 years.

6.   [If responded 5b or 5c] You can save your response, leave the survey and update your public GuideStar profile. You can then return to the survey, indicate that you have updated your profile, and share your GuideStar URL. If you prefer not to update your organizational profile, go back to question 3.

    a.   Our GuideStar profile is now up to date.

7.   [If responded 5a or 6a] Please share the URL of your GuideStar profile.

    a.   Link: [text box] [Skip to Section 3, question 28]

8.   [If responded 3c] You have opted to submit your organization's demographic information through your organization's website. Please share the URL of the webpage that contains demographic information available for your organization's board members, head(s) of organization, senior management, and all other staff.

    a.   [text box] [Skip to Section 3, question 28]

9.   [If responded 3d] You have opted to submit your organization's demographic information through other organizational documentation (PDF). Please upload the relevant materials that contains demographic information available for your organization's board members, head(s) of organization, senior management, and all other staff.

    a.   [upload] [Skip to Section 3, question 28]

10. [If responded 3e] If you opted to "decline to provide demographic data at this time", what is the main reason why you prefer to opt out of providing demographic data? Select one of the following:

    a. Our organization does not have or is revising internal policies or practices for collecting this information, so we cannot provide it at this time.
    b. Our staff have expressed concern that they would feel uncomfortable or unsafe providing this information to our team, so we do not collect this information at this time.
    c. Our organization is unsure how we would use this data, so we do not currently collect this information at this time.
    d. Our organization is not required to collect or report this data for any compliance or legal reasons, so we do not currently collect this information at this time.
    e. Our organization does not currently have the staff capacity to fill out this survey.
    f. The information our organization has already collected is out of date.
    g. Other reason [please specify]

[If responded 3e, exit survey.]

11. Please enter the total number of people in each category.

    a. Board Members (Total = ___)
    b. Head(s) of Organization (Total = ___)
    c. Senior Management (Total = ___)
    d. All Other Staff (Total = ___)

Automatic sum of All Staff (Total = _____)

Section Two: Sex and Gender

In this survey, we have combined sex (e.g., female, intersex, male) and gender (e.g., men, nonbinary, and women) into a single category. We have also included options beyond the traditional binary choices to better represent the full range of identities. We hope that these categories are both inclusive and relatively simple for organizations that must translate their own data conventions into this survey.

In the following section, the survey will ask you to please indicate how many of your organization's Board Members, Head(s) of Organization, Senior Management, and All Other Staff self-identify as one of the following sexes or genders as well as their transgender identity. The total number of people reported should match the total numbers provided in the Staff and Board categories at the beginning of the survey. If you have partial self-identified data (e.g., sex and gender data but no transgender data), please choose the options that best correspond to your circumstances (e.g., "people for whom you do not have data", "people who have preferred not to provide this information").

12. Do you have self-reported data for sex and gender identity?

    a. Yes
    b. No [skip to opt out question 17]

13. **Board Member(s)** (Total = ____)

    a. Female/Women (some examples: cisgender women, female-identified people, transgender women)
    b. Gender nonbinary (some examples: gender diverse, gender fluid, gender non-conforming, gender questioning, genderqueer, nonbinary, two-spirit)
    c. Male/Men (some examples: cisgender men, male-identified people, transgender men)
    d. People who have preferred not to provide this information
    e. People for whom you do not have data

    13a. List the number of **Board Member(s)** who self-identify as transgender:

    a. Transgender (some examples: transgender female, transgender male, transgender non-conforming, nonbinary)
    b. Not transgender
    c. People who have preferred not to provide this information
    d. People for whom you do not have data

14. **Head(s) of Organization** (Total = ____)

    a. Female/Women (some examples: cisgender women, female-identified people, transgender women)
    b. Gender nonbinary (some examples: gender diverse, gender fluid, gender non-conforming, gender questioning, genderqueer, nonbinary, two-spirit)
    c. Male/Men (some examples: cisgender men, male-identified people, transgender men)
    d. People who have preferred not to provide this information
    e. People for whom you do not have data

    14a. List the number of **Head(s) of Organization** who self-identify as transgender:

    a. Transgender (some examples: transgender female, transgender male, transgender non-conforming, nonbinary)
    b. Not transgender
    c. People who have preferred not to provide this information
    d. People for whom you do not have data

15. **Senior Management** (Total = ____)

    a. Female/Women (some examples: cisgender women, female-identified people, transgender women)
    b. Gender nonbinary (some examples: gender diverse, gender fluid, gender non-conforming, gender questioning, genderqueer, nonbinary, two-spirit)
    c. Male/Men (some examples: cisgender men, male-identified people, transgender men)
    d. People who have preferred not to provide this information
    e. People for whom you do not have data

15a. List the number of **Senior Management** who self-identify as transgender:

a. Transgender (some examples: transgender female, transgender male, transgender non-conforming, nonbinary)
   b. Not transgender
   c. People who have preferred not to provide this information
   d. People for whom you do not have data

All Other Staff (Total = ___)

a. Female/Women (some examples: cisgender women, female-identified people, transgender women)
   b. Gender nonbinary (some examples: gender diverse, gender fluid, gender non-conforming, gender questioning, genderqueer, nonbinary, two-spirit)
   c. Male/Men (some examples: cisgender men, male-identified people, transgender men)
   d. People who have preferred not to provide this information
   e. People for whom you do not have data

16a. List the number of **All Other Staff** who self-identify as transgender:

a. Transgender (some examples: transgender female, transgender male, transgender non-conforming, nonbinary)
   b. Not transgender
   c. People who have preferred not to provide this information
   d. People for whom you do not have data

17. If you indicated that there are people for whom you do not have data, what is the main reason you don't collect these data? Select one of the following:

a. Our organization does not have or is revising internal policies or practices for collecting this information, so we cannot provide it at this time.
   b. Our staff have expressed concern that they would feel uncomfortable or unsafe providing this information to our team, so we do not collect this information at this time.
   c. Our organization is unsure how we would use this data, so we do not currently collect this information at this time.
   d. Our organization is not required to collect or report this data for any compliance or legal reasons, so we do not currently collect this information at this time.
   e. Other reason [please specify]

Section Three: Race and Ethnicity

While the United States Census Bureau continues to separate race and ethnicity, we rely here on emerging practice that recommends combining the two into a single question. While your organization may collect data in another manner, we hope that these categories are both inclusive and relatively simple for organizations that must translate their own data conventions into this survey.

There is a response option "people reporting multiple races/ethnicities" for people that self-identify under more than one category. Please first enter the number of people in this selection. Then there will be a follow up question that will let you indicate their multiple identities.

18. Do you have self-reported data on race and ethnicity?

    a. Yes
    b. No [skip to opt out question 27]

19. **Board Member(s)** (Total = ____)

    a. Alaska Native, American Indian, or Indigenous (some examples: Aztec, Blackfeet Tribe, Mayan, Native Village of Barrow Inupiat Traditional Government, Navajo Nation, Yup'ik)
    b. Arab, or North African (some examples: Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian)
    c. Asian or Asian American (some examples: Chinese, Filipino, Indian, Japanese, Korean, Vietnamese)
    d. Black, African American, or African origin (some examples: African American, Ethiopian, Haitian, Jamaican, Nigerian, Somali)
    e. Latino/a, Latinx, Hispanic or Spanish origin – both White and Non-White (some examples: Colombian, Cuban, Dominican, Mexican or Mexican American (Chicanx), Puerto Rican, Salvadorian)
    f. Native Hawaiian or Pacific Islander (some examples: Chamorro, Fijian, Marshallese, Native Hawaiian, Samoan, Tongan)
    g. White/Caucasian (some examples: English, French, German, Irish, Italian, Polish)
    h. People reporting multiple races/ethnicities
    i. People reporting another race, ethnicity, or origin not on this list
    j. People who prefer not to provide this information
    k. People for whom you do not have data

20. [If above question has "people reporting multiple races/ethnicities"] Please indicate the selections for **Board Member(s)** reporting multiple races/ethnicities (Total = __)

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

    h. People reporting another race, ethnicity, or origin not on this list
    i. People who prefer not to provide this information
    j. People for whom you do not have data

21. **Head(s) of Organization** (Total = ___)

    a. Alaska Native, American Indian, or Indigenous (some examples: Aztec, Blackfeet Tribe, Mayan, Native Village of Barrow Inupiat Traditional Government, Navajo Nation, Yup'ik)
    b. Arab, or North African (some examples: Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian)
    c. Asian or Asian American (some examples: Chinese, Filipino, Indian, Japanese, Korean, Vietnamese)
    d. Black, African American, or African origin (some examples: African American, Ethiopian, Haitian, Jamaican, Nigerian, Somali)
    e. Latino/a, Latinx, Hispanic or Spanish origin – both White and Non-White (some examples: Colombian, Cuban, Dominican, Mexican or Mexican American (Chicanx), Puerto Rican, Salvadorian)
    f. Native Hawaiian or Pacific Islander (some examples: Chamorro, Fijian, Marshallese, Native Hawaiian, Samoan, Tongan)
    g. White/Caucasian (some examples: English, French, German, Irish, Italian, Polish)
    h. People reporting multiple races/ethnicities
    i. People reporting another race, ethnicity, or origin not on this list
    j. People who prefer not to provide this information
    k. People for whom you do not have data

22. [If above question has "people reporting multiple races/ethnicities"] Please indicate the selections for **Head(s) of Organization** reporting multiple races/ethnicities (Total = __)

    a. Alaska Native, American Indian, or Indigenous (some examples: Aztec, Blackfeet Tribe, Mayan, Native Village of Barrow Inupiat Traditional Government, Navajo Nation, Yup'ik)
    b. Arab, or North African (some examples: Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian)
    c. Asian or Asian American (some examples: Chinese, Filipino, Indian, Japanese, Korean, Vietnamese)
    d. Black, African American, or African origin (some examples: African American, Ethiopian, Haitian, Jamaican, Nigerian, Somali)
    e. Latino/a, Latinx, Hispanic or Spanish origin – both White and Non-White (some examples: Colombian, Cuban, Dominican, Mexican or Mexican American (Chicanx), Puerto Rican, Salvadorian)
    f. Native Hawaiian or Pacific Islander (some examples: Chamorro, Fijian, Marshallese, Native Hawaiian, Samoan, Tongan)
    g. White/Caucasian (some examples: English, French, German, Irish, Italian, Polish)
    h. People reporting another race, ethnicity, or origin not on this list
    i. People who prefer not to provide this information
    j. People for whom you do not have data

23. **Senior Management** (Total = ___)

    a. Alaska Native, American Indian, or Indigenous (some examples: Aztec, Blackfeet Tribe, Mayan, Native Village of Barrow Inupiat Traditional Government, Navajo Nation, Yup'ik)
    b. Arab, or North African (some examples: Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian)
    c. Asian or Asian American (some examples: Chinese, Filipino, Indian, Japanese, Korean, Vietnamese)
    d. Black, African American, or African origin (some examples: African American, Ethiopian, Haitian, Jamaican, Nigerian, Somali)
    e. Latino/a, Latinx, Hispanic or Spanish origin – both White and Non-White (some examples: Colombian, Cuban, Dominican, Mexican or Mexican American (Chicanx), Puerto Rican, Salvadorian)
    f. Native Hawaiian or Pacific Islander (some examples: Chamorro, Fijian, Marshallese, Native Hawaiian, Samoan, Tongan)
    g. White/Caucasian (some examples: English, French, German, Irish, Italian, Polish)
    h. People reporting multiple races/ethnicities
    i. People reporting another race, ethnicity, or origin not on this list
    j. People who prefer not to provide this information
    k. People for whom you do not have data

24. [If above question has "people reporting multiple races/ethnicities"] Please indicate the selections for **Senior Management** reporting multiple races/ethnicities (Total = __)

    a. Alaska Native or American Indian (some examples: Aztec, Blackfeet Tribe, Mayan, Native Village of Barrow Inupiat Traditional Government, Navajo Nation, Yup'ik)
    b. Arab, North African, or Southwest Asian (some examples: Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian)
    c. Asian or Asian American (some examples: Chinese, Filipino, Indian, Japanese, Korean, Vietnamese)
    d. Black, African American, or African origin (some examples: African American, Ethiopian, Haitian, Jamaican, Nigerian, Somali)
    e. Latino/a, Latinx, Hispanic or Spanish origin (some examples: Colombian, Cuban, Dominican, Mexican or Mexican American (Chicanx), Puerto Rican, Salvadorian)
    f. Native Hawaiian or Pacific Islander (some examples: Chamorro, Fijian, Marshallese, Native Hawaiian, Samoan, Tongan)
    g. White/Caucasian (some examples: English, French, German, Irish, Italian, Polish)
    h. People reporting another race, ethnicity, or origin not on this list
    i. People who prefer not to provide this information
    j. People for whom you do not have data

25. **All Other Staff** (Total = ___)

    a. Alaska Native, American Indian, or Indigenous (some examples: Aztec, Blackfeet Tribe, Mayan, Native Village of Barrow Inupiat Traditional Government, Navajo Nation, Yup'ik)
    b. Arab, or North African (some examples: Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian)

    c. Asian or Asian American (some examples: Chinese, Filipino, Indian, Japanese, Korean, Vietnamese)

    d. Black, African American, or African origin (some examples: African American, Ethiopian, Haitian, Jamaican, Nigerian, Somali)

    e. Latino/a, Latinx, Hispanic or Spanish origin – both White and Non-White (some examples: Colombian, Cuban, Dominican, Mexican or Mexican American (Chicanx), Puerto Rican, Salvadorian)

    f. Native Hawaiian or Pacific Islander (some examples: Chamorro, Fijian, Marshallese, Native Hawaiian, Samoan, Tongan)

    g. White/Caucasian (some examples: English, French, German, Irish, Italian, Polish)

    h. People reporting multiple races/ethnicities

    i. People reporting another race, ethnicity, or origin not on this list

    j. People who prefer not to provide this information

    k. People for whom you do not have data

26. [If above question has "people reporting multiple races/ethnicities"] Please indicate the selections for **All Other Staff** reporting multiple races/ethnicities (Total = __)

    a. Alaska Native, American Indian, or Indigenous (some examples: Aztec, Blackfeet Tribe, Mayan, Native Village of Barrow Inupiat Traditional Government, Navajo Nation, Yup'ik)

    b. Arab, or North African (some examples: Algerian, Egyptian, Iranian, Lebanese, Moroccan, Syrian)

    c. Asian or Asian American (some examples: Chinese, Filipino, Indian, Japanese, Korean, Vietnamese)

    d. Black, African American, or African origin (some examples: African American, Ethiopian, Haitian, Jamaican, Nigerian, Somali)

    e. Latino/a, Latinx, Hispanic or Spanish origin – both White and Non-White (some examples: Colombian, Cuban, Dominican, Mexican or Mexican American (Chicanx), Puerto Rican, Salvadorian)

    f. Native Hawaiian or Pacific Islander (some examples: Chamorro, Fijian, Marshallese, Native Hawaiian, Samoan, Tongan)

    g. White/Caucasian (some examples: English, French, German, Irish, Italian, Polish)

    h. People reporting another race, ethnicity, or origin not on this list

    i. People who prefer not to provide this information

    j. People for whom you do not have data

27. If you indicated that there are people for whom you do not have data, what is the main reason you don't collect these data? Please select one of the following:

    a. Our organization does not have or is revising internal policies or practices for collecting this information, so we cannot provide it at this time.

    b. Our staff have expressed concern that they would feel uncomfortable or unsafe providing this information to our team, so we do not collect this information at this time.

    c. Our organization is unsure how we would use this data, so we do not currently collect this information at this time.

    d. Our organization is not required to collect or report this data for any compliance or legal reasons, so we do not currently collect this information at this time.

e.   Other reason [please specify]

BIPOC-Centered Organizations

We are interested in knowing if your organization identifies as a Black, Indigenous, or People of Color (BIPOC)[2] organization.

28. Does your organization identify as a Black, Indigenous, or People of Color (BIPOC)-centered organization?

a.   Yes, we identify as BIPOC-centered.
b.   No, we do not identify as BIPOC-centered.
c.   I don't know.

29. The following are a few characteristics that a BIPOC organization may demonstrate. These examples are not meant to be exhaustive, and other ways of thinking about BIPOC-related organizational characteristics or leadership are encouraged. Please select all that apply.

a.   Our CEO, Executive Director, or leadership decision-making body identifies as Black, Indigenous, or a Person of Color (BIPOC).
b.   Fifty percent (50%) or more of our organization's board identify as BIPOC.
c.   Fifty percent (50%) or more of our organization's staff identify as BIPOC.
d.   Our organization has programs and services that focus on serving people who identify as BIPOC.
e.   Our organization's mission is explicitly by, for, or about BIPOC communities.
f.   None of these characteristics describe our organization.
g.   Our organization does not collect this information.
h.   Our organization does not wish to provide this information.

30. Do the characteristics above resonate with you or do you have another definition?

a.   The definition and/or characteristics are comprehensive.
b.   We use a slightly different definition and/or characteristics.
c.   We do not have a specific definition and/or characteristics in mind or do not have our own definition and/or characteristics solidified.
d.   I don't know.

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[2] The term BIPOC in this context is an aggregation to indicate Black-led, Indigenous-led and People of Color-led organization representation. Our use of the term is meant to be inclusive, not exclusive. We recognize that this also includes Asian and Latino/a/x people as well as other racial and ethnic groups. We understand that the term is imprecise and is a part of an evolving lexicon that does not resonate with everyone. We also realize language is fluid and we will continue to review and revisit the terminology we use. We are able to disaggregate specific identities based on responses to the preceding race and ethnicity categories. It is our practice to be specific when referring to individuals or groups and we seek and respect self-identification.

31. [If answered 30b] What other characteristics do you use?

    a. Our organization has programs and services that focus on serving people who identify as BIPOC (even if the majority are not BIPOC).
    b. Other [please specify]
    c. I don't know

32. Does your organization center other types of communities in its work? If yes, please describe. [Text box.]

Section Four: LGBTQIA+ Communities

The following question asks you to consider sexual orientation and other identities that are included within Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, and Asexual (LGBTQIA+) communities. In this survey, we are seeking to understand the degree to which these communities are represented among our grantees and investees. We acknowledge that the response options here are simplified for the purposes of the survey; however, it is not our intent to erase or make invisible the range of identities within LGBTQIA+ communities. We also note that transgender and intersex people were referenced in the Sex and Gender section, so there is some redundancy in this question.

33. Do you have self-reported data for identifying staff who are members of LGBTQIA+ Communities?

    a. Yes
    b. No [skip to opt out question 38]

Please indicate how many of your organization's board members, the head(s) of your organization, senior management, and all other staff self-identify in the following ways. Each person should appear once. The total number of people reported in each question below should match the total numbers provided in the Staff and Board categories at the beginning of the survey.

34. **Board Member(s)** (Total = ___)

    a. LGBTQIA+ (people in your organization who identify as members of LGBTQIA+ communities)
    b. Not a member of LGBTQIA+ communities
    c. People who prefer not to provide this information
    d. People for whom you do not have data

35. **Head(s) of Organization** (Total = ___)

    a. LGBTQIA+ (people in your organization who identify as members of LGBTQIA+ communities)
    b. Not a member of LGBTQIA+ communities
    c. People who prefer not to provide this information
    d. People for whom you do not have data

36. **Senior Management** (Total = ____)

    a. LGBTQIA+ (people in your organization who identify as members of LGBTQIA+ communities)
    b. Not a member of LGBTQIA+ communities
    c. People who prefer not to provide this information
    d. People for whom you do not have data

37. **All Other Staff** (Total = ____)

    a. LGBTQIA+ (people in your organization who identify as members of LGBTQIA+ communities)
    b. Not a member of LGBTQIA+ communities
    c. People who prefer not to provide this information
    d. People for whom you do not have data

38. If you indicated that there are people for whom you do not have data, what is the main reason you don't collect these data? Select one of the following:

    a. Our organization does not have or is revising internal policies or practices for collecting this information, so we cannot provide it at this time.
    b. Our staff have expressed concern that they would feel uncomfortable or unsafe providing this information to our team, so we do not collect this information at this time.
    c. Our organization is unsure how we would use this data, so we do not currently collect this information at this time.
    d. Our organization is not required to collect or report this data for any compliance or legal reasons, so we do not currently collect this information at this time.
    e. Other reason [please specify]

Section Five: Disability Status

In this survey, we are seeking to understand the degree to which the disability community is represented among our grantees and investees. The Americans with Disabilities Act defines a person with a disability as "a person who has a physical or mental impairment that substantially limits one or more major life activity." This includes people who have a record of such an impairment, even if they do not currently have a disability. Disabled people may be blind, deaf, have mobility impairments or be a little person (a person with dwarfism). A person with a disability can be someone with a learning or speech disorder, a psychiatric disorder, or any chronic illness. Autistic people and people with epilepsy, cancer, diabetes, multiple sclerosis or cerebral palsy all are included under the definition of disability. This is not a complete list of every kind of disability. It is intended to give a sense of the broad range of physical or mental conditions that count as a disability.

Please indicate how many of your organization's board members, the head(s) of your organization, senior management, and all other staff self-identify in the following ways. Each person should appear once. The total number of people reported in each question below should match the total numbers provided in the Staff and Board categories at the beginning of the survey.

39. Do you have self-reported data on people reporting one or more disability?

    a. Yes
    b. No [skip to opt out question 44]

Board Member(s) (Total = ____)

    a. People reporting one or more disabilities
    b. People with no reported disabilities
    c. People who prefer not to provide this information
    d. People for whom you do not have data

40. **Head(s) of Organization** (Total = ____)

    a. People reporting one or more disabilities
    b. People with no reported disabilities
    c. People who prefer not to provide this information
    d. People for whom you do not have data

41. **Senior Management** (Total = ____)

    a. People reporting one or more disabilities
    b. People with no reported disabilities
    c. People who prefer not to provide this information
    d. People for whom you do not have data

42. **All Other Staff** (Total = ____)

    a. People reporting one or more disabilities
    b. People with no reported disabilities
    c. People who prefer not to provide this information
    d. People for whom you do not have data

43. If you indicated that there are people for whom you do not have data, what is the main reason you don't collect these data? Select one of the following:

    a. Our organization does not have or is revising internal policies or practices for collecting this information, so we cannot provide it at this time.
    b. Our staff have expressed concern that they would feel uncomfortable or unsafe providing this information to our team, so we do not collect this information at this time.
    c. Our organization is unsure how we would use this data, so we do not currently collect this information at this time.
    d. Our organization is not required to collect or report this data for any compliance or legal reasons, so we do not currently collect this information at this time.
    e. Other reason [please specify]

Section Six: Additional Comments

44. Is there any additional information you would like to share that has not been captured in the previous sections?

    a. [text box]

45. How many people hours did it take to complete this survey? We are interested to know both how long it took your organization to input and to assemble the survey information.

    a. Less than 60 minutes
    b. 1-2 hours
    c. 2-5 hours
    d. Over 5 hours

46. Is there anything you would like to share about your experience in completing the survey?

    a. [text box]

[Submit survey]

47. Would you be willing to participate in a confidential interview with the Urban Institute to discuss your experience with this survey?

    a. Yes [if yes, please provide contact information]
    b. No
    c. Maybe

The Urban Institute hopes to interview 20-30 grantees or investees about their experience completing this survey. They will provide detailed feedback to the MacArthur Foundation regarding the survey language, constructs, level of detail requested, barriers to being able to report on demographics, and the relevance of these demographic categories to your organization's work. Your answers will be combined with those of other interviewees and results will be reported anonymously to the MacArthur Foundation so that individual organizations cannot be identified.