Demographic Survey sample

Anti-Discrimination Notice: It is an unlawful employment practice for an employer to fail or refuse to hire or discharge any individual, or otherwise to discriminate against any individual with respect to that individual's terms and conditions of employment, because of such individual's race, color, religion, sex, age, disability, citizenship status, or national origin.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information obtained will be kept confidential and may only be used in accordance with the provisions of applicable federal laws, executive orders, and regulations, including those which require the information to be summarized and reported to the Federal Government for civil rights enforcement purposes.

For civil rights monitoring and enforcement purposes only, all race/ethnicity information will be collected and reported in the seven categories identified below. The definitions for each category have been established by the federal government.

PLEASE READ ALL INSTRUCTIONS CAREFULLY BEFORE COMPLETING THIS FORM
- Please answer all questions to the best of your ability and comfort level
- Note that there is an option to "decline to state" or to "prefer to self-identify" for each question
- Definitions for terms utilized in the survey that may be helpful to you as you complete the survey will be located under the appropriate survey question.

1. Organizational Role *

◯ Staff

◯ Senior Staff

◯ Organizational leader/co-leader

◯ Board Member

2. Time with organization as a staff or board member *

◯ 0 - 5 years   ◯ 21 - 30 years

◯ 6 - 10 years   ◯ 31 - 40 years

◯ 11 - 20 years   ◯ over 40 years

3. What is your race/ethnicity *

☐ Asian/Asian American

☐ Black/African American/African

☐ Latina/Latino/Latinx or Hispanic

☐ Native American/American Indian/Alaska Native/Indigenous

☐ Middle Eastern/North African

☐ Native Hawaiian/Pacific Islander

☐ White/European

☐ Multi-Racial/Multi-Ethnic (2+ races/ethnicities)

☐ Decline to State

☐ Unknown

I prefer to self-identify my race/ethnicity:

4. Age Range *

○ 18 - 24 years old   ○ 55 - 64 years old

○ 25 - 34 years old   ○ 65 - 74 years old

○ 35 - 44 years old   ○ 75 years or older

○ 45 - 54 years old

5. Gender Identity 1 - How do you publicly self-identify?

DEFINITIONS:
Nonbinary - Preferred umbrella term for all genders other than female/male or woman/man, used as an adjective (e.g., Jesse is a nonbinary person). Not all nonbinary people identify as trans and not all trans people identify as nonbinary. *

○ Non-binary/Genderqueer/Gender non-conforming

○ Female

○ Male

○ Decline to state

○ Unknown

○ I prefer to self-identify:

6. Gender Identity 2 - How do you publicly self-identify?

DEFINITIONS:
Transgender - An umbrella term people may use to describe their gender identity and/or gender expression as different from the sex they were assigned at birth.
People who identify as transgender might describe themselves using one or more of a wide variety of terms including genderqueer, nonbinary, and transgender.
Transgender people may claim/affirm their gender identity through hormones and/or surgery. Transgender identity is not dependent on surgery. Transgender identity is not a sexual orientation.

Cisgender - A term used to describe a person whose gender identity is the same as the sex assigned to them at birth. *

○ Transgender

○ Cisgender

○ Decline to state

○ Unknown

○ I prefer to self-identify:

7. Sexual Orientation - How do you publicly self-identify? *

○ Gay, Lesbian, Bisexual, or other sexual orientations in the LGBTQIA+ community

○ Heterosexual or Straight

○ Decline to state

○ Unknown

○ I prefer to self-identify:

8. Disability Status

DEFINITIONS:
Disability - A disability can be physical, learning, cognitive, sensory, mental, or chronic health or other disability that is a barrier to everyday living (Source: RespectAbility) *

○ Person with a disability

○ Person without a disability

○ Decline to state

○ Unknown

○ I prefer to self-describe: