### Race and ethnicity

Respondents were allowed more than one answer.

<table>
<thead>
<tr>
<th></th>
<th>Executive/Senior Staff (N=10)</th>
<th>First/Mid Manager (N=38)</th>
<th>All Other (N=168)</th>
<th>Trustees (N=13)</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian, Alaska Native, or Indigenous</td>
<td>0%</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Asian or Asian American</td>
<td>10%</td>
<td>8%</td>
<td>12%</td>
<td>8%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>30%</td>
<td>13%</td>
<td>14%</td>
<td>15%</td>
</tr>
<tr>
<td>Hispanic, Latino/a/x, or Latin American</td>
<td>0%</td>
<td>3%</td>
<td>5%</td>
<td>8%</td>
</tr>
<tr>
<td>Middle Eastern</td>
<td>0%</td>
<td>3%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>0%</td>
<td>3%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>White</td>
<td>60%</td>
<td>68%</td>
<td>64%</td>
<td>77%</td>
</tr>
<tr>
<td>Multiracial or Multi-ethnic</td>
<td>0%</td>
<td>8%</td>
<td>6%</td>
<td>0%</td>
</tr>
<tr>
<td>Race or ethnicity not included</td>
<td>0%</td>
<td>3%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>0%</td>
<td>3%</td>
<td>3%</td>
<td>0%</td>
</tr>
<tr>
<td>Year of Birth</td>
<td>EXECUTIVE/SENIOR STAFF (N=10)</td>
<td>FIRST/MID MANAGER (N=39)</td>
<td>ALL OTHER (N=171)</td>
<td>TRUSTEES (N=13)</td>
</tr>
<tr>
<td>--------------</td>
<td>-------------------------------</td>
<td>--------------------------</td>
<td>-------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>1920-1929</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>1930-1939</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>1940-1949</td>
<td>0%</td>
<td>0%</td>
<td>2%</td>
<td>54%</td>
</tr>
<tr>
<td>1950-1959</td>
<td>70%</td>
<td>15%</td>
<td>11%</td>
<td>38%</td>
</tr>
<tr>
<td>1960-1969</td>
<td>20%</td>
<td>38%</td>
<td>19%</td>
<td>0%</td>
</tr>
<tr>
<td>1970-1979</td>
<td>0%</td>
<td>46%</td>
<td>33%</td>
<td>8%</td>
</tr>
<tr>
<td>1980-1989</td>
<td>10%</td>
<td>0%</td>
<td>19%</td>
<td>0%</td>
</tr>
<tr>
<td>1990-1999</td>
<td>0%</td>
<td>0%</td>
<td>13%</td>
<td>0%</td>
</tr>
<tr>
<td>2000 or later</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>0%</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
</tr>
</tbody>
</table>
## Gender identity

Respondents were allowed more than one answer.

<table>
<thead>
<tr>
<th>Gender Non-Conforming Person</th>
<th>EXECUTIVE/SENIOR STAFF (N=10)</th>
<th>FIRST/MID MANAGER (N=39)</th>
<th>ALL OTHER (N=169)</th>
<th>TRUSTEES (N=13)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man (Cisgender or Transgender)</td>
<td>50%</td>
<td>33%</td>
<td>21%</td>
<td>31%</td>
</tr>
<tr>
<td>Non-Binary Person</td>
<td>0%</td>
<td>3%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Woman (Cisgender or Transgender)</td>
<td>50%</td>
<td>64%</td>
<td>76%</td>
<td>69%</td>
</tr>
<tr>
<td>Different Identity</td>
<td>0%</td>
<td>0%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>Prefer Not to Answer</td>
<td>0%</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Identifies as transgender

**EXECUTIVE/SENIOR STAFF (N=10)**
- NO: 100%
- YES: 0%
- PREFER NOT TO ANSWER: 5%

**FIRST/MID MANAGER (N=39)**
- NO: 95%
- YES: 0%
- PREFER NOT TO ANSWER: 2%

**ALL OTHER (N=170)**
- NO: 98%
- YES: 0%
- PREFER NOT TO ANSWER: 2%

**TRUSTEES (N=13)**
- NO: 100%
- YES: 0%
Identifies as a person of color

EXECUTIVE/SENIOR STAFF (N=10)
- YES: 40%
- NO: 60%
- PREFER NOT TO ANSWER: 8%

FIRST/MID MANAGER (N=38)
- YES: 26%
- NO: 66%
- PREFER NOT TO ANSWER: 8%

ALL OTHER (N=166)
- YES: 30%
- NO: 66%
- PREFER NOT TO ANSWER: 4%

TRUSTEES (N=13)
- YES: 23%
- NO: 77%
- PREFER NOT TO ANSWER: 4%
### Sexual Identity

Respondents were allowed more than one answer.

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>Executive/Senior Staff (N=10)</th>
<th>First/Mid Manager (N=37)</th>
<th>All Other (N=165)</th>
<th>Trustees (N=13)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asexual</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Bisexual</td>
<td>0%</td>
<td>8%</td>
<td>5%</td>
<td>0%</td>
</tr>
<tr>
<td>Gay or Lesbian</td>
<td>10%</td>
<td>5%</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td>Heterosexual or Straight</td>
<td>90%</td>
<td>78%</td>
<td>84%</td>
<td>100%</td>
</tr>
<tr>
<td>Pansexual</td>
<td>0%</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Queer</td>
<td>0%</td>
<td>0%</td>
<td>3%</td>
<td>0%</td>
</tr>
<tr>
<td>Different Identity</td>
<td>0%</td>
<td>0%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>Prefer Not to Answer</td>
<td>0%</td>
<td>11%</td>
<td>5%</td>
<td>0%</td>
</tr>
</tbody>
</table>