

# Appendix: Leadership Identities Examples

Each person should be counted once in Race/Ethnicity Identities, and once in Intersectional Identities.

## Race/Ethnicity Identities

Enter in the number of individuals in Leadership that represent the following demographics. You may enter 0. Each person should be counted once.

- Asian / Asian-American
- African / Black / African-American
- Hispanic / Latinx / Chicanx
- Middle Eastern / North African
- Mixed Race / Multi - Racial Individuals
- Native American / American Indian / Native Alaskan
- Native Hawaiian / Pacific Islander
- White
- Not disclosed/Not available

If an individual identifies with more than one racial/ethnic identity, please include them only once in the Mixed Race/Multi-Racial Individuals field and not in each of their identities.

The total number of Race/Ethnicity Identities should match the total number of people listed in the Leadership field.

## Intersectional Identities

Enter in the number of individuals in Leadership that represent the following demographics. You may enter 0. Each person should be counted once.

- BIPOC (not LGBTQIA2+, without disabilities)
- BIPOC LGBTQIA2+\* (and without disabilities)
- BIPOC with disabilities\* (and not LGBTQIA2+)
- BIPOC, LGBTQIA2+, and with disabilities
- White (not LGBTQIA2+, without disabilities)
- White LGBTQIA2+\* (and without disabilities)
- White person with disabilities\* (and not LGBTQIA2+)
- White, LGBTQIA2+, and with disabilities
- Not disclosed/Not available

The total number of Intersectional Identities should match the number of people listed in the Leadership field.

### Example 1:

<b>Application Field</b>	<b>Race/Ethnicity Identities</b>
0	Asian / Asian-American
0	African / Black / African-American
2	Hispanic / Latinx / Chicanx
0	Middle Eastern / North African
1	Mixed Race / Multi - Racial Individuals
0	Native American / American Indian / Native Alaskan
0	Native Hawaiian / Pacific Islander
2	White
0	Not Disclosed/Not Available
<b>5</b>	<b>Total Leaders</b>

<b>Application Field</b>	<b>Intersectional Identities</b>
1	BIPOC (not LGBTQIA2+, without disabilities)
0	BIPOC LGBTQIA2+* (and without disabilities)
0	BIPOC with disabilities* (and not LGBTQIA2+)
0	BIPOC, LGBTQIA2+, and with disabilities
1	White (not LGBTQIA2+, without disabilities)
0	White LGBTQIA2+* (and without disabilities)
0	White Person with disabilities* (and not LGBTQIA2+)
0	White, LGBTQIA2+, and with disabilities

<b>Application Field</b>	<b>Intersectional Identities</b>
3	Not Disclosed/Not Available
<b>5</b>	<b>Total Leaders</b>

### Example 2:

<b>Application Field</b>	<b>Race/Ethnicity Identities</b>
0	Asian / Asian-American
0	African / Black / African-American
0	Hispanic / Latinx / Chicanx
1	Middle Eastern / North African
0	Mixed Race / Multi - Racial Individuals
0	Native American / American Indian / Native Alaskan
0	Native Hawaiian / Pacific Islander
2	White
1	Not Disclosed/Not Available
<b>4</b>	<b>Total Leaders</b>

<b>Application Field</b>	<b>Intersectional Identities</b>
1	BIPOC (not LGBTQIA2+, without disabilities)
0	BIPOC LGBTQIA2+* (and without disabilities)
0	BIPOC with disabilities* (and not LGBTQIA2+)
0	BIPOC, LGBTQIA2+, and with disabilities
0	White (not LGBTQIA2+, without disabilities)
1	White LGBTQIA2+* (and without disabilities)

<b>Application Field</b>	<b>Intersectional Identities</b>
1	White Person with disabilities* (and not LGBTQIA2+)
0	White, LGBTQIA2+, and with disabilities
1	Not Disclosed/Not Available
<b>4</b>	<b>Total Leaders</b>

### Example 3:

<b>Application Field</b>	<b>Race/Ethnicity Identities</b>
0	Asian / Asian-American
1	African / Black / African-American
0	Hispanic / Latinx / Chicanx
0	Middle Eastern / North African
0	Mixed Race / Multi - Racial Individuals
0	Native American / American Indian / Native Alaskan
0	Native Hawaiian / Pacific Islander
4	White
1	Not Disclosed/Not Available
<b>6</b>	<b>Total Leaders</b>

<b>Application Field</b>	<b>Intersectional Identities</b>
1	BIPOC (not LGBTQIA2+, without disabilities)
0	BIPOC LGBTQIA2+* (and without disabilities)
0	BIPOC with disabilities* (and not LGBTQIA2+)

Application Field	Intersectional Identities
0	BIPOC, LGBTQIA2+, and with disabilities
3	White (not LGBTQIA2+, without disabilities)
0	White LGBTQIA2+* (and without disabilities)
0	White Person with disabilities* (and not LGBTQIA2+)
0	White, LGBTQIA2+, and with disabilities
2	Not Disclosed/Not Available
<b>6</b>	<b>Total Leaders</b>