

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.

Eligible Group/Organization Examples

Example 1: Majority BIPOC, PWD, or LGBTQIA2+ Leadership Team

Application Field	Race/Ethnicity Identities
0	Asian / Asian-American
0	African / Black / African-American
2	Hispanic / Latinx / Chicanx
0	Middle Eastern / North African
0	Mixed Race / Multi - Racial Individuals
2	Native American / American Indian / Native Alaskan
0	Native Hawaiian / Pacific Islander
1	White
0	Prefer not to disclose/Unknown
5	Total Leadership Staff Team

Application Field	Intersectional Identities
4	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)

Application Field	Intersectional Identities
0	White LGBTQIA2+* (and without Disabilities)
0	White Person with Disabilities* (and not LGBTQIA2+)
0	White, LGBTQIA2+, and with Disabilities
0	Prefer not to disclose/Unknown
5	Total Leadership Staff Team

Example 2: Majority BIPOC, PWD, and/or LGBTQIA2+ Leadership Team

Application Field	Race/Ethnicity Identities
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	Prefer not to disclose/Unknown
4	Total Leadership Staff Team

Application Field	Intersectional Identities
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
0	White (not LGBTQIA2+, without Disabilities)
1	White LGBTQIA2+* (and without Disabilities)
1	White Person with Disabilities* (and not LGBTQIA2+)
0	White, LGBTQIA2+, and with Disabilities
1	Prefer not to disclose/Unknown
4	Total Leadership Staff Team

Example 3: Majority BIPOC, PWD, and/or LGBTQIA2+ Leadership Team

Application Field	Race/Ethnicity Identities
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
3	White
1	Prefer not to disclose/Unknown
5	Total Leadership Staff Team

Application Field	Intersectional Identities
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)
1	White LGBTQIA2+* (and without Disabilities)
1	White Person with Disabilities* (and not LGBTQIA2+)
0	White, LGBTQIA2+, and with Disabilities
1	Prefer not to disclose/Unknown
5	Total Leadership Staff Team

Ineligible Group/Organization Examples

Example 1: Not enough information provided

Application Field	Race/Ethnicity Identities
0	Asian / Asian-American
0	African / Black / African-American
1	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
0	White
5	Prefer not to disclose/Unknown

Application Field	Race/Ethnicity Identities
6	Total Leadership Staff Team

Application Field	Intersectional Identities
0	BIPOC (not LGBTQIA2+, without Disabilities)
0	BIPOC LGBTQIA2+* (and without Disabilities)
0	BIPOC with Disabilities* (and not LGBTQIA2+)
1	BIPOC, LGBTQIA2+, and with Disabilities
0	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
5	Prefer not to disclose/Unknown
6	Total Leadership Staff Team

Example 2: Conflicting numbers provided

Application Field	Race/Ethnicity Identities
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

Application Field	Race/Ethnicity Identities
2	White
2	Prefer not to disclose/Unknown
5	Total Leaders

Application Field	Intersectional Identities
4	BIPOC (not LGBTQIA2+, without Disabilities)
0	BIPOC LGBTQIA2+* (and without Disabilities)
0	BIPOC with Disabilities* (and not LGBTQIA2+)
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
0	Prefer not to disclose/Unknown
7	Total Leaders