***How can we recognize and celebrate the uniqueness of individuals at our organization?***

We are excited to be participating in the SMU DataArts Workforce Demographics Study and wanted to share more information with you in advance of our April 10th launch date.

This 5 to 7 minute secure and comprehensive survey collects demographic and workplace perception information anonymously. Participating in this study can help our organization better understand the diverse makeup of our staff, board, and volunteers to remain relevant to and representative of our changing society. This data can illuminate strengths, challenges, and opportunities for the organization as we embrace change and meet the needs of an evolving population with unique identities.

*Insert your Value Proposition from the worksheet here.*

The anonymous, seven-minute survey allows respondents to self-identify their race, national origin, age, gender expression, sexual orientation, and disability status, and perception of safety, well-being, and happiness in their workplace. SMU DataArts’ online platform and proprietary survey protect the data of individuals while collecting detailed information. In addition, respondents may choose to skip any question in the survey. SMU DataArts will create a workforce report for us if we received enough survey responses to meet a statistically significant response threshold. When you receive the link to the survey, please fill it out!

**About SMU DataArts**

SMU DataArts are national leaders in data collection and analysis since 2004. They recognize that our society is characterized by a complex web of inequities, and are committed to making research, tools, and resources accessible to all persons regardless of race, age, gender expression, sexual orientation, national origin, disability, and/or socioeconomic status. They strive to conduct their work without bias or preference, and they value input and creativity from diverse perspectives. They use data and evidence to shine a light on inequities within the arts and culture sector. They are committed to advancing equity, recognizing that it is a continuous process requiring ongoing input from the field, accountability, and evaluation.