Prior to taking the survey, respondents are asked to select their organization as well as any additional organizations at which they work. Respondents may affiliate with up to three (3) organizations.

What primary role do you fill at [organization name]? [required question]
If you are unpaid or part-time and fulfill a staff role for this organization, please select the role that best describes the work you do. If you are staff person who also holds a board seat - e.g. "President and CEO" - please select the appropriate staff role as your primary role.

DEFAULT VERSION

( ) Board Member
( ) Independent Contractor
( ) Staff Member

[This question is asked for each organization a respondent affiliates with]

[If any role EXCEPT “Board” or “Independent Contractor” is selected, the below two questions appear]

Are you in an executive leadership (non-board) position?
( ) Yes
( ) No

Do you supervise or manage any other staff at [organization name]?
( ) Yes
( ) No

[This question is asked for each organization a respondent affiliates with]

Do you identify as an artist?

( ) Yes
( ) No

[If “Yes”, question below appears]

Do you receive any portion of your income as an artist or performer working for [organization name]?

( ) Yes
( ) No

[This question is asked for each organization a respondent affiliates with]
In what year were you born?

(Years are listed in reverse chronological order from 2005 to 1915)
( ) I decline to state (last option in drop-down)

What is the postal/zip code of your current home residence?
If you prefer to decline to state, leave this blank.

_______

----------------- [page break] -------------------

Gender

What is your current gender identity? (Check all that apply)
( ) Male
( ) Female
( ) Genderqueer/gender non-conforming
( ) Different identity (please state): ______
( ) I decline to state

Do you identify as transgender?
( ) Yes
( ) No
( ) I decline to state

Language for Gender and Sexual Identity questions is taken from recommendations in reports by the UCLA Williams Institute's Gender Identity in U.S. Surveillance group (commonly called the GenIUSS report), the Sexual Minority Assessment Research Team (the SMART report), and the Human Rights Campaign.

According to the Human Rights Campaign, “Transgender is an umbrella term that refers to people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth. Other identities considered to fall under this umbrella can include non-binary, gender fluid, and genderqueer – as well as many more.”

We welcome comments or questions regarding the survey: demographics@culturaldata.org
Sexual Orientation

Do you consider yourself to be (Check all that apply):

[ ] Heterosexual or straight
[ ] Gay or lesbian
[ ] Bisexual
[ ] Asexual
[ ] My sexual orientation is not listed here
[ ] I decline to state

Do you describe your sexual orientation or identity in any other way? If yes, please describe:

Language for Gender and Sexual Identity questions is taken from recommendations in reports by the UCLA Williams Institute’s Gender Identity in U.S. Surveillance group (commonly called the GenIUSS report), the Sexual Minority Assessment Research Team (the SMART report), and the Human Rights Campaign.

We welcome comments or questions regarding the survey: demographics@culturaldata.org

---[page break]---

Where were you born?

( ) (After U.S. and Canada, countries are listed alphabetically from Afghanistan to Zimbabwe)
( ) I decline to state (last option in drop-down)
Race/Ethnicity

This survey seeks to understand racial and ethnicity demographics of respondents using a combination of current approaches utilized by the US Census Bureau, the United Nations, and other research entities to ensure respondents can accurately represent themselves with the answer choices. To aid in alignment with standard demographic reporting, components of race and ethnicity (including regional origin) are available to respondents.

Check all that apply:

[] Asian
[] Black
[] Hispanic/Latino/a/x
[] Indigenous*
[] Middle Eastern
[] White

[] Person of African descent (Non-MENA)
[] Person of Asian descent (Non-MENA)
[] Person of European descent (Non-MENA)
[] Person of Mexican, South American, Central American, or Caribbean descent
[] Person of Middle Eastern or North African descent (MENA)**

Or

( ) My ethnic or racial identity is not listed here
( ) I decline to state

[If “My ethnic identity is not listed here,” question below appears]

My ethnic identity is:

________________________________________________________________________

*Indigenous person: A person who is a descendant of the original people who inhabited a geographical region before the first people of different cultures or ethnic origins arrived. Other terms may include tribes, first peoples/nations, pacific islanders, aboriginals, or ethnic groups.

**Person of Middle Eastern or North African descent (MENA): A person who is a descendant of people who inhabit(ed) geographic regions of the Middle East or north Africa including modern-day countries such as Egypt, Iraq, Israel, Jordan, Lebanon, Morocco, and Syria. While definitions of constituent countries may vary slightly by source, one need not feel constrained by any one definition.

[If “Person of Middle Eastern or North African descent” is one of the selections, question below appears]
**Person of Middle Eastern or North African descent**
If you are unsure of your ancestry or if this information is unavailable, skip this question.

For a list of Middle Eastern or North African nations by region, see pg. 30: https://www.census.gov/content/dam/Census/library/working-papers/2015/demo/MENA-Forum-Summary-and-Appendices.pdf

**Select the region(s) of your ancestry:**
- [ ] Asian
- [ ] African
- [ ] European

**Person of African descent**
If you are unsure of your ancestry or if this information is unavailable, skip this question.

For a list of African nations by region, see:
http://unstats.un.org/unsd/methods/m49/m49regein.htm#africa

**Select the region(s) of your ancestry:**
- [ ] Eastern
- [ ] Middle
- [ ] Northern
- [ ] Southern
- [ ] Western

**Person of Asian descent**
If you are unsure of your ancestry or if this information is unavailable, skip this question.

For a list of Asian nations by region, see:
http://unstats.un.org/unsd/methods/m49/m49regein.htm#asia

**Select the region(s) of your ancestry:**
- [ ] Central
- [ ] Eastern
- [ ] Southern
- [ ] Southeastern

**Person of European descent**
If you are unsure of your ancestry or if this information is unavailable, skip this question.

For a list of European nations by region, see:
http://unstats.un.org/unsd/methods/m49/m49regein.htm#europe

**Select the region(s) of your ancestry:**
- [ ] Eastern
- [ ] Northern
- [ ] Southern
- [ ] Western
Person of Latin American descent
If you are unsure of your ancestry or if this information is unavailable, skip this question.

For a list of Latin American nations by region, see:
http://unstats.un.org/unsd/methods/m49/m49regin.htm#americas

Select the region(s) of your ancestry:
[ ] Mexico
[ ] Caribbean
[ ] Central America
[ ] South America

Indigenous person
If you are unsure of your ancestry or if this information is unavailable, skip this question.

Select your affiliation(s):
[ ] Alaskan Native
[ ] American Indian
[ ] Australian Aborigine
[ ] First Nations of Canada
[ ] Indigenous Peoples of Mesoamerica and South America
[ ] Native Hawaiian
[ ] Pacific Islander
[ ] Other Indigenous People

Please specify your racial or tribal affiliation(s): _______________________

Do you describe your ethnic, racial, or cultural identity in any other way? If yes, please describe.

_____________________________________________________________________

_____________________________________________________________________

--------------------------------------------------------------------------------
Disability Status

The American with Disabilities Act defines disability with respect to an individual as someone with “(a) a physical or mental impairment that substantially limits one or more major life activities of such individual; (b) a record of such an impairment; or (c) being regarded as having such an impairment.”

I am a (Check all that apply)

- [ ] Person who is blind or visually impaired
- [ ] Person with a chronic illness disability
- [ ] Person with a communication disorder, who is unable to speak, or who uses a device to speak
- [ ] Person with an emotional or behavioral disability
- [ ] Person who is deaf or hard of hearing
- [ ] Person with an intellectual, cognitive, or developmental disability
- [ ] Person with a learning disability
- [ ] Person with a mental health disability
- [ ] Person with a physical disability or mobility impairment

Or

- ( ) Person without a disability
- ( ) My disability is not listed here
- ( ) I decline to state

[If “My disability is not listed here,” question below appears]

My disability is:

_________________________________________________________________________

- - - - - - - - - - - - - - - - - - - - - - - - - - [page break] - - - - - - - - - - - - - - - - - - - - - - - - - -
Workplace Perceptions

The questions in this survey allow us to examine the connection between workforce diversity, perceptions of inclusion, and impact on how individuals feel about their workplace. All individual responses will be kept confidential.

Please focus your experience working with [organization name] over the last four months, and indicate the extent to which you feel that THIS ORGANIZATION …

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has a fair process for determining salaries</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Lives up to its publicly stated commitment to equity, diversity, and inclusion</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Prioritizes diversity and equity in its hiring decisions</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Creates an environment where people can bring all aspects of their true selves to work</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Has a workplace free of discrimination</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Values individuals for who they are as people, not just for the jobs that they perform</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Actively encourages people from all backgrounds to voice their input when important decisions are made</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Seriously considers everyone’s ideas for how to do things better</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Please focus your experience working with [organization name] over the last four months, and indicate the extent to which you feel that THIS ORGANIZATION …

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Invites people with different roles and positional power to participate together in decision-making discussions</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Fosters a strong sense of belonging among those who work here</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Nurtures a culture of a close-knit family</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Is a place where it is held against you if you make a mistake</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Makes it easy for individuals to bring up problems and tough issues</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Is a place where it is safe to take risks</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Has an environment where people sometimes reject others for being different</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Has a culture where it is difficult to ask others for help</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Would you recommend that a friend accept a similar position at [organization name]?

<table>
<thead>
<tr>
<th>Very Unlikely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>2</td>
<td>9</td>
</tr>
<tr>
<td>3</td>
<td>8</td>
</tr>
<tr>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>10</td>
<td>1</td>
</tr>
</tbody>
</table>

On the whole, how satisfied are you in your work with [organization name]?

[If any role EXCEPT “Board Member” is selected, the below section appears]

How likely is it that you will make a genuine effort to find a new job with another employer within the next 12 months?

<table>
<thead>
<tr>
<th>Very Unlikely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>2</td>
<td>9</td>
</tr>
<tr>
<td>3</td>
<td>8</td>
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<td>4</td>
<td>7</td>
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<tr>
<td>5</td>
<td>6</td>
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<td>5</td>
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<tr>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>10</td>
<td>1</td>
</tr>
</tbody>
</table>
Thank you for taking the survey!

Learn More about Diversity in the Arts Sector

For more information about DataArts and our work, please see:
www.culturaldata.org/about/

To learn more about other diversity and inclusion initiatives in the nonprofit sector, visit these pages:
Guidestar
Green 2.0
Grantmakers in the Arts
Theatre Communications Group
National Association of Latino Arts and Cultures

Information and Technical Assistance on the Americans with Disabilities Act:
http://www.ada.gov/