

Diversity, Equity, & Inclusion Working Group Survey

Results: Demographic Data Collection

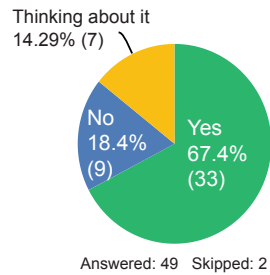


Goal: In May of 2021 the HRA DEI working group surveyed members about DEI policies and practices at their organizations, in order to provide learning opportunities, develop resources, and identify tools to amplify member efforts to advance DEI in grant programs and processes. The information below summarizes results regarding demographic data collection from a total of 50 respondents from 46 independent HRA member organizations.

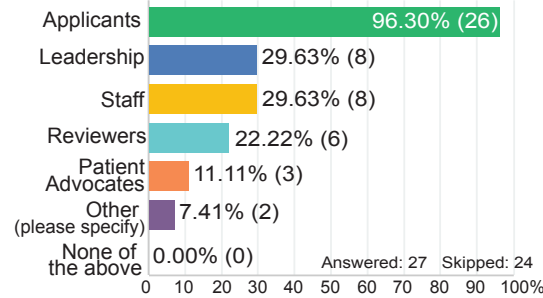
Additional resources: [Language to request demographic info](#)

The majority of members collect demographic data, mostly for applicants.

Do you collect demographic data about your applicants?

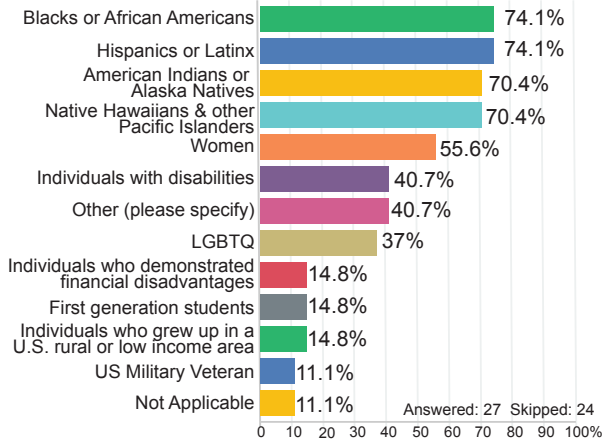


About which groups of stakeholders are you collecting demographic data? (check all that apply)



Free text responses indicated many organizations have not yet, or are in the process of defining what they consider to be underrepresented minorities.

Which of the following groups qualify under your organization's working definition of underrepresented minorities? (check all that apply)



Those that have collected demographic data, mostly collected information for Race, Ethnicity and Gender. Few respondents indicated that they collect data on Sexual Orientation, Disability Status, and Socioeconomic Status.

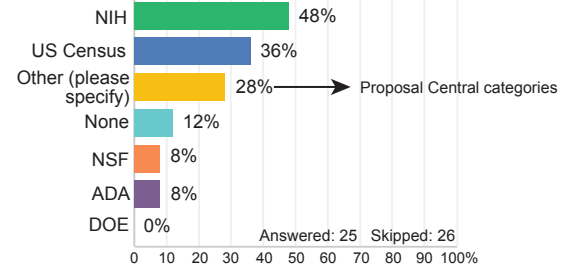
For applicants, what demographic data do you collect, and for approximately how long have you collected this data?

	< 1 YEAR	1 - 5 YEARS	5+ YEARS	DO NOT COLLECT	WE COLLECT BUT UNSURE OF TIME FRAME	TOTAL
Race	29.17% 7	25.00% 6	29.17% 7	8.33% 2	8.33% 2	24
Ethnicity	22.73% 5	22.73% 5	31.82% 7	13.64% 3	9.09% 2	22
Gender	20.00% 5	36.00% 9	32.00% 8	0.00% 0	12.00% 3	25
Sexual Orientation	7.14% 1	7.14% 1	0.00% 0	71.43% 10	14.29% 2	14
Disability Status	18.75% 3	6.25% 1	12.50% 2	50.00% 8	12.50% 2	16
Socioeconomic Status	8.33% 1	8.33% 1	0.00% 0	75.00% 9	8.33% 1	12

Answered: 27 Skipped: 26

Demographic information was largely modeled after NIH, US Census and Proposal Central categories.

What reference categorization schemes were used to determine the demographic category options used by your organization?



There was general consensus on sub-categories used for Race but less consensus on Ethnicity and Gender sub-categories.

Race

- White (89%)
- Black or African American (89%)
- American Indian or Alaska Native (85%)
- Asian (82%)
- Native Hawaiian or Other Pacific Islander (78%)
- Prefer not to describe (41%)
- Other (free text for respondents) (33%)
- Other (no free text) (26%)
- None of the above (11%)
- Prefer to self-describe (free text for respondents) (7%)
- Prefer to self-describe (no free text) (0%)

Ethnicity

- Not of Hispanic, Latinx, or Spanish origin (52%)
- None of the above (29%)
- Prefer not to describe (19%)
- Another Hispanic, Latinx, or Spanish origin (10%)
- Other (free text for respondents) (10%)
- Mexican, Mexican-American, Chicano (5%)
- Puerto Rican (5%)
- Cuban (5%)
- Other (no free text) (5%)

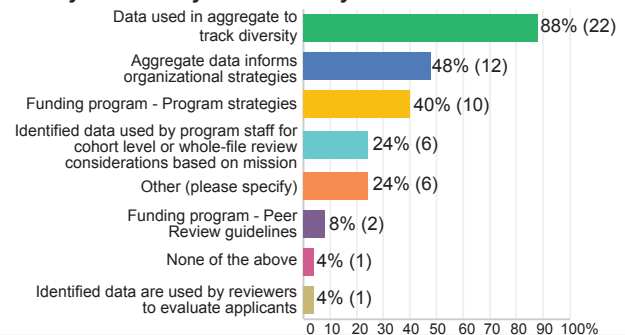
Gender

- Male (92%)
- Female (92%)
- Prefer not to describe (58%)
- Non-Binary (35%)
- Transgender Male (31%)
- Transgender Female (31%)
- Other (no free text) (31%)
- Prefer to self-describe (free text for respondents)

For sub-categories some helpful tips:

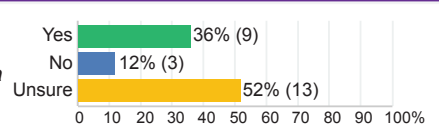
- 1) Provide a multi-select option
- 2) Provide a Prefer not to respond option
- 3) Not to "Other" people, instead ask people to self-describe with a free text for respondents option

How do you currently use the data you collect?



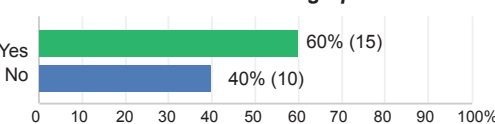
Demographic information used mostly in aggregate to track diversity, but many are unsure or plan to change this in the future.

Do you plan to change how demographic data are used in the future?



Many have a data usage policy but majority have not been reviewed by legal counsel.

Do you have a formal policy or text that clarifies to applicants who will have access to their demographic data and how it will be used?



Has the policy or text to collect and use demographic data been reviewed by legal counsel? No ~ 80%

What's next?

How can I use the HRA survey data to accelerate DEI efforts at my organization?

- Step 1: Identify the problem you are trying to solve/ goal you are seeking to achieve.
- Step 2: Identify aspects of demographic data that are relevant for your goals.
- Step 3: Use categories and resources most commonly used by others to make it easier to begin/refine your efforts to collect data.
- Step 4: Develop a procedure for how information will be used consistently, fairly, and effectively.
- Step 5: Develop a data use policy and have it reviewed by legal council. Consider posting the policy for transparency sake.