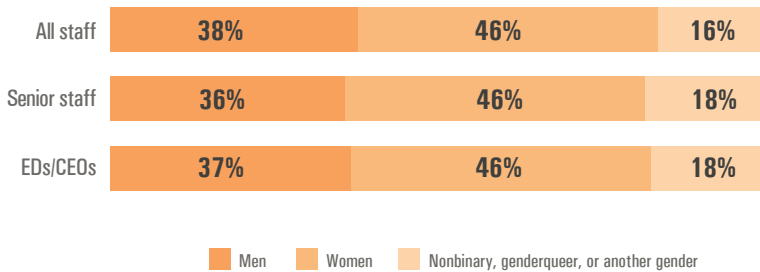


STAFF DEMOGRAPHICS & DIVERSITY

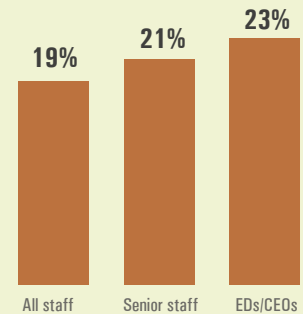
MAJORITY OF STAFF AT EVERY LEVEL ARE WOMEN OR NONBINARY

% of center staff of each gender, among responding centers



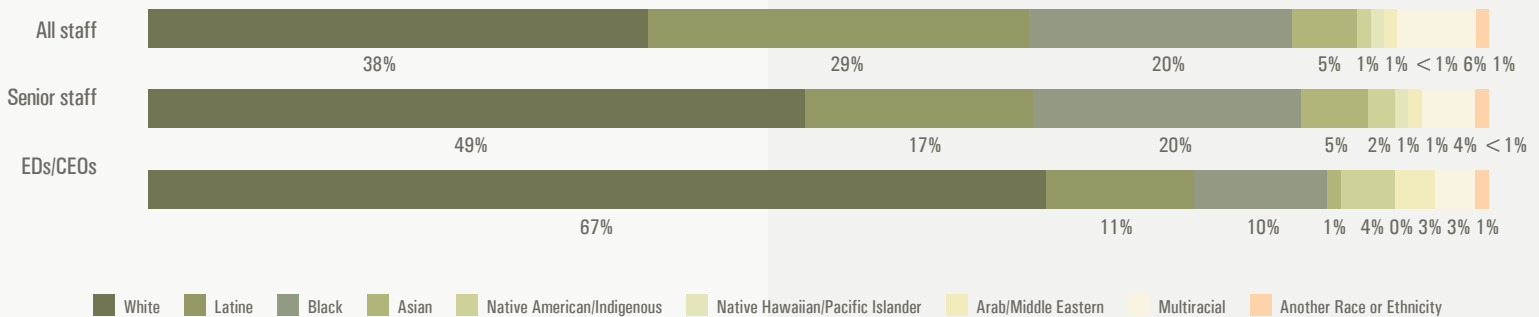
ROUGHLY 1 IN 5 CENTER STAFF AT EVERY LEVEL IS TRANSGENDER

% of center staff that is transgender, among responding centers



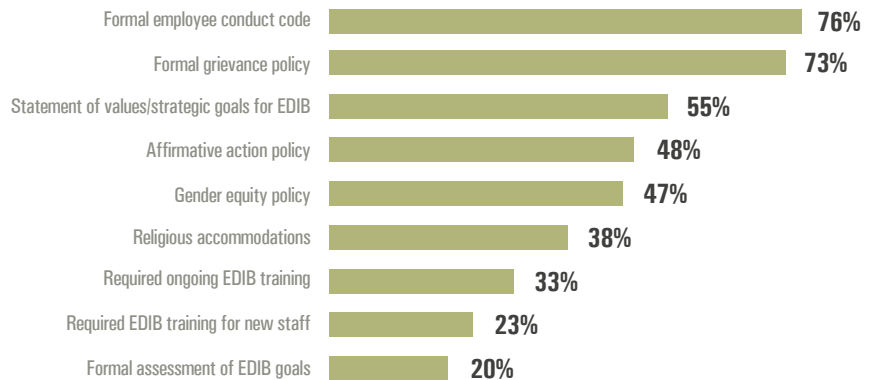
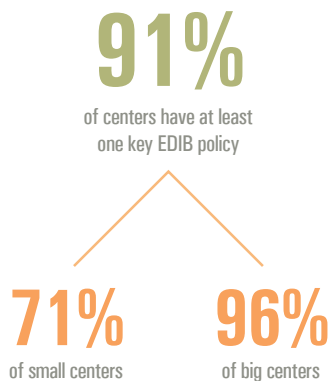
MAJORITY OF STAFF AND SENIOR STAFF, BUT NOT EXECUTIVE DIRECTORS, ARE PEOPLE OF COLOR

% of center staff of each race or ethnicity, among responding centers



NEARLY ALL CENTERS HAVE FORMAL EQUITY, DIVERSITY, INCLUSION, & BELONGING (EDIB) STAFF POLICIES

% of responding centers with paid staff (n=169)



Note: Percentages may not sum to 100 due to rounding. Not all centers reported each (or any) type of demographic information about staff. Numbers shown here reflect the demographics of staff/centers that reported each type of data. Additionally, there were too few paid staff at, or demographic data from, small centers to show small vs. big center differences. Gender categories are transgender-inclusive; for example, "Women" includes both transgender and cisgender women. Transgender status or identity was asked as a separate question.