87% OF CENTERS HAVE BOARDS OF DIRECTORS THAT ARE BOARD-ELECTED, WHILE 9% HAVE COMMUNITY-ELECTED BOARDS

41% OF BOARD MEMBERS ARE WOMEN

16% OF BOARD MEMBERS ARE TRANSGENDER

34% OF BOARD MEMBERS ARE MEN

59% OF BOARD MEMBERS ARE PEOPLE OF COLOR

41% of board members are people of color

43% at big centers

34% at small centers

4% Asian

4% Multiracial

1% Native American/Indigenous

1% Arab/Middle Eastern

<1% Native Hawaiian/Pacific Islander

<1% Another race or ethnicity

41% of board members are people of color

43% at big centers

34% at small centers

4% Asian

4% Multiracial

1% Native American/Indigenous

1% Arab/Middle Eastern

<1% Native Hawaiian/Pacific Islander

<1% Another race or ethnicity

59% OF ALL BOARD MEMBERS ACROSS 179 RESPONDING CENTERS

45% OF BOARD MEMBERS ARE MEN

16% OF BOARD MEMBERS ARE TRANSGENDER

8% OF BOARD MEMBERS ARE NON-BINARY

47% OF BOARD MEMBERS ARE WOMEN

41% of board members are people of color

43% at big centers

34% at small centers

4% Asian

4% Multiracial

1% Native American/Indigenous

1% Arab/Middle Eastern

<1% Native Hawaiian/Pacific Islander

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59% OF ALL BOARD MEMBERS ACROSS 179 RESPONDING CENTERS

45% OF BOARD MEMBERS ARE MEN

16% OF BOARD MEMBERS ARE TRANSGENDER

8% OF BOARD MEMBERS ARE NON-BINARY

47% OF BOARD MEMBERS ARE WOMEN

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

% of responding centers (n=192) with each board policy

- At least one EDIB policy: 85%
- Formal board conduct code: 63%
- Board recruitment strategy or matrix: 53%
- Statement of values/strategic goals for EDIB: 48%
- Formal grievance policy: 43%
- Gender equity policy: 30%
- Required ongoing EDIB training: 21%
- Required EDIB training for new board members: 18%
- Religious accommodations: 18%
- Formal assessment of EDIB goals: 18%