STAFF DEMOGRAPHICS & DIVERSITY

MAJORITY OF STAFF AT EVERY LEVEL ARE WOMEN OR NONBINARY

% of center staff of each gender, among responding centers

- **All staff**: 38% Men, 46% Women, 16% Nonbinary, genderqueer, or another gender
- **Senior staff**: 36% Men, 46% Women, 18% Nonbinary, genderqueer, or another gender
- **EDs/CEOs**: 37% Men, 46% Women, 18% Nonbinary, genderqueer, or another gender

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

- **All staff**: 38% White, 29% Latine, 20% Black, 5% Asian, 2% Native American/Indigenous, 1% Native Hawaiian/Pacific Islander, 1% Arab/Middle Eastern, 1% Multiracial, 1% Another Race or Ethnicity
- **Senior staff**: 49% White, 17% Latine, 20% Black, 5% Asian, 2% Native American/Indigenous, 1% Native Hawaiian/Pacific Islander, 1% Arab/Middle Eastern, 1% Multiracial, 1% Another Race or Ethnicity
- **EDs/CEOs**: 67% White, 11% Latine, 10% Black, 6% Asian, 4% Native American/Indigenous, 0% Native Hawaiian/Pacific Islander, 3% Arab/Middle Eastern, 3% Multiracial, 1% Another Race or Ethnicity

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

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

- Formal employee conduct code: 76%
- Formal grievance policy: 73%
- Statement of values/strategic goals for EDIB: 55%
- Affirmative action policy: 48%
- Gender equity policy: 47%
- Religious accommodations: 38%
- Required ongoing EDIB training: 33%
- Required EDIB training for new staff: 23%
- Formal assessment of EDIB goals: 20%

91% of centers have at least one key EDIB policy

71% of small centers

96% of big centers

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.