

JANUARY 2022



Workforce Demographics Study

Make data-informed decisions to advance diversity, equity, and inclusion in the workplace.



SMU | DataArts

[YOUR ORGANIZATION]

SMU DataArts Workforce Demographics Study

Designed and Administered by SMU DataArts

Organization: [YOUR ORGANIZATION]

This survey was conducted from November 5, 1955 through October 21, 2015. Organizations administered the study through an online platform, which provided guided instructions and dedicated survey links throughout the course of the study. Anonymous responses were submitted directly to SMU DataArts for analysis.

The following findings are the results from those respondents who chose to affiliate with this organization (respondents could affiliate with up to 3 organizations).

A demonstration of the survey may be viewed at <https://surveys.culturaldata.org/example-workforce-demographics>. SMU DataArts is the National Center for Arts Research at the Meadows School of the Arts at Southern Methodist University. DataArts works to empower arts and cultural leaders with high-quality data and evidence-based resources and insights that help them to overcome challenges and increase impact. More information: <https://www.smu.edu/dataarts>.

Report Contents (page #)

Workforce Size and Response Breakdown	(2)
Gender Identity	(3)
Transgender Identification	(3)
Sexual Orientation	(3)
Country of Origin	(4)
Disability Status	(4)
Age	(4)
Race/Ethnicity	(5)
Workplace Perceptions	(6)
About the Data	(8)
GuideStar Alignment	(9)

Workforce Size and Response Breakdown

By receiving this report, [YOUR ORGANIZATION] had to reach a high enough participation threshold that both protects individuals' privacy and assures a high level of confidence that the percentages shared are accurate. One of the first tasks required of your organization was to enter the total number of staff, board, independent contractors, and volunteers who make up the population of potential survey participants at your organization. This figure was used to calculate the required level of participation to receive a report. You can find more information about the participation thresholds at: <https://culturaldata.secure.force.com/Resources/articles/Article/Confidence-Levels-for-Workforce-Demographic-Studies/>

Workforce size: 52

Total responses: 46

Participation Level: Gold

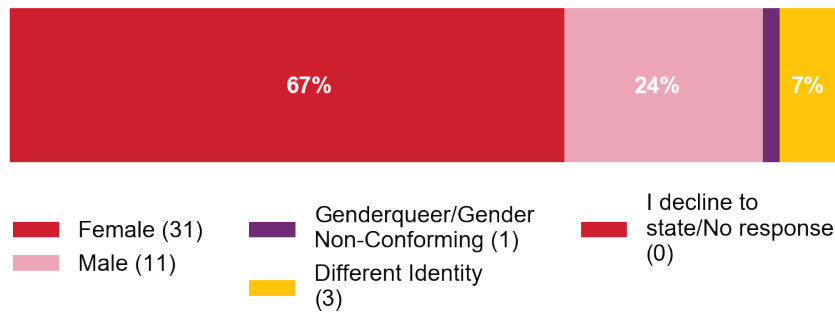
At the Gold confidence level, we are 90% confident that the reported data is within five percentage points of the value for the total workforce.

Response Breakdown

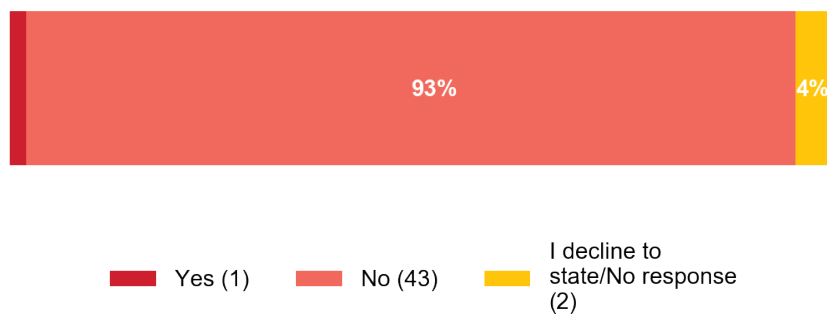
<u>Board</u>	<u>Supervisory Staff</u>	<u>Non-Supervisory Staff</u>	<u>Independent Contractors</u>
19	14	13	0

Note: for readability, labels are omitted from charts for values less than 4% throughout this report

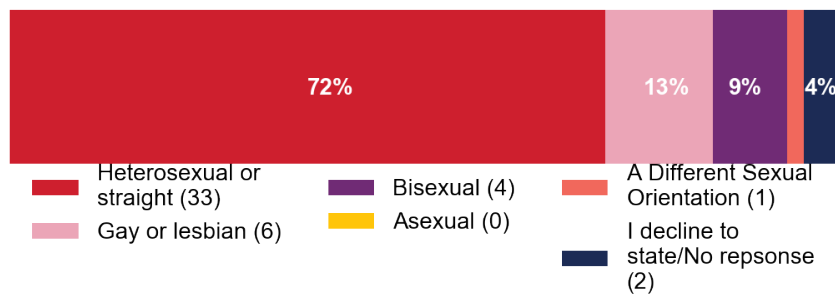
GENDER IDENTITY



DO YOU IDENTIFY AS TRANSGENDER?



SEXUAL ORIENTATION

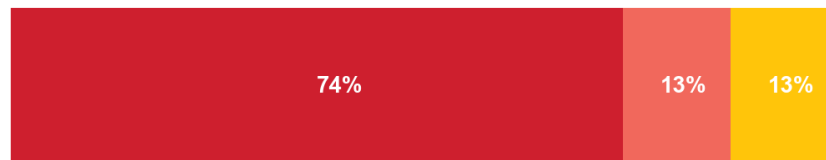


COUNTRY OF ORIGIN



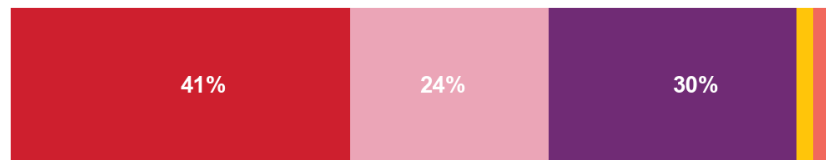
■ United States (28)
 ■ Outside of U.S. (7)
 ■ I decline to state/No response (11)

DISABILITY STATUS



■ Person identifying without a disability (34)
 ■ Person identifying with a disability (6)
 ■ I decline to state/No response (6)

AGE

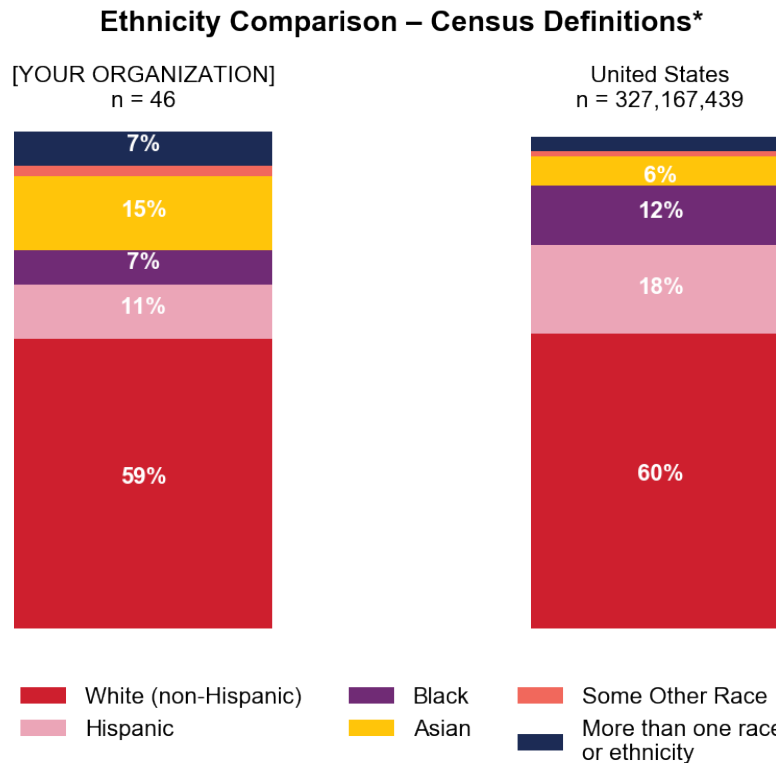
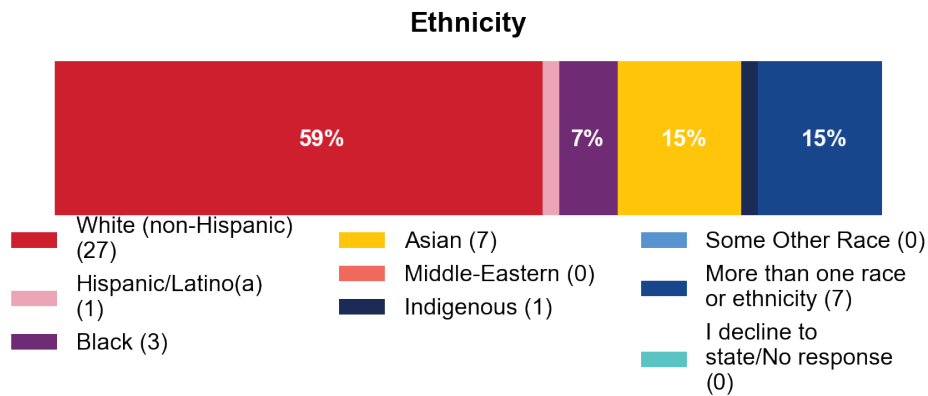


■ Born after 1981 (19)
 ■ Born between 1945 and 1964 (14)
 ■ I decline to state/No response (1)
■ Born between 1965 and 1981 (11)
■ Born before 1945 (1)

Ethnicity

The DataArts Workforce Demographics Survey attempts to ensure that all participants can see themselves in the options provided and do not feel excluded by the choices. To that end, it offers respondents a broad range of options for self-identification as well as the opportunity to write in an identifier if the response options fail to capture a particular trait. The Hispanic/Latino(a) response category is a response option alongside the race categories such that the summation of all categories totals 100%.

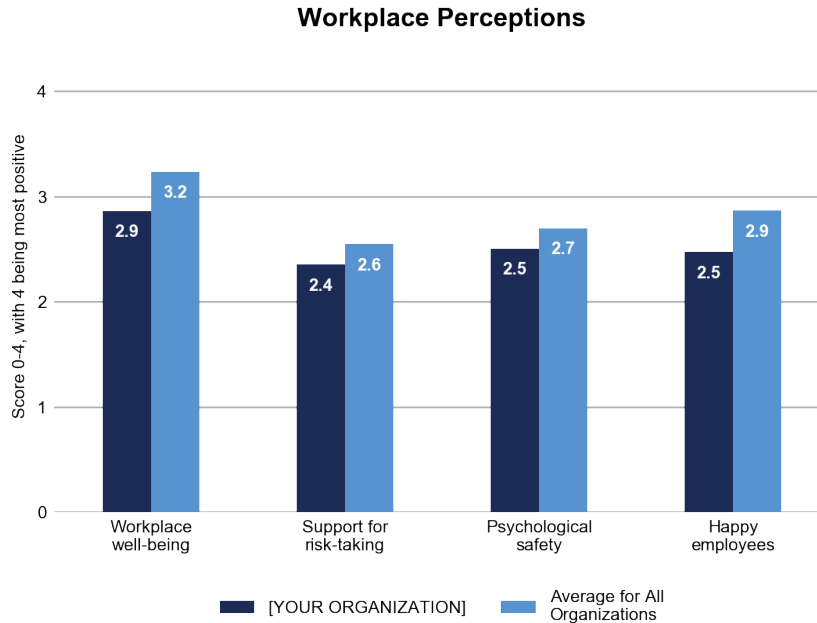
In the first chart, titled Ethnicity, one can see how your organization's workforce members represented their race and ethnicity in the SMU DataArts Workforce Demographics Survey. The second chart, Ethnicity Comparison, provides a comparison of your organization's survey responses to that of all SMU DataArts arts and culture workforce survey respondents and to that of United States population using Census categories, with some adjustment.



*The Census Bureau does not allow respondents to decline or skip any question. To facilitate comparisons, the workforce survey numbers in the first column of this chart do not include 0 respondent(s) at [YOUR ORGANIZATION] who declined to self-identify their ethnicity.

Workplace Perceptions

We asked respondents the extent to which they strongly agree or disagree with a series of statements, focusing on their experience working with [YOUR ORGANIZATION] over the last four months. These questions examined employee perceptions of well-being related to the workplace, support for risk-taking, psychological safety, and happiness and satisfaction. Here is how your organization compares with the average for all United States organizations that participated in this survey.



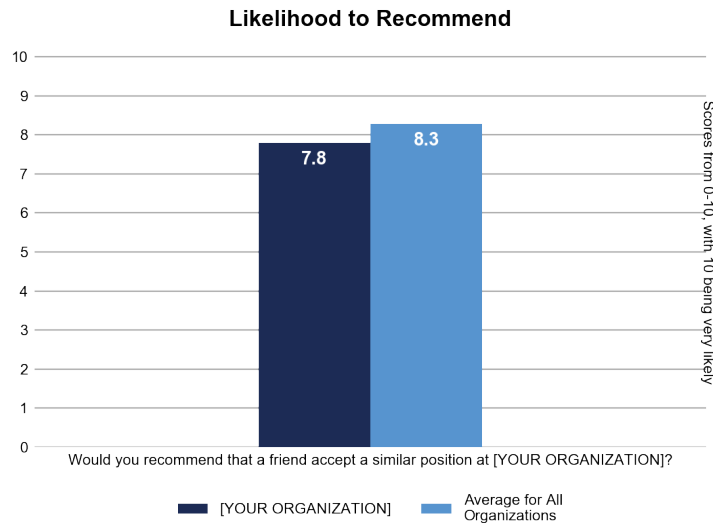
Perception Key*

Workplace well-being	Your life has a sense of direction and meaning to it
Workplace well-being	You have something to contribute to society
Workplace well-being	Challenged to become a better person
Happy employees	Satisfied
Happy employees	Happy
Support for risk-taking	Individuals in this organization are able to bring up problems and tough issues
Support for risk-taking	It is safe to take risks in this organization
Psychological safety	People in this organization sometimes reject others for being different**
Psychological safety	It is difficult to ask others for help in this organization**
Psychological safety	It is held against you if you make a mistake in this organization**

* Data from rows with the same label were averaged together to determine the values in the chart above.

** These items were reverse coded by multiplying values (0-4) by -1 and then adding 4.

A final question asked how likely an individual would be to recommend that a friend accept a similar position at [YOUR ORGANIZATION].



This question is adapted for your workforce - your internal customers - from the net promoter score, which is a measure of your customers' overall perception of your brand. To learn more about the NPS, visit: <https://www.netpromoter.com/know>

Why were these questions included in the study?

People who believe their job has meaning and a broader purpose are more likely to work harder, take on challenging or unpopular tasks, and collaborate effectively. Research¹ repeatedly shows that people deliver their best effort and ideas when they feel they are part of something larger than the pursuit of a paycheck. And when it comes to health, scoring high on both types of well-being - hedonic and 'eudemonic' happiness, which refers to the meaning you feel in life - is great. But lots of people don't score high on both. And four independent studies have revealed that it is far better for our immune systems when we score high on purposeful happiness than hedonic happiness.

Psychological safety is the degree to which employees feel comfortable taking interpersonal risks. Research² shows that achieving high performance requires having the confidence to take risks, especially in a knowledge-intensive world. When an organization minimizes the fear people feel on the job, performance - at both the organizational and the team level - is maximized.

You can learn more about this in Daniel M. Cable's book, 'Alive at Work: The Neuroscience of Helping Your People Love What They Do'.

We will generally explore whether higher scores on these dimensions have a relationship with workplace diversity and organizational performance measures, such as employee turnover, attendance, and bottom line. You will receive notification of these results once the research is completed.

1. 'Making Work Meaningful: A Leader's Guide'.

<https://www.mckinsey.com/business-functions/organization/our-insights/making-work-meaningful-a-leaders-guide>

2. 'How Fearless Organizations Succeed'. <https://www.strategy-business.com/article/How-Fearless-Organizations-Succeed>

DATA OVERVIEW

Definitions

Role

- 'Board' includes respondents who selected the role 'Board'.
- 'Supervisory Staff' includes all other respondents who indicated they supervise or manage other staff in their role.
- 'Non-Supervisory Staff' includes all other respondents who indicated they do not supervise or manage other staff in their role.
- This survey considers volunteers unpaid 'Staff Members'.

Gender & Sexual Orientation

- Language for Gender and Sexual Orientation questions is taken from recommendations from CHANGE Philanthropies and in reports by the UCLA Williams Institute Gender Identity in U.S. Surveillance group (commonly called the GenIUSS report) and the Sexual Minority Assessment Research Team (the SMART report).

Disability

- 'Person identifying with a disability' is the aggregation of the following categories: 'Person who is blind or visually impaired', '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 chronic illness disability', 'Person with a mental health disability', and 'Person with a physical disability or mobility impairment'.

Heritage

- 'White (non-Hispanic)' is anyone who identified as 'White' alone, 'Of European descent' alone, or 'White' and 'Of European Descent'. This category can be compared to the US Census category 'White alone' (not Hispanic or Latino) when combined with 'Middle Eastern'.
- 'Black' is anyone who identified as 'Black' alone, 'Of African descent' alone, or 'Black' and 'Of African descent'. This category can be compared to the US Census category 'Black or African American alone' (not Hispanic or Latino).
- Please note that in the US Census, Middle Eastern is included with White.
- The DataArts demographics survey and the U.S. Census Bureau take different methodological approaches to measuring race and Hispanic origin, making the two non-comparable without adjustments. The U.S. Census does not treat the Hispanic category as a discrete race category, but instead asks Hispanic/Latino(a) persons to identify themselves as such and to also select their race. Using this approach, the summation of all categories of Race and Hispanic Origin exceeds 100%. To compare survey responses to U.S. Census Bureau categories, we treat any individual selecting Hispanic/Latino(a) in the Census Bureau data and in the survey data as Hispanic/Latino(a) only, removing those who affiliate as Hispanic/Latino(a) from their other race selections. The limitation of this methodology is that it underrepresents Hispanic/Latino(a) respondents who consider themselves as 'More than one race or ethnicity'.

General

- For all demographic survey questions, respondents are given the option to skip or select 'I decline to state'
- 'I decline to state' is combined with 'No Response' for all variables.

Disclaimer

All data inputted into SMU DataArts' Demographics Survey is voluntary and self-reported by individuals working for or on behalf of the participating organizations. SMU DataArts makes no warranties or representations of any kind that the data will be accurate or error-free.

GUIDESTAR ALIGNMENT

Data in this report may be used to populate the demographics portion of your organization's GuideStar profile. Be aware that SMU DataArts and GuideStar ask some questions in slightly different ways. The following table utilizes the data captured in this report to align with the categories utilized by GuideStar for demographic characteristics including Race & Ethnicity, Sexual Orientation, Disability, and Gender Identity. Some choices available in the SMU DataArts survey are rolled-up to align with GuideStar.

Additionally, GuideStar collects data on Boards, Senior Staff, Staff, and Leader(s). However, SMU DataArts does not use GuideStar's definition of 'Senior Staff' and does not individually identify the demographics of an organization's leader(s). GuideStar's 'Staff' designation combines the SMU DataArts categories of Staff and Supervisory Staff.

This report is not an endorsement of GuideStar or their methods but serves as a tool for the nonprofit sector. SMU DataArts is not responsible for changes made to GuideStar's profile requirements.

Note that SMU DataArts requires a minimum of 10 responses for 'Board' or 'Staff' to view GuideStar alignment data for the respective groups. This aligns with SMU DataArts' participation threshold requirement to preserve anonymity of respondents. If either group receives fewer than 10 responses, that group will see all values in GuideStar's category of 'Unknown'.

	Board	Staff
TOTAL IN YOUR ORGANIZATION	24	28
RACE & ETHNICITY		
Asian Americans/Pacific Islanders/Asian	3	4
Black/African American/African	1	2
Hispanic/Latino/Latina/Latinx	0	1
Native American/American Indian/Indigenous	1	0
White/Caucasian/European	11	16
Multi-Racial or Multi-Ethnic	3	4
Decline to state	0	0
Unknown	5	1
Other: Please Specify (Some Other Race)	0	0
SEXUAL ORIENTATION		
Gay, Lesbian, Bisexual	4	7
Heterosexual or Straight	14	19
Decline to state	1	1
Unknown	5	1
DISABILITY		
Person with a disability	0	6
Person without a disability	17	17
Decline to state	2	4
Unknown	5	1
GENDER IDENTITY		
Female	13	18
Male	6	5
Non-Binary	0	4
Decline to state	0	0
Unknown	5	1
Transgender	0	1
Not transgender (cisgender)	18	25
Decline to state	1	1
Unknown	5	1