



*Prior to taking the survey, respondents are asked to select their organization as well as any additional organizations at which they work. Respondents may affiliate with up to three (3) organizations.*

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**What primary role do you fill at [organization name]? [required question]**

If you are unpaid or part-time and fulfill a staff role for this organization, please select the role that best describes the work you do. If you are staff person who also holds a board seat - e.g. "President and CEO" - please select the appropriate staff role as your primary role.

DEFAULT VERSION

- Board Member
- Independent Contractor
- Staff Member

[This question is asked for each organization a respondent affiliates with]

[If any role EXCEPT "Board" or "Independent Contractor" is selected, the below two questions appear]

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**Do you supervise or manage any other staff at [organization name]?**

- Yes
- No

[This question is asked for each organization a respondent affiliates with]

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**Do you identify as an artist?**

- Yes
- No

[If "Yes", question below appears]

**Do you receive any portion of your income as an artist or performer working for [organization name]?**

- Yes
- No

[This question is asked for each organization a respondent affiliates with]

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**In what year were you born?**

(Years are listed in reverse chronological order from 2005 to 1915)

( ) I decline to state (last option in drop-down)

**What is the postal/zip code of your current home residence?**

If you prefer to decline to state, leave this blank.

\_\_\_\_\_

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**Gender**

**What is your current gender identity? (Check all that apply)**

Male

Female

Genderqueer/gender non-conforming

Different identity (please state): \_\_\_\_\_

I decline to state

**Do you identify as transgender?**

Yes

No

I decline to state

Language for Gender and Sexual Identity questions is taken from recommendations in reports by the [UCLA Williams Institute's](#) Gender Identity in U.S. Surveillance group (commonly called the GenIUSS report), the Sexual Minority Assessment Research Team (the [SMART report](#)), and the [Human Rights Campaign](#).

According to the Human Rights Campaign, "Transgender is an umbrella term that refers to people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth. Other identities considered to fall under this umbrella can include non-binary, gender fluid, and genderqueer – as well as many more."

We welcome comments or questions regarding the survey: [demographics@culturaldata.org](mailto:demographics@culturaldata.org)

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### Sexual Orientation

**Do you consider yourself to be (Check all that apply):**

- Heterosexual or straight
- Gay or lesbian
- Bisexual
- Asexual
- My sexual orientation is not listed here
- I decline to state

**Do you describe your sexual orientation or identity in any other way?**

**If yes, please describe:**

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Language for Gender and Sexual Identity questions is taken from recommendations in reports by the UCLA Williams Institute's Gender Identity in U.S. Surveillance group (commonly called the [GenIUSS report](#)), the Sexual Minority Assessment Research Team (the [SMART report](#)), and the [Human Rights Campaign](#).

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**Where were you born?**

- ( ) (After U.S. and Canada, countries are listed alphabetically from Afghanistan to Zimbabwe)
- ( ) I decline to state (last option in drop-down)



## Race/Ethnicity

This survey seeks to understand racial and ethnicity demographics of respondents using a combination of current approaches utilized by the US Census Bureau, the United Nations, and other research entities to ensure respondents can accurately represent themselves with the answer choices. To aid in alignment with standard demographic reporting, components of race and ethnicity (including regional origin) are available to respondents.

### Check all that apply:

- |  |  |
|--|--|
| <input type="checkbox"/> Asian               | <input type="checkbox"/> Person of African descent (Non-MENA)                                      |
| <input type="checkbox"/> Black               | <input type="checkbox"/> Person of Asian descent (Non-MENA)  |
| <input type="checkbox"/> Hispanic/Latino/a/x | <input type="checkbox"/> Person of European descent (Non-MENA)                                     |
| <input type="checkbox"/> Indigenous*         | <input type="checkbox"/> Person of Mexican, South American, Central American, or Caribbean descent |
| <input type="checkbox"/> Middle Eastern      | <input type="checkbox"/> Person of Middle Eastern or North African descent (MENA)**                |
| <input type="checkbox"/> White               |  |

Or

- My ethnic identity is not listed here
- I decline to state

[If “My ethnic identity is not listed here,” question below appears]

### My ethnic identity is:

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*\*Indigenous person:* A person who is a descendant of the original people who inhabited a geographical region before the first people of different cultures or ethnic origins arrived. Other terms may include tribes, first peoples/nations, pacific islanders, aboriginals, or ethnic groups.

*\*\* Person of Middle Eastern or North African descent (MENA):* A person who is a descendant of people who inhabit(ed) geographic regions of the Middle East or north Africa including modern-day countries such as Egypt, Iraq, Israel, Jordan, Lebanon, Morocco, and Syria. While definitions of constituent countries may vary slightly by source, one need not feel constrained by any one definition.

[If “Person of Middle Eastern or North African descent” is one of the selections, question below appears]

### Person of Middle Eastern or North African descent

If you are unsure of your ancestry or if this information is unavailable, skip this question.

For a list of Middle Eastern or North African nations by region, see pg. 30:

<https://www.census.gov/content/dam/Census/library/working-papers/2015/demo/MENA-Forum-Summary-and-Appendices.pdf> **Select the region(s) of your ancestry:**

- Asian
- African
- European

[If “Person of African descent” is one of the selections, question below appears]

### Person of African descent

If you are unsure of your ancestry or if this information is unavailable, skip this question.

For a list of African nations by region, see:

<http://unstats.un.org/unsd/methods/m49/m49regin.htm#africa>

### Select the region(s) of your ancestry:

- Eastern
- Middle
- Northern
- Southern
- Western

[If “Person of Asian descent” is one of the selections, question below appears]

### Person of Asian descent

If you are unsure of your ancestry or if this information is unavailable, skip this question.

For a list of Asian nations by region, see:

<http://unstats.un.org/unsd/methods/m49/m49regin.htm#asia>

### Select the region(s) of your ancestry:

- Central
- Eastern
- Southern
- Southeastern

[If “Person of European descent” is one of the selections, question below appears]

### Person of European descent

If you are unsure of your ancestry or if this information is unavailable, skip this question.

For a list of European nations by region, see:

<http://unstats.un.org/unsd/methods/m49/m49regin.htm#europe>

### Select the region(s) of your ancestry:

- Eastern
- Northern
- Southern
- Western

[If “Person of Latin American descent,” question below appears]

### Person of Latin American descent

If you are unsure of your ancestry or if this information is unavailable, skip this question.

For a list of Latin American nations by region, see:

<http://unstats.un.org/unsd/methods/m49/m49regin.htm#americas>

### Select the region(s) of your ancestry:

- Mexico
- Caribbean
- Central America
- South America

[If “Indigenous person” is one of the selections, question below appears:]

### Indigenous person

If you are unsure of your ancestry or if this information is unavailable, skip this question.

### Select your affiliation(s):

- Alaskan Native
- American Indian
- Australian Aborigine
- First Nations of Canada
- Indigenous Peoples of Mesoamerica and South America
- Native Hawaiian
- Pacific Islander
- Other Indigenous People

[If any selected, below question appears]

**Please specify your racial or tribal affiliation(s):**

[If any one of the following of the checkbox ethnic/racial categories were selected in the original question, question below appears]

**Do you describe your ethnic, racial, or cultural identity in any other way? If yes, please describe.**

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### **Disability Status**

The American with Disabilities Act defines disability with respect to an individual as someone with “(a) a physical or mental impairment that substantially limits one or more major life activities of such individual; (b) a record of such an impairment; or (c) being regarded as having such an impairment.”

#### **I am a (Check all that apply)**

- Person who is blind or visually impaired
- Person with a chronic illness disability
- 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 mental health disability
- Person with a physical disability or mobility impairment

#### **Or**

- Person without a disability
- My disability is not listed here
- I decline to state

[If “My disability is not listed here,” question below appears]

**My disability is:**

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## Perception

The questions in this survey allow us to examine the connection between workforce diversity, perceptions of well-being related to work (happiness growing out of a sense of purpose and a sense of pleasure), perceptions of psychological safety at work, and organizational performance.

**Focusing on your experience working with [organization name] over the last four months, please indicate the extent to which you feel...**

|   | Strongly Disagree     | Disagree              | Neither Agree nor Disagree | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| Your life has a sense of direction and meaning to it                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| You have something to contribute to society                                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| Challenged to become a better person  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| Satisfied   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| Happy   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| Individuals in this organization are able to bring up problems and tough issues | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| It is safe to take risks in this organization                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| People in this organization sometimes reject others for being different         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| It is difficult to ask others for help in this organization                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| It is held against you if you make a mistake in this organization               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |

**Would you recommend that a friend accept a similar position at [organization name]?**

| Very Unlikely         |                       |                       |                       |                       |                       |                       |                       |                       |                       | Very Likely           |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 0                     | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     | 8                     | 9                     | 10                    |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

[These two questions are asked for each organization a respondent affiliates with]





**Thank you for taking the survey!**

**Learn More about Diversity in the Arts Sector**

For more information about DataArts and our work, please see:

[www.culturaldata.org/about/](http://www.culturaldata.org/about/)

To learn more about other diversity and inclusion initiatives in the nonprofit sector, visit these pages:

[Guidestar](#)

[Green 2.0](#)

[Grantmakers in the Arts](#)

[Theatre Communications Group](#)

[National Association of Latino Arts and Cultures](#)

Information and Technical Assistance on the Americans with Disabilities Act:

<http://www.ada.gov/>