Participants had the option to identify their nationalities and any dual citizenships. **39 nations were listed:** Afghanistan, Argentina, Australia, Brazil, Canada, China, Colombia, Democratic Republic of the Congo, Ecuador, Egypt, France, Germany, Ghana, Guatemala, Haiti, Honduras, India, Indonesia, Israel, Italy, Japan, Libya, Macedonia, Mexico, Nepal, New Zealand, Nigeria, Pakistan, Peru, Philippines, South Korea, Spain, Sri Lanka, Sweden, Switzerland, Tanzania, United Kingdom, United States of America, and Venezuela

**76 racial and ethnic identities were listed:** Afghan, African, African American, American Indian, Arab American, Asian American, Asian Indian, Barbadian, Black, Blackfoot, Blue Holly Clan, Cambodian, Caribbean, Chamorro, Cherokee, Chickasaw, Chinese, Choctaw, Colombian, Cuban, Dominican, Dutch, Ecuadorian, Egyptian, English, Ethiopian, European, Filipino, French, German, Ghanaian, Haitian, Hawaiian, Hispanic, Honduran, Iranian, Irish, Italian, Jamaican, Japanese, Korean, Latino, Lebanese, Liberian, Lumbee, Mexican, Mexican American, Middle Eastern, Native American, Native Hawaiian, Navajo, Nigerian, North African, Norwegian, Odowa, Pacific Islander, Pakistani, Palauan, Polish, Potawatomi, Puerto Rican, Salvadoran, Scottish, Shawnee, Somali, South African, Spanish, Syrian, Tongan, Tuscarora, Vietnamese, Western Cherokee Nation, White, White Earth Band of Ojibwe, and Wixárika/Huichol.

![Education Level of Staff](chart)

- High School Graduate: 5.0%
- Bachelor’s Degree: 35.6%
- Master’s Degree: 37.3%
- Doctorate Degree: 15.5%
- Associate’s Degree: 3.4%

**Age of Staff**

- 65+: 4.8%
- 55-64: 16.5%
- 45-54: 20.3%
- 35-44: 26.4%
- 25-34: 26.4%
- 18-24: 5.6%

**Race/Ethnicity of Staff**

- American Indian/Native American: 0.6%
- Native Hawaiian/Pacific Islander: 0.2%
- White: 65.4%
- Asian: 11.4%
- Black/African American: 18.0%
- Hispanic/Latino: 4.4%

**Identified Disabilities of Staff**

- Any Loss of Mobility, Vision, or Hearing: 2.6%
- Chronic Health Condition: 9.9%
- Mental Health Condition: 14.5%
- Neurodiverse: 7.8%

*Volunteered responses in Oracle  **Anonymous responses of participating staff