**DESERT HEALTHCARE**

**DIS TRIC T & F OUND A TION**

Board and Staff Demographic Matrix

Organization Name:

Instructions:

The Desert Healthcare District and Foundation requests your assistance in collecting board and staff demographic information. Please complete to the best of your ability the below tenure and demographic composition matrix for your organization's staff and board members. If needed, add additional rows to each section.

Developing a diverse work environment has been shown to decrease turnover rates, increase job performance, help organizations exceed their financial goals, and promote creativity, which leads to greater innovation.

Demographic information you share with us are not a basis for grant award decisions and do not impact the decision-making process.

This information may be utilized to inform future Desert Healthcare District and Foundation’s policies and programs.

Responses to the demographic questions are voluntary.

Organizational Data:

* Total number of Board of Directors:
* Total number of senior leaders (employee only): CEO, Executive Director, CFO, COO, Vice-Presidents:
* Total number of staff:

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Board Members** | **Senior Leadership** | **Staff Members** |
| *Years at Organization* |   |  |   |
| 0-5 years served |  |  |   |
| 6-10 years served |  |  |   |
| 11-15 years served |  |  |   |
| 16-20 years served |  |  |   |
| 21+ years served |  |  |   |
|   | **Board Members** | **Senior Leadership** | **Staff Members** |
| *Gender Identity:* |
| Male |   |  |   |
| Female |   |  |   |
| Non-Binary |   |  |   |
| Transgender |   |  |   |
| Other |   |  |   |
| Individuals who prefer not to provide this information |   |  |   |
| *LGBTQ+ Community:* |
| Individuals who are LGBTQ+ (individuals in your organization who identify as members of the LGBTQ+ community) |   |  |   |
| Individuals who are not members of the LGBTQ+ community |  |  |  |
| Individuals who prefer not to provide this information |  |  |  |
| *Race:* |
| American Indian and Alaska Native  |   |  |   |
| Asian  |  |  |  |
| Black or African American |  |  |  |
| Native Hawaiian and other Pacific Islander |  |  |  |
| White |  |  |  |
| Multi-Racial (2+ races) |  |  |  |
| Other: People who identify with another race (please specify) |  |  |  |
| Individuals who prefer not to provide this information |  |  |  |
| *Ethnicity:* |
| Hispanic/Latino (of any race) |  |  |  |
| Not Hispanic or Latino (of any race) |  |  |  |
| Individuals who prefer not to provide this information |  |  |  |