



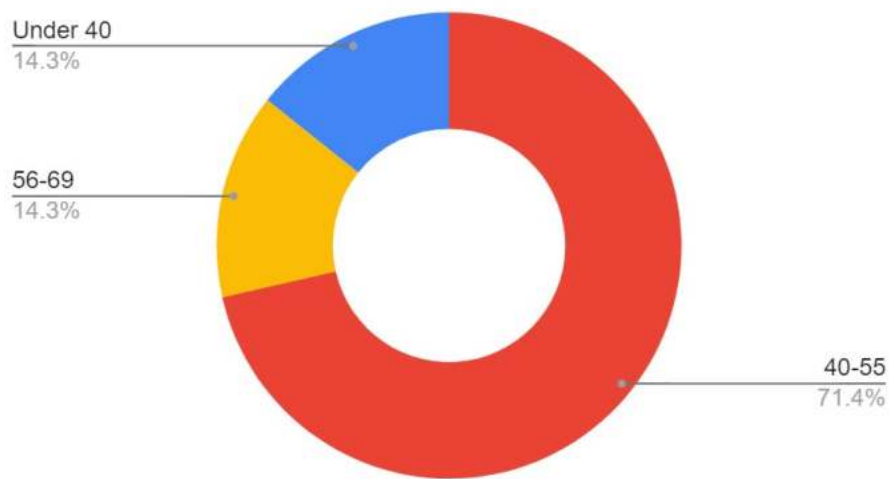
INTERNAL DEMOGRAPHIC REVIEW

In order to be transparent and set measurables and outcome around progress towards greater diversity and inclusion, UWNCNM is collecting demographic data from its grantees and from its staff and Board. Albuquerque Community Foundation completed a similar demographic review of their own staff, and we are grateful to them for creating the graphics below. In spring 2022, we collected the following data re: our staff demographics:

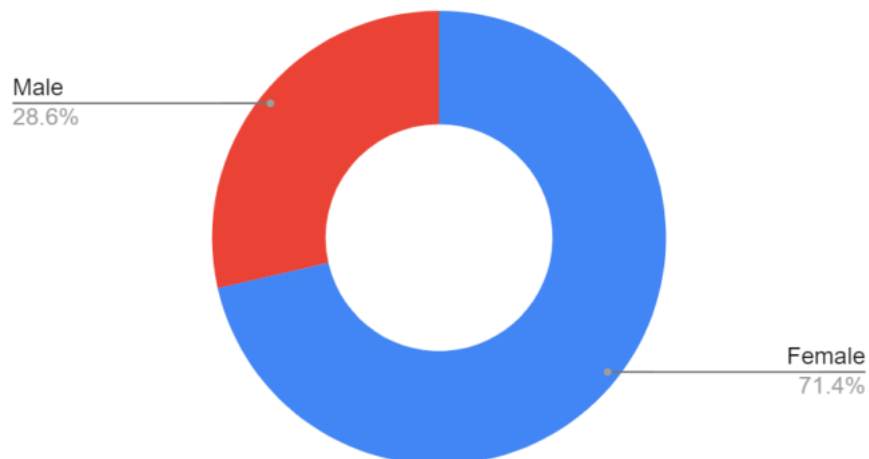
C-Level/Executive

United Way of North Central New Mexico

UWNCNM C-Level/Executive Age Groups



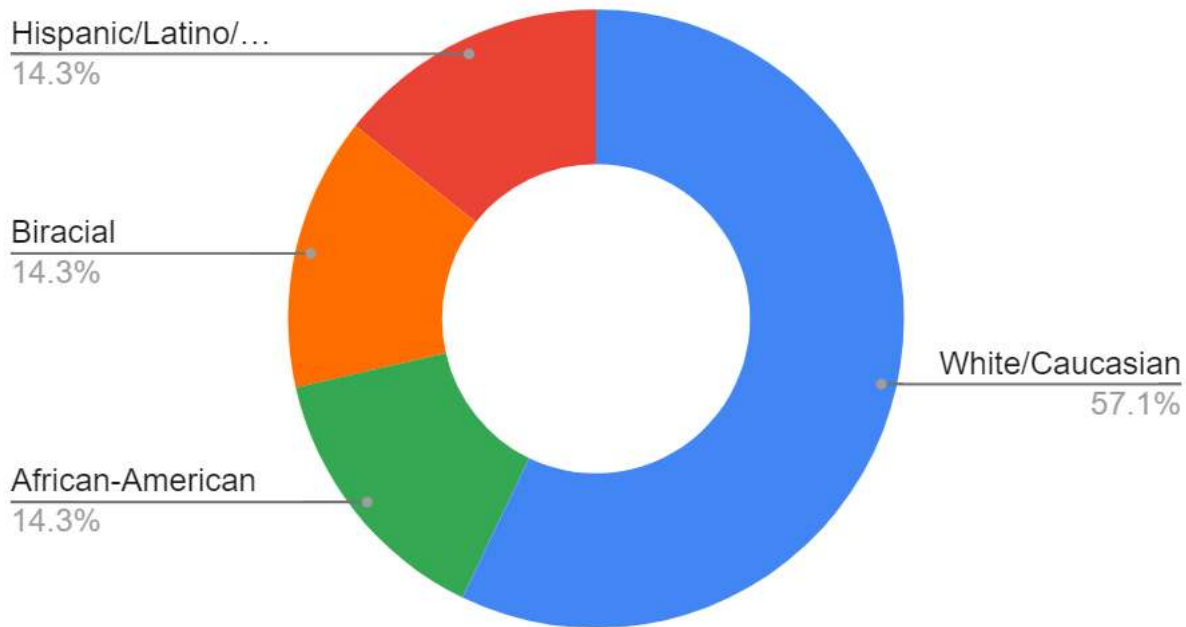
UWNCNM C-Level/Executive Gender Identity



United Way C-Level/Executive Racial Identity Word Cloud



UWNCNM C-Level/Executive Racial Identity



Racial Identity Data Analysis

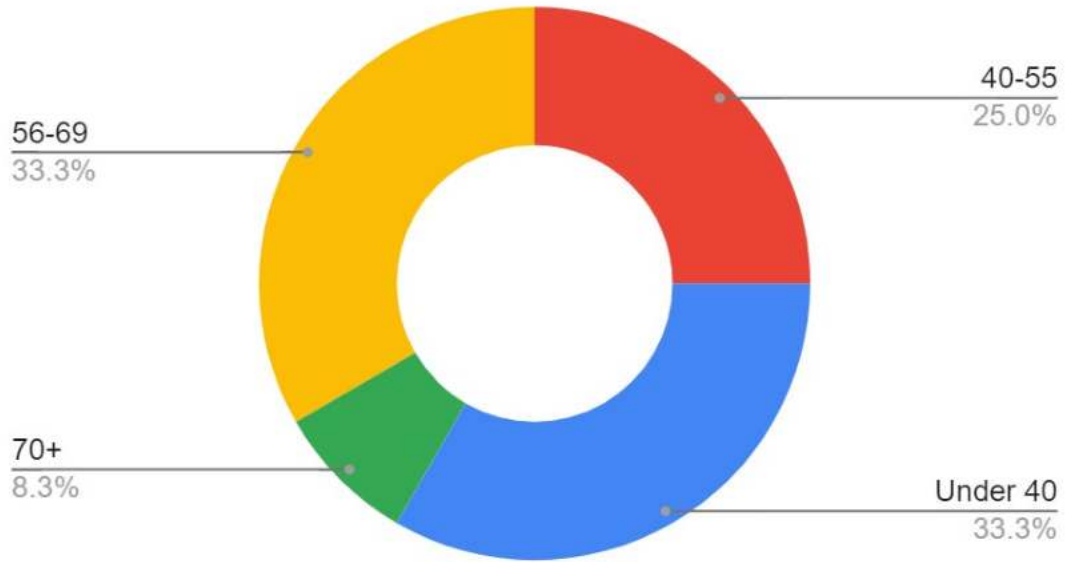
Racial Identity is a complex topic. To visualize this data set, a word cloud was created for each sub-group (C-Level/Executive, Manager/Supervisor, and All Other Staff) to capture how survey participants self-identify. This allows participants to accurately record how they wish to be identified without an outside party creating the labels and potentially excluding and/or erasing identities.

Paired with the word cloud is a donut chart which provides a quantitative percentage of racial identities, but excludes some specific identities. For example, survey participants who marked multiple identities were categorized as Multiracial. Survey participants who marked racial identities like "Multiracial, Asian American" or "Hispanic, Native American" were not accurately depicted in the bars charts but were captured in the word clouds.

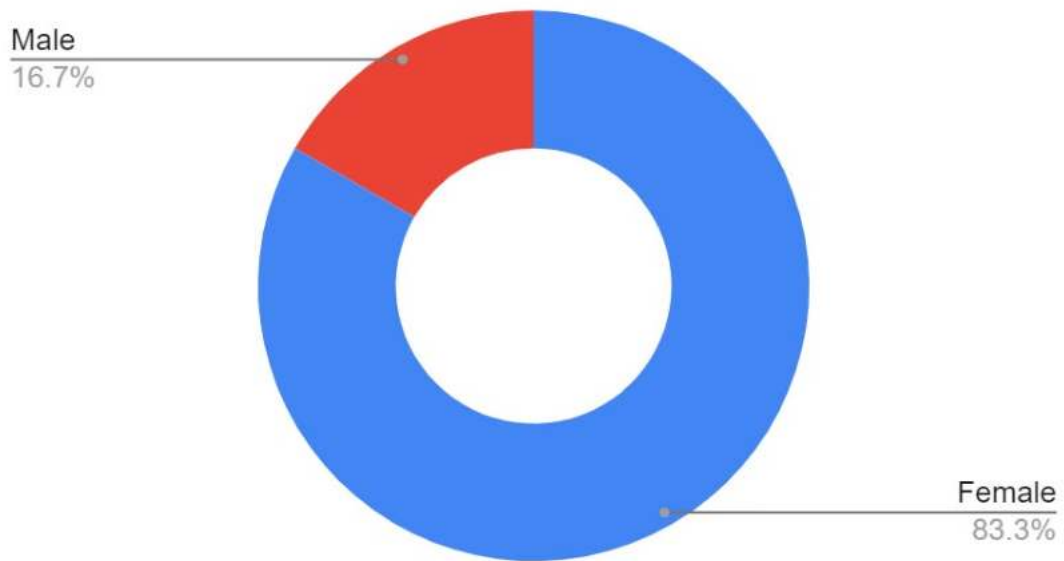
Manager/Supervisor

United Way of North Central New Mexico

UWNCNM Manager/Supervisor Age Groups



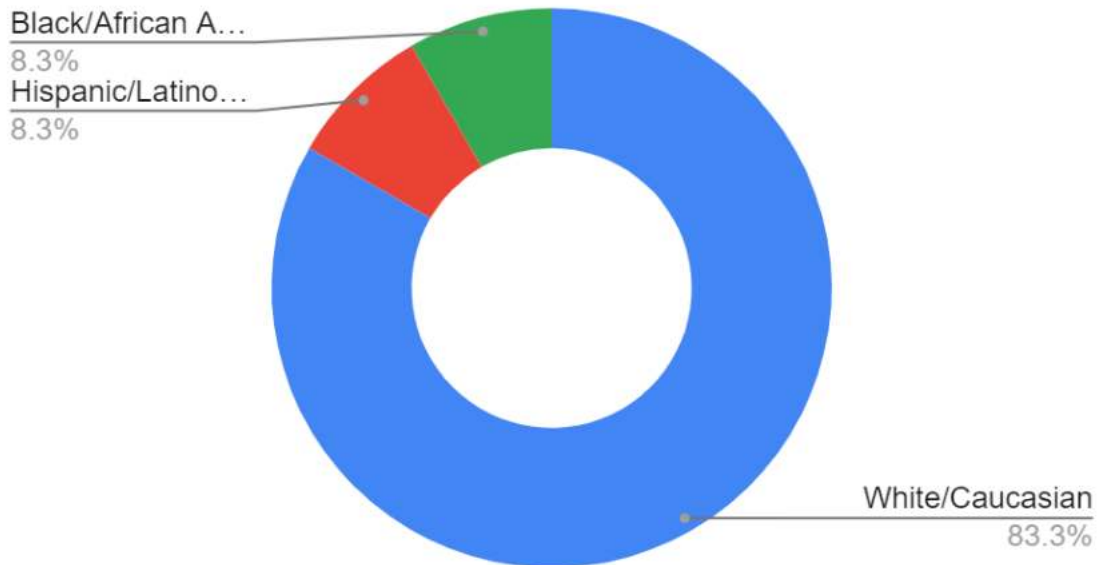
UWNCNM Manager/Supervisor Gender Identity



United Way Manager/Supervisor Racial Identity Word Cloud



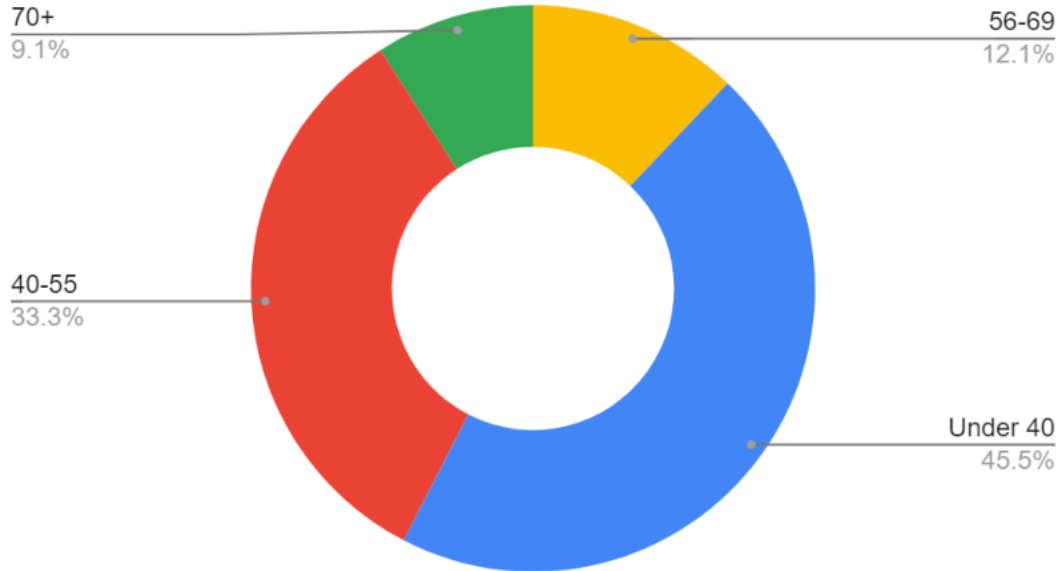
UWNCNM Manager/Supervisor Racial Identity



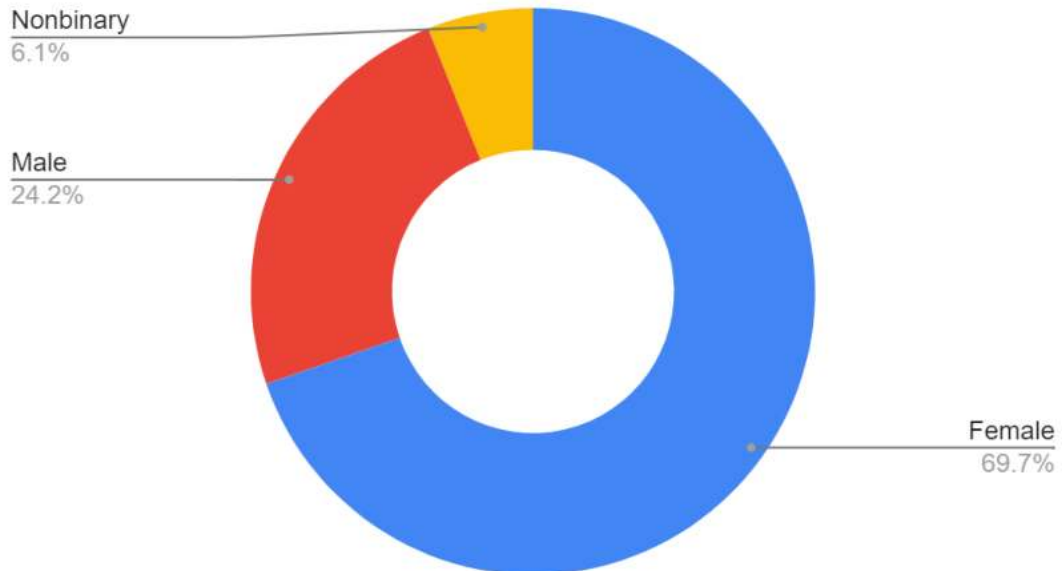
All Other Staff

United Way of North Central New Mexico

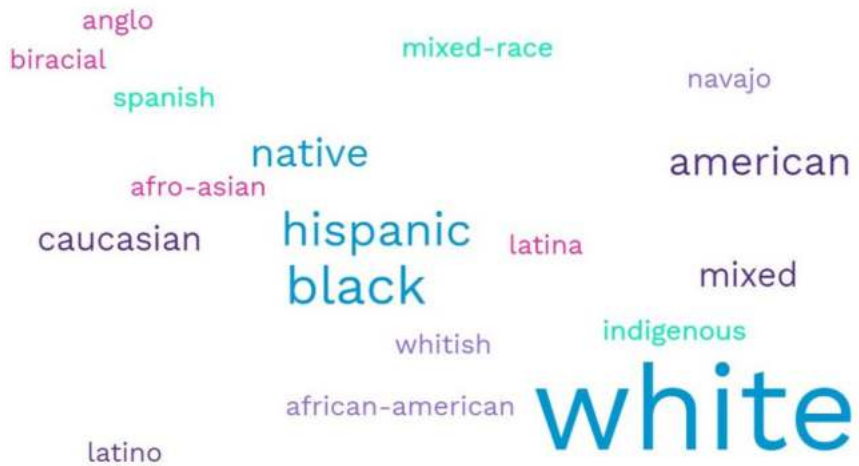
UWNCNM All Other Staff Age Groups



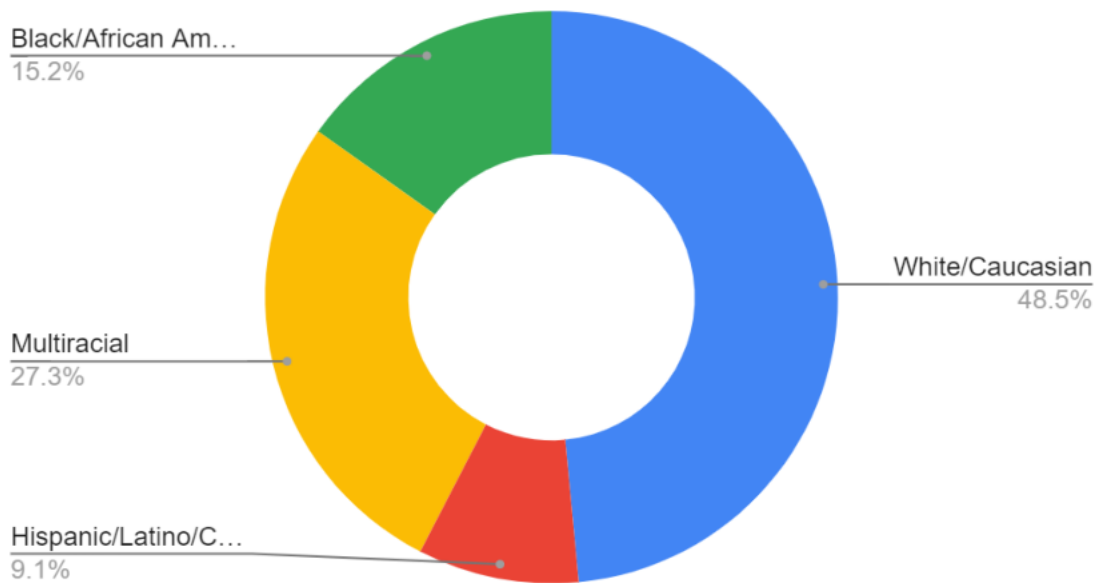
UWNCNM All Other Staff Gender Identity



United Way All Other Staff Racial Identity Word Cloud



UWNCNM All Other Staff Racial Identity



We hope to use this internal data, similar data from our partners, advisors, and grantees, to work towards greater representation and diversity in all groups to increase the voices of those with lived experience in our work.