

Thank you for downloading a PDF copy of the survey for your reference. Please note that you **will not be able to record your responses in this document**. To submit your responses, return to the survey using the link sent to your email and click the right arrows (“>>”) at the bottom-right of page to proceed through the questions.

Robert Wood Johnson Foundation 2020 Demographics Survey

Center for Effective Philanthropy Confidentiality Policy:

*The Center for Effective Philanthropy (CEP) has surveyed more than 80,000 grantees, staff members, and trustees, working with more than 300 foundations. We always treat responses as **completely confidential**:*

- *We will not report or share individual survey responses or the demographic information of any individual respondent with the Robert Wood Johnson Foundation.*
- *We will not share the names of those who did or did not respond to the survey with the Robert Wood Johnson Foundation.*
- *The Robert Wood Johnson Foundation will receive only aggregate data - your response will be combined with other responses to protect the identity of all individual respondents. To guard the privacy and the confidentiality of respondents, the Robert Wood Johnson Foundation will not receive any subgroup analysis unless there are more than 10 respondents.*
- *The Robert Wood Johnson Foundation may report the information it receives about the demographics of its staff, Trustees, and project directors of grants and program contracts publicly on its website or in other places.*

Please respond online by: [DUE DATE]

We estimate that this survey will take approximately five minutes to complete.

Please feel free to contact Sae Darling at CEP with any questions or for assistance in completing this survey: Email: surveyinfo@cep.org

Thank you for your participation in this survey.

Intro in Online Survey

Thank you for responding to this voluntary and confidential survey of respondent demographics. The Robert Wood Johnson Foundation's [Equity, Diversity, and Inclusion Commitment](#) and [Guiding Principles](#) recognize the value of diversity and inclusion. This survey will help the Robert Wood Johnson Foundation develop a snapshot of the demographic profiles of its staff, Trustees, and project directors of grants and program contracts. The Robert Wood Johnson Foundation asked the Center for Effective Philanthropy (CEP) to field this confidential survey to ensure the Robert Wood Johnson Foundation accurately understands the demographic characteristics of the Robert Wood Johnson Foundation and those with whom it works. This survey contains only seven questions: on each of them you may not choose not to provide an answer by selecting "Prefer not to answer."

Only CEP will have access to individual responses. The Robert Wood Johnson Foundation will receive only aggregate data - your responses will be combined with others to protect the identity of all individual respondents. Further, to guard the privacy and the confidentiality of respondents, the Robert Wood Johnson Foundation will not receive any subgroup analysis unless there are more than 10 respondents.

Information about Use of Data

This survey is voluntary. You have the option of completing all, some, or none of the questions. Each question has a "Prefer not to answer" option.

Whether you complete this survey is entirely up to you, and whether you do so will have no bearing on the Robert Wood Johnson Foundation's interaction with you. In fact, the Robert Wood Johnson Foundation will not know whether you completed some or all of this survey. All information will be aggregated anonymously, and only aggregate data will be shared back with the Robert Wood Johnson Foundation.

This aggregate data will be used by the Robert Wood Johnson Foundation to better understand the demographic profiles of the Robert Wood Johnson Foundation and the individuals with whom it works, and perspectives it may be missing. The information collected from this survey will also help the Robert Wood Johnson Foundation understand changes in these profiles over time. This data will also inform the Robert Wood Johnson Foundation's ongoing efforts to build a Culture of Health.

In addition to using the data for internal reporting, the Robert Wood Johnson Foundation may also report the information it receives about the demographics of its staff, Trustees, and project directors of grants and program contracts publicly on its website or in other places.

By taking this survey, you agree to the uses of your data as described here.



Survey

This survey contains only seven questions; on each of them you may choose not to provide an answer by selecting “Prefer not to answer.”

1. Select the range that applies to your year of birth (please check only one):

- 1920 – 1929
- 1930 – 1939
- 1940 – 1949
- 1950 – 1959
- 1960 – 1969
- 1970 – 1979
- 1980 – 1989
- 1990 – 1999
- 2000 or later
- Prefer not to answer

2.

A. Do you identify as a (please check all that apply):

- Gender non-conforming person
- Man (cisgender or transgender)
- Non-binary person
- Woman (cisgender or transgender)
- Different identity (optional, please state): _____
- Prefer not to answer

Gender non-conforming: A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.

Cisgender: A term used to describe a person whose gender identity is the same as the sex assigned to them at birth.

Transgender: An umbrella term people may use to describe their gender identity and/or gender expression as different from the sex they were assigned at birth. People who identify as transgender may describe themselves using one or more of a wide variety of terms including genderqueer, non-binary, and transgender. Transgender people may claim/affirm their gender identity through hormones and/or surgery. Transgender identity is not dependent on surgery. Transgender identity is not a sexual orientation.

Non-binary: A term that refers to people whose gender is not completely and exclusively male or female. It is an umbrella term inclusive of all genders other than female/male or woman/man, and can be used as an adjective (e.g., Jesse is a non-binary person). Not all non-binary people identify as transgender, and not all transgender people identify as non-binary. Some non-binary identities include agender, gender fluid, and genderqueer.

Language for the gender and sexual identity questions is taken from best practices shared by [Fundors For LGBT Issues](#), [HRC Foundation's Welcoming Schools](#), [PFLAG](#), [the Williams Institute of the University of California – Los Angeles School of Law](#), and [UT Austin Gender & Sexuality Center](#).

B. Do you identify as transgender (please check only one)?

- Yes
- No
- Prefer not to answer

Transgender: An umbrella term people may use to describe their gender identity and/or gender expression as different from the sex they were assigned at birth. People who identify as transgender may describe themselves using one or more of a wide variety of terms including genderqueer, non-binary, and transgender. Transgender people may claim/affirm their gender identity through hormones and/or surgery. Transgender identity is not dependent on surgery. Transgender identity is not a sexual orientation.

Language for the gender and sexual identity questions is taken from best practices shared by [Fundors For LGBT Issues](#), [HRC Foundation's Welcoming Schools](#), [PFLAG](#), [the Williams Institute of the University of California – Los Angeles School of Law](#), and [UT Austin Gender & Sexuality Center](#).

3.

A. Do you identify as (please check all that apply):

- American Indian, Alaska Native, or Indigenous
- Asian or Asian American
- Black or African American
- Hispanic, Latino/a/x, or Latin American
- Middle Eastern
- Multiracial or Multi-ethnic
- Native Hawaiian or Pacific Islander
- White
- Race or ethnicity not included above (optional, please state): _____
- Prefer not to answer

Language for the race and ethnicity question is taken from best practices shared by [National Institute of Health](#) and [Psi Chi Journal of Psychological Research](#).

B. Do you identify as a person of color (please check only one)?

- Yes
- No
- Prefer not to answer

4. Do you identify as (please check all that apply):

- Asexual
- Bisexual
- Gay or lesbian
- Heterosexual or straight
- Pansexual
- Queer
- Different identity (optional, please state): _____
- Prefer not to answer

Asexual: A term people may use to describe their experience of little to no emotional, romantic, and/or physical attraction to people of any gender. Asexuality is a sexual orientation and is not the same as celibacy or abstinence. People who are asexual need not have had any sexual experience; it is the attraction and self-identification that helps determine orientation.

Bisexual: A term people may use to describe their experience of emotional, romantic, and/or physical sexual attraction to people of more than one gender; an umbrella term that may include people who identify as nonmonosexual, for example, multisexual, omnisexual, pansexual, and/or queer. People who are bisexual need not have had any sexual experience; it is the attraction and self-identification that helps determine orientation.

Gay: The adjective used to describe people who are emotionally, romantically, and/or physically attracted to people of the same gender (e.g., gay man, gay people). In contemporary contexts, lesbian is often a preferred term for women, though many women use the term gay to describe themselves. People who are gay need not have had any sexual experience; it is the attraction and self-identification that determine orientation.

Heterosexual: Refers to a person who is emotionally, romantically, and/or physically attracted to a person of a different gender. Also known as straight. People who are heterosexual need not have had any sexual experience; it is the attraction and self-identification that helps determine orientation.

Lesbian: Refers to a person who identifies as a woman who is emotionally, romantically, and/or physically attracted to other people who identify as women. People who are lesbians need not have had any sexual experience; it is the attraction and self-identification that helps determine orientation.

Pansexual: Refers to a person whose emotional, romantic, and/or physical attraction is to people inclusive of all genders and biological sexes. People who are pansexual need not have had any sexual experience; it is the attraction and self-identification that determines the orientation.

Queer: A term some people use to identify themselves with a flexible and inclusive view of gender and/or sexuality. Also used interchangeably with LGBTQ to describe a group of people such as “queer youth.” Historically it has been used as a negative term for LGBTQ people. Some people still find the term offensive while others embrace the term as an identity. People who are queer need not have had any sexual experience; it is the emotional, romantic, and/or physical attraction and self-identification that determines the orientation.

Language for the gender and sexual identity questions is taken from best practices shared by [Fundors For LGBT Issues](#), [HRC Foundation's Welcoming Schools](#), [PFLAG](#), [the Williams Institute of the University of California – Los Angeles School of Law](#), and [UT Austin Gender & Sexuality Center](#).

5. Do you identify as an individual with a disability (please check only one)?

- Yes
- No
- Prefer not to answer

Disability: The Americans with Disabilities Act (ADA) defines a disability, with respect to an individual, as (1) a physical or mental impairment that substantially limits one or more major life activities (such as walking, talking, seeing, hearing, or learning), (2) a record of such an impairment, or (3) being regarded as having such an impairment. Disabilities may include, but are not limited to, blindness, deafness, cancer, epilepsy, autism, HIV/AIDS, muscular dystrophy, major depression, missing limbs, post-traumatic stress disorder (PTSD), and intellectual disability.

Optional question:

Thank you for participating in this important survey. Your time and responses are appreciated. The following question provides an **optional** opportunity to share any questions or feedback with the Robert Wood Johnson Foundation.

Do you have any comments, suggestions, or questions about this survey for the Robert Wood Johnson Foundation? For the following question, please be aware that **any answer you provide will be shared** with the Robert Wood Johnson Foundation directly. Your response will not be connected to your name or your prior responses.
