

2026 Board of Directors, Demographic Surveyⁱ

This survey helps to understand who serves on PEACE, Inc.'s Board of Directors, as the agency seeks to build an inclusive culture that respects diverse perspectives in all our work.

The Agency will reflect who we are by sharing this information externally with funders who request it. Board of Directors' information will be aggregated and shared.

The survey takes less than 5 minutes to complete. *Please note, you can select "Decline to state" on any question.* Thank you for participating.

Board Member Name _____

1) Race & Ethnicity

(Please Select a single response. Or select "Multi-racial/Multi-ethnic" or "Different Identity"). How do you publicly self-identify?

- a. Asian American/Pacific Islander/Asian
- b. Black/African American/African
- c. Hispanic/Latino/Latina/Latinx
- d. Native American/American Indian/Indigenous
- e. White/Caucasian/European
- f. Multi-racial/Multi-ethnic (*two or more races or ethnicities*)
- g. Different identity (*please specify*)
- h. Decline to state

2) Gender Identity

How do you publicly self-identify?

- a. Female
- b. Male
- c. Gender nonbinary/Genderqueer/Gender non-conforming
- d. Decline to state

3) Sexual Orientation

How do you publicly self-identify?

- a. Heterosexual or straight
- b. Gay, lesbian, bisexual (or other sexual orientations within the LGBTQIA+ community)
- c. Different identity (please specify)
- d. Decline to state

4) Disability

How do you publicly self-identify?

- a. I identify as a person with a disability
- b. I do not identify as a person with a disability
- c. Decline to state

A Note about Definitions

Publicly self-identify: The information you are providing is how you would identify in each category to the public.

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 might 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.ⁱⁱ

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

Nonbinary (also non-binary): Umbrella term for all genders other than female/male or woman/man, used as an adjective (e.g., Jesse is a nonbinary person). Not all nonbinary people identify as trans and not all trans people identify as nonbinary.^{iv}

Disability: A disability can be physical, learning, cognitive, sensory, mental or chronic health or other disability that is a barrier to everyday living.^v

ⁱ The survey is adapted from guidelines recommended by Guidestar/Candid, a leading Nonprofit/Philanthropic leader.
<https://guidestar.candid.org/files/Demographics%20PUP%20guide%2011102020.pdf>.

ⁱⁱ UT Austin Gender & Sexuality Center

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^{iv} Trans Student Educational Resources

^v RespectAbility