

## SSWR Membership Form Questions on Race Ethnicity Survey

A central commitment of SSWR's 2018-22 Strategic Plan is increasing the diversity and inclusivity of membership and enhancing member engagement and satisfaction. Collecting accurate and detailed data on member demographics is a critical mechanism for reaching those goals by providing a clear baseline of our membership's diversity, and helping the organization track our progress on recruitment, engagement and support, and retention of diverse members. Demographic data collected by SSWR are kept confidential and only presented in aggregate.

### Instructions

This is an example of what the new race and ethnicity questions may look like on the SSWR membership form. We are seeking feedback related to the racial and ethnic backgrounds of SSWR members to better understand and improve inclusivity for SSWR members.

These race/ethnicity categories offer the option of a two-step process.

1. Respondents will select the racial/ethnic category that with which they identify.
2. Respondents will then have the opportunity to view additional categories within each of the broader race/ethnicity categories

Please review all race/ethnicity categories. Please join us for a Town Hall where we can discuss this membership form. If you're not able to join, please provide feedback in the box below.

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| <p><b>Asian</b><br/>Choose:</p> <ul style="list-style-type: none"> <li>-East Asian or East Asian American</li> <li>-South Asian or South Asian American</li> <li>-Southeast Asian or Southeast Asian American</li> <li>-Multiracial</li> </ul> | <p><b>Multiracial</b><br/>Choose:</p> <ul style="list-style-type: none"> <li>-Mixed</li> <li>-Biracial</li> <li>-Multiracial</li> </ul>  | <p><b>White</b><br/>Choose:</p> <ul style="list-style-type: none"> <li>-African</li> <li>-Caucasian</li> <li>-European</li> <li>-North American</li> <li>-Multiracial</li> </ul> |
| <p><b>Black</b><br/>Choose:</p> <ul style="list-style-type: none"> <li>-African American</li> <li>-Afro-Latinx/a/o</li> <li>-Caribbean</li> <li>-Multiracial</li> </ul>  | <p><b>Native American</b><br/>Choose:</p> <ul style="list-style-type: none"> <li>-Alaska Native</li> <li>-American Indian</li> <li>-First Nations</li> <li>-Indigenous</li> <li>-Inuit</li> <li>-Metis</li> <li>-Native American</li> <li>-Other Indigenous within North America</li> <li>-Other Indigenous outside North America</li> <li>-Multiracial</li> </ul> | <p><b>Prefer not to specify</b><br/>Choose:</p> <ul style="list-style-type: none"> <li>-Prefer not to specify</li> </ul>   |
| <p><b>Latinx/Latino/Latina or Hispanic</b><br/>Choose:</p> <ul style="list-style-type: none"> <li>-Caribbean</li> <li>-Central American</li> <li>-Mexican</li> <li>-South American</li> <li>-Spanish</li> <li>-Multiracial</li> </ul>          | <p><b>Native Hawaiian or Pacific Islander</b><br/>Choose:</p> <ul style="list-style-type: none"> <li>-Native Hawaiian</li> <li>-Pacific Islander</li> <li>-Multiracial</li> </ul>  | <p><b>Is there anything you would like to share about your racial or ethnic identity?</b></p>  |

### Survey Question:

Please provide feedback on this membership survey and the ethno-racial categories. What specific suggestions do you have for improving how SSWR asks members about their race and ethnicity?