

June 2016

# Portland Development Commission: TechTown Diversity Pledge

ONLINE SURVEY



Prepared by DHM Research

503.220.0575  
239 NW 13<sup>th</sup> Ave #205  
Portland, OR 97209  
[www.dhmresearch.com](http://www.dhmresearch.com)

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# Introduction & Methodology

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DHM Research conducted an online survey with employees of companies that are a part of the TechTown Diversity Pledge initiative. This survey was supported by the Portland Development Commission. The purpose of the survey was to meet the fifth goal of the pledge: “**Share our collective data** on the demographic representation within our offices in the Portland metro area of gender and race.” Employees were presented with a wide-ranging series of demographic questions, as well as two questions about their workplace environment. Findings from this survey will serve as a benchmark to track changes over time.

**Research Methodology:** The online survey was distributed internally by 22 companies which have taken the TechTown Diversity pledge. A list of participating companies can be found in the Appendix. Employees completed the survey between May 18 and June 10, 2016. While companies were given the option to distribute the survey beyond their Portland metro area locations, all non-Portland employees have been omitted from aggregate results. In total, N=1,270 Portland-based employees participated in the survey.

In gathering responses, a variety of quality control measures were employed, including questionnaire pre-testing and live-monitoring of results. In the annotated questionnaire, results may add to 99% or 101% due to rounding.

**Statement of Limitations:** Any sampling of opinions or attitudes is subject to a margin of error. The margin of error is a standard statistical calculation that represents differences between the sample and total population at a confidence interval, or probability, calculated to be 95%. This means that there is a 95% probability that the sample taken for this study would fall within the stated margin of error if compared with the results achieved from surveying the entire population. In this case, the population at hand is all Portland employees from the 22 companies that distributed the survey internally. The margin of error for this survey is +/- 2.7%.

**DHM Research Background:** DHM Research has been providing opinion research and consultation throughout the Pacific Northwest and other regions of the United States for more than three decades. The firm is nonpartisan and independent and specializes in research projects to support public policy making.

# Summary & Observations

## 2

**More than 80% of Diversity Pledge employees feel supported in their current roles and in seeking opportunities for internal professional growth.**

- A significant majority of employees agreed that their organization created a work environment allowing them to succeed (88%).
  - Differences were observed in the strength of agreement across gender identity, with 60% of those identifying as male strongly agreeing that they were supported in their current role, as compared to 52% of those identifying as female.
- A large majority also agreed they were provided opportunities to progress professionally within the organization (83%).
  - White employees agreed with this claim at a higher rate (85%) than employees of color (79%) did.

**The workforce of companies that have taken the Diversity Pledge is younger, more white, and disproportionately male in comparison to the overall workforce and the adult population in the Portland Metropolitan Statistical Area.<sup>1</sup> These trends are consistent with the region's tech/software industry.**

- 60% of employees identified as male versus 38% female. Female representation in Diversity Pledge companies is better than that in the region's tech/software industry; however, it lags behind overall workforce and general population representation.
- 78% of employees were ages 25 to 54, as compared to 46% of the region's workforce and 38% of the general population.
- 86% of employees identified as white, compared to 83% of the general population, 81% of the region's workforce, and 84% of the tech/software industry.

**No notable differences were observed in the rates that employees hold management and leadership positions when conducting analysis on the basis of gender and racial or ethnic identities. Men hold technical or engineering roles at a much higher rate than women, and make up 76% of all those in technical or engineering positions.**

- No notable differences were observed with regards to the proportion of employees holding management and/or leadership positions on the basis of gender and racial/ethnic identity.
- Some 62% of men held technical positions, while 27% of women did so.

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<sup>1</sup>Current workforce demographic data from across all industries in the Portland MSA, as well as from the software and tech industries specifically, were provided by the Portland Development Commission and sourced from state data made available by the Oregon Employment Department and the Oregon Labor Market Information System. DHM Research generated the general population (18+) data for the region, with gender identity and age information sourced from the 2014 American Community Survey, and race/ethnicity sourced from the 2010 Census

**The gender gap in hiring by Diversity Pledge companies decreased after July 1, 2015 to +11% points from +28% points prior. There has been an increase in hiring non-technical positions— by and large held by women.**

- Prior to July 1, 2015, 51% of all hires were white men while 28% were white women. These rates have since shifted to 41% white men and 35% white women. There were no statistical differences in the hiring rates of people of color before and after this date.
- A majority of those hired prior to the pledge start date hold technical positions (52%), while a majority hired since (57%) hold non-technical positions.

**The demographic data collected for the Diversity Pledge will serve as a baseline to track changes over time. While more will be learned with each iteration of the survey, the following are some initial recommendations:**

- Conduct the Diversity Pledge employee survey each year for the first three years (2016-2018), ideally during the same timeframe each year. Conduct the survey every two to three years beginning in 2020 or 2021.
- Consider the following changes to the demographic questions:
  - Replace the “Trans\*” response category with “Trans,” dropping the asterisk. The inclusion of the asterisk has been scrutinized for its misappropriation and unintended silencing of trans women and other marginalized members of the trans community (especially online).
  - Allow multiple responses for educational attainment. Many employees with a college degree also have completed “code school.”
  - Include “Other Asian” response category in the race and ethnicity question.
- Add an open-ended question at the end of the survey for employee suggestions and improvements for a more inclusive and equitable workforce.

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The following summary report highlights key findings and takeaways from an online survey of Portland-based employees from 22 TechTown Diversity Pledge companies. All analysis is conducted in the aggregate, and no identifying information is provided on either the individual or company level. Throughout this report, demographic sub-group analysis is provided where appropriate.

### 3.1 CURRENT WORKFORCE MAKE-UP

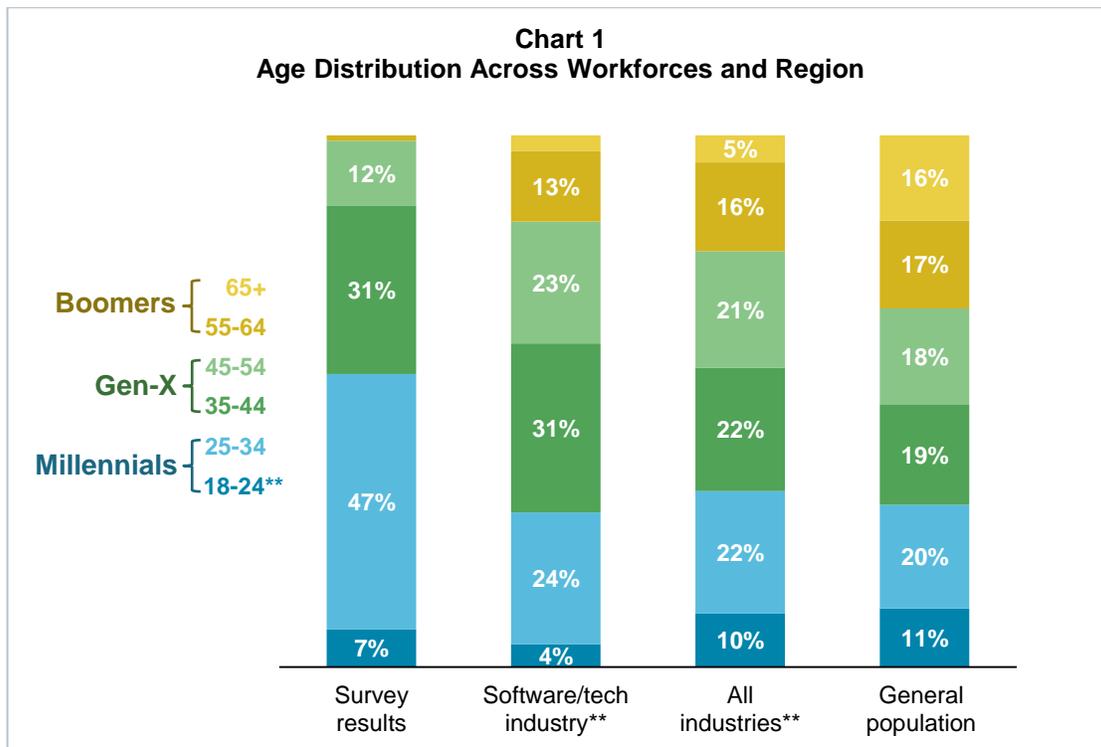
Throughout this section of the report, comparisons are drawn between the demographic make-up of Diversity Pledge companies and workforce and general population data from the Portland Metropolitan Statistical Area (MSA), which includes Clackamas, Columbia, Multnomah, Washington, and Yamhill counties in Oregon, as well as Clark and Skamania counties in Washington. Current workforce demographic data from across all industries in the Portland MSA, as well as from the software and tech industries specifically, were provided by the Portland Development Commission and sourced from state data made available by the Oregon Employment Department and the Oregon Labor Market Information System. DHM Research generated the population (age 18+) data for the region, with gender identity and age information sourced from the 2014 American Community Survey, and race/ethnicity sourced from the 2010 Census.<sup>2</sup>

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<sup>2</sup>Race/Ethnicity data for those above the age of 18 is not readily available for the 2014 American Community Survey.

## Demographics and Identities

As a whole, the Diversity Pledge workforce skews young. A full 78% of employees who took the survey were ages 25-44, as compared to 56% of the Portland MSA Software/Tech industry workforce, 46% of the area’s workforce across all industries, and 38% of those 18 or older. More than half (54%) were between the ages of 18 and 34, or Millennials, and 1% of the Diversity Pledge workforce was over the age of 55, also known as Baby Boomers. Boomers make up 16% of the Software/Tech industry and 21% of the region’s workers.

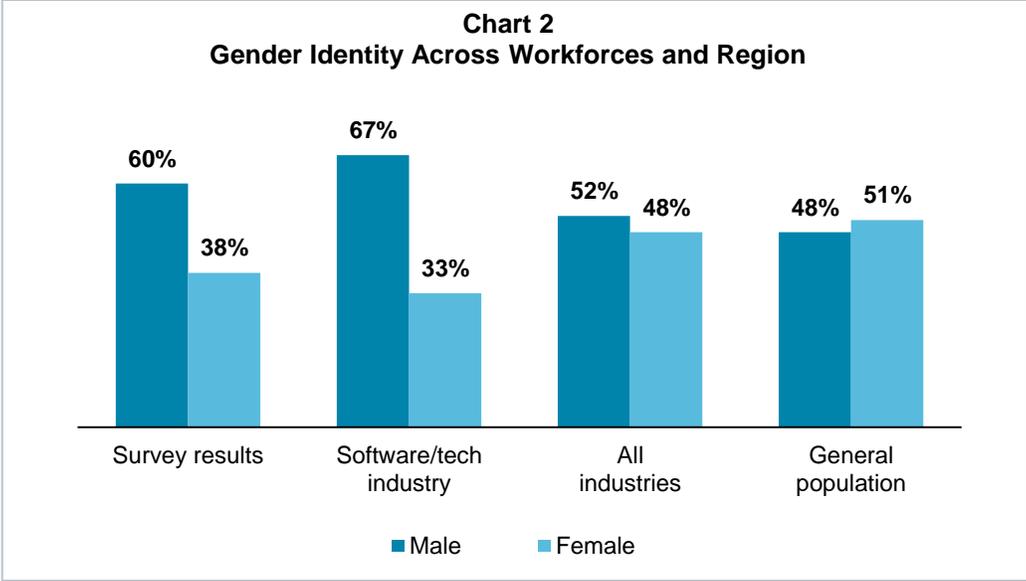


Source: DHM Research, June 2016

\*\*Portland industry statistics use 19-24, rather than 18-24.

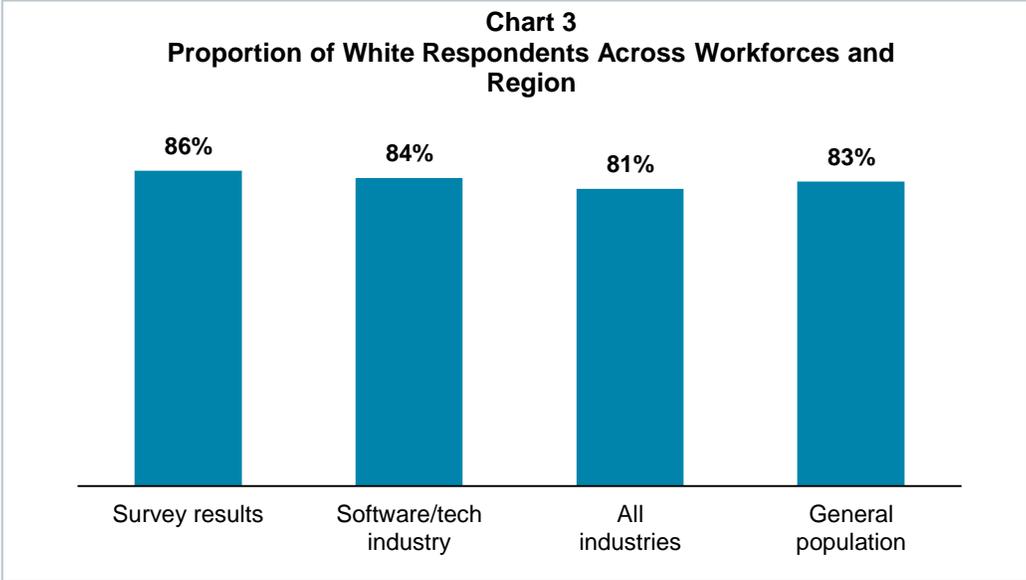
Before going further, it is important to note that for gender and racial and ethnic identity questions employees were given the option to select multiple responses or to not respond. As such, percentages may add up to over or under 100%.

Participants were asked to describe their gender identity and presented with six non-exclusive categories of self-identification, as well as the option not to respond. Six in ten (60%) identified as male, as compared to 67% of the software/tech industry, 52% of all industries, and 49% of the general population. Some 38% identified as female, versus 33% of software/tech employees, 48% of the overall workforce, and 51% of the population. While Diversity Pledge companies tend to have a higher proportion of females than the whole software/tech industry in the region, female representation lags behind the make-up of the region’s employees and residents. Of the Diversity Pledge workforce, 2% identified as non-binary or gender non-conforming, and 1% identified as Trans. Demographic analysis on the basis of gender identity is given through the remainder of the report by comparing those who identified as female and those who identified as male. Those who selected “*Female*” in the gender identity question, including those who provided multiple responses, were coded as female. Those who selected “*Male*” in the gender identity question, including those who provided multiple responses, were coded as male.



Source: DHM Research, June 2016

Pledge employees were also asked about their race or ethnicity, and presented with a non-exclusive and multi-tiered set of options to which they could self-identify. Once again, they were also given the option not to respond. A significant majority of Diversity Pledge employees identified as white<sup>3</sup> (86%), while 8% were Asian, 5% were Hispanic or Latino, and 4% declined to provide information about their race or ethnicity. All other identities were selected by 3% or less of participants.



Source: DHM Research, June 2016

Through the remainder of this report, demographic analysis on the basis of race or ethnicity is conducted by comparing the two largest buckets: white people versus people of color.<sup>4</sup> For these analyses, those

<sup>3</sup> Including those who also identified with another racial or ethnic identity.

<sup>4</sup> DHM acknowledges the imprecise nature of conducting analysis comparing white to all non-white participants. For example, the Asian population is overrepresented in the pool of Diversity Pledge employees (8%) and the software/tech industry in the Portland MSA (8.8%) in comparison to the general population (6.1%). That said, this analysis is still a useful proxy, especially considering the difficulties in running statistical tests in comparing small populations.

who provided a response of white alone (79%) are categorized as white, while those who provided any other response are categorized as people of color. By this definition, 18% of surveyed employees were people of color. Analysis is also provided by comparing the responses of white men (47% of employees), white women (30%), men of color (11%), and women of color (7%).

Finally, participants were asked if they identified with any other underrepresented groups. Categories were non-exclusive, with the exception of the responses “*I do not identify as any of these groups,*” and “*I prefer not to respond.*” Almost eight in ten (79%) did not identify with any underrepresented groups, while 17% did so, with the largest group being LGBTQ+ at 12%. The table below provides a full breakdown of responses to this question. Due to the limitations of small sample sizes on statistical analyses, comparisons are drawn in this report between those who said they did not identify with any underrepresented groups (79%), those who identified as such (17%), and members of LGBTQ+ communities (12%).

**Table 1**  
**Identification with Underrepresented Groups**

Response Category	N=1270
LGBTQ+ or gender and sexual minority	12%
Disabled (other)	2%
Armed Service Veteran	2%
Physically disabled	1%
Other underrepresented group	3%
I do not identify as any of these groups	79%
I prefer not to respond	4%

Source: DHM Research, June 2016

## Workplace Positions and Educational Attainment

Participants were asked if their current role was a technical or non-technical position, with technical roles defined as “*a position requiring knowledge or skills in programming.*” The workforce was split down the middle, with 49% in a technical or engineering position and 51% in a non-technical position.

There was a wide gender gap with regard to position type. Some 62% of all men surveyed held technical positions, as compared to 27% of female employees. Differences of this kind and degree were also observed when disaggregated by gender and race or ethnicity (i.e. comparing white men to white women, and men of color to women of color). Looking at the population of those in a technical position, 76% identified as male while 21% identified as female—a stark difference when compared to regional workforce and general population data.

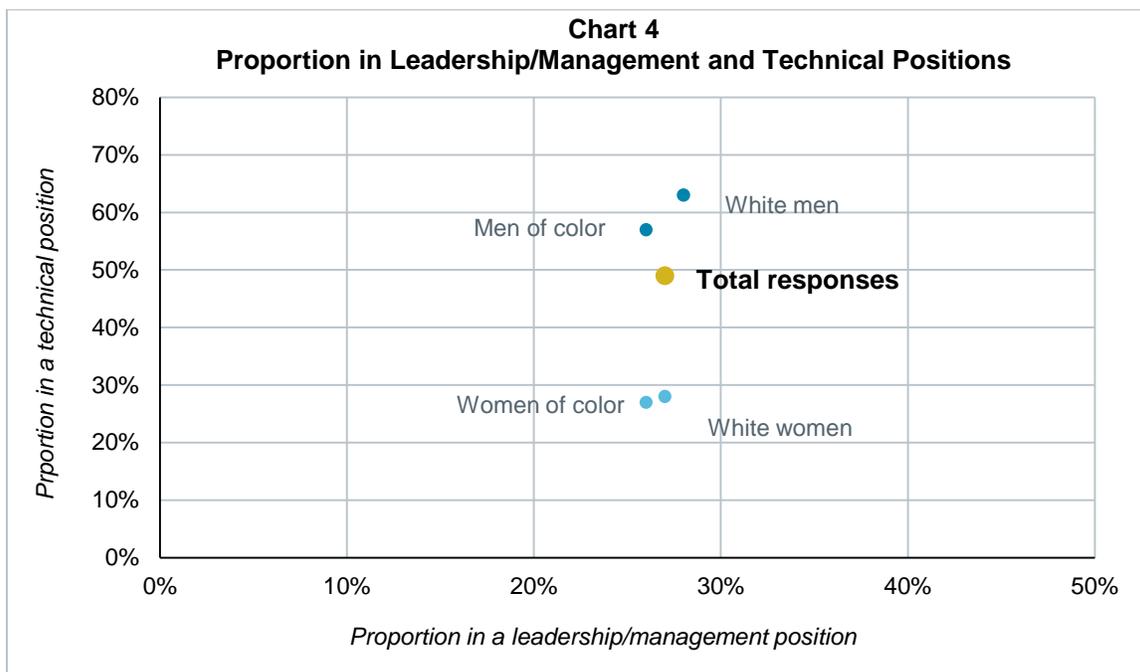
A majority of younger employees held non-technical positions (18-34; 55%), while 53% of older employees were in technical positions (over 35). Those in non-technical positions were more likely to have a bachelor’s degree (70%) than those holding technical positions (61%). The rate at which those in non-technical positions (18%) and technical positions (17%) hold a graduate degree were consistent.

Participants were asked if their current position was a leadership, management, or individual contributor position. Some 73% were individual contributors, 14% held management positions, 9% were in leadership positions, and an additional 4% considered their role to be both a management and leadership position.

These proportions held consistent across gender identity, and racial and ethnic identity; that is to say that the same proportion of white men, white women, men of color, and women of color were in each of these kinds of positions. While women and people of color are underrepresented in the overall number of employees, they are just as likely as white men to be in leadership and/or management positions.

Unsurprisingly, as age or educational attainment increased, so did the likelihood that a respondent held a leadership and/or a management position.

Chart 4 (below) visualizes the above analysis of the types of positions held by white men, white women, men of color, and women of color. There were no significant differences of representation in leadership and/or management roles across these four identity groupings. Irrespective of racial or ethnic identity, a wide gap was observed in comparing the rates at which men and women held technical positions.



Source: DHM Research, June 2016

Two thirds (66%) of Diversity Pledge employees had a bachelor’s or four-year undergraduate degree, and an additional 17% had a graduate degree. Some 15% of those surveyed said that an associates or two-year degree, “code school” or a similar program, or a high school diploma was the highest degree or certification they had received. Educational attainment tracked with age, and those over age 35 (27%) were more likely to hold graduate degrees than younger employees (10%).

### 3.2 WORKFORCE CHANGES BEFORE AND AFTER JULY 1, 2015

The following section of this report compares the profile of employees hired prior to July 1, 2015, to those hired after that date. This date serves as a proxy for whether an employee was already with an organization prior to the Diversity Pledge going public, or whether the employee was hired after the fact. This analysis gives insight into shifts in hiring practices across all 22 companies since the TechTown Diversity Pledge. In total, 65% of surveyed employees were hired prior to July 1, 2015, while the remaining 35% were hired after that date.

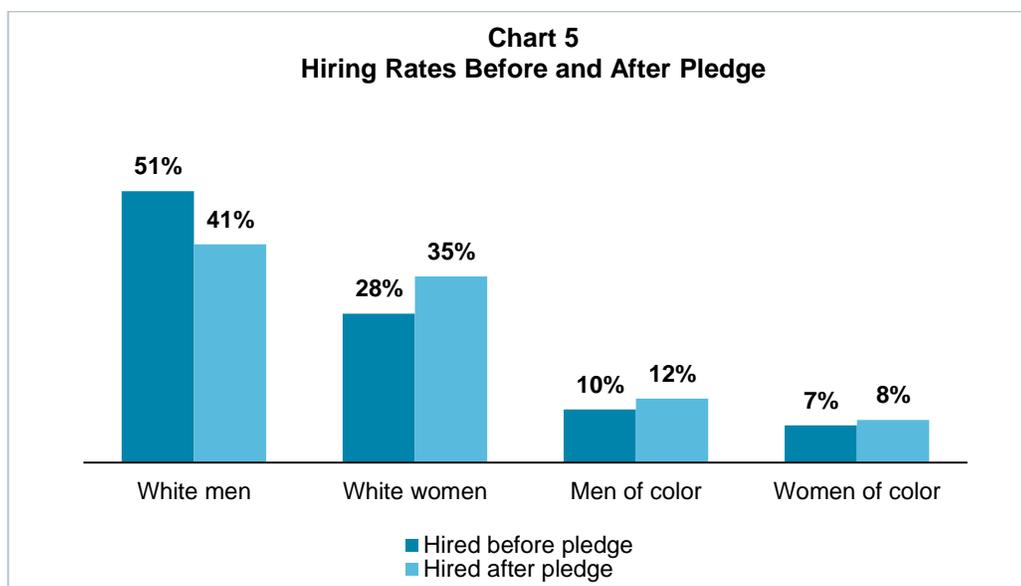
#### Demographics and Identities

While the employees of Diversity Pledge companies already skew young, this trend has only increased. Since July 1, 2015, 12% of employees hired are currently between the ages of 18-24, as compared to 5%

prior, and the proportion of those ages 35-44 has dropped from 34% to 26%. While it is difficult to accurately estimate employee age at hiring (especially for those hired before the cutoff date), these data taken together suggest a shift toward an even younger workforce.

The largest shift in hiring practices is observed in the gender identity of employees. Prior to the pledge start date, 63% of all hires were men. While a majority (54%) of those hired since identify as male, there has been a notable increase in the representation of women in new hires, from 35% to 43%.

No appreciable shifts can be found in comparing the racial and ethnic identities of those hired before and after July 1, 2015. Just over half of those hired prior to the pledge self-identify as white men (51%), as compared to 41% of those hired since. The proportion of white women hired increased from 28% to 35%. While this shift in the hiring of white women is statistically significant, no significant differences were found between the hiring rates for men and women of color before and after the pledge date. In short, white women have made the most proportional gains.



Source: DHM Research, June 2016

## Workplace Positions and Educational Attainment

The focus of hiring has clearly shifted from technical to non-technical positions. A majority of employees hired before July 1, 2015 are currently in a “*Technical or engineering position*” (52%), as compared to 43% of those hired after the start of the pledge. Conversely, 48% of those hired prior were in non-technical positions, as compared to 57% after July 1, 2015.

Employees hired since July 1, 2015 were more likely to have an individual contributor role with their company (80%) than those hired prior (69%). In all, 75% of all those in a leadership and/or management position were hired prior to the pledge date.

No statistically significant differences were noted in the educational attainment of those hired before and after July 1, 2015.

## Intersection of Gender Identity and Workplace Positions

As noted, women are currently underrepresented in tech/software industries, especially in technical or engineering positions – a problem that extends far beyond Diversity Pledge companies and Portland. While there has been an increase in the hiring of women since the start of the pledge, the data are less clear as to whether this trend has been driven by an increase in hiring for non-technical positions or is the result of shifting hiring practices that take gender identity into consideration. The below analysis considers both the gender identities and types of positions of those hired prior to and after the pledge date. While current data is inconclusive, conducting analysis along these lines through time will prove useful.

Further investigation reveals that there was a decrease in hiring for technical positions irrespective of gender identity. Some 29% of women hired prior to the pledge date hold technical positions, as compared to 24% of those hired afterwards – a difference of -5% points. However, the differential for men was -8% points.

An analysis of the gender identities of those hired to technical and non-technical positions before and after the pledge date shows hints of a shift in hiring practices. Of those hired to technical positions before July 1, 2015, 78% identified as male while 20% identified as female. After the pledge date, 72% of those hired to technical positions were male and 24% female (+4% points). A similar increase in representation of women in non-technical positions was also observed (51% before the pledge, 57% after: +6% points). While both of these shifts were not statistically significant, they may suggest that diversity pledge companies' hiring practices for both technical and non-technical positions have taken initial steps to further gender equity.

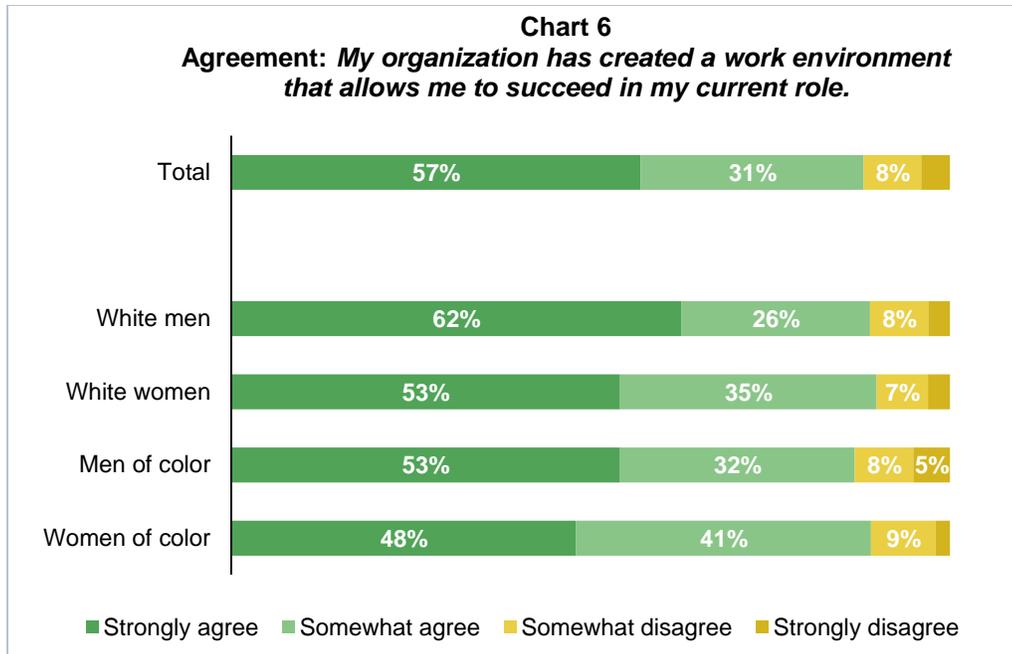
### 3.3 PERCEPTIONS OF WORKPLACE ENVIRONMENT

Survey participants were asked if they agreed or disagreed with a pair of statements describing their workplace experience. In total, 88% agreed that their *“organization has created a work environment that allows me to succeed in my current role,”* while 83% felt that their *“organization provides me with opportunities to progress professionally within the organization.”* Overall, a large number of Diversity Pledge company employees feel supported by the organization and structures in place at their company.

#### Success in Current Role

More than half (57%) strongly agreed with the statement *“My organization has created a work environment that allows me to succeed in my current role,”* with an additional 31% somewhat agreeing. In all, just 11% disagreed.

While overall agreement and disagreement were consistent across almost all demographic groupings, differences emerged when considering the strength of perception. Those hired after July 1, 2015 were more likely to strongly agree (62%) than those hired earlier (54%). Unsurprisingly, those in leadership and/or management positions (66%) were more likely to strongly feel that they were supported in their current role than individual contributors (54%). No notable differences were observed between those in technical and non-technical positions.



Source: DHM Research, June 2016

There were differences by gender identity, with 60% of those identifying as male strongly agreeing that they were supported in their current role, as compared to 52% of those identifying as female. When it came to gender and ethnicity, white men were the most likely to strongly agree (62%), as compared to 53% of men of color, 53% of white women, and 48% of women of color.

While agreement was high for all sub-groups, small but statistically significant differences in overall agreement and disagreement were found in comparing those who did not identify as a member of an underrepresented group versus those who did. Some 89% of non-underrepresented employees thought they were set up for success in their current role, as compared to 83% of those identifying as underrepresented. Underrepresented employees were the most likely of all demographic groupings tested to strongly disagree (7%) with this claim, likely driven by the perceptions of LGBTQ+ and GSM employees (7%).

## Opportunities to Progress Professionally

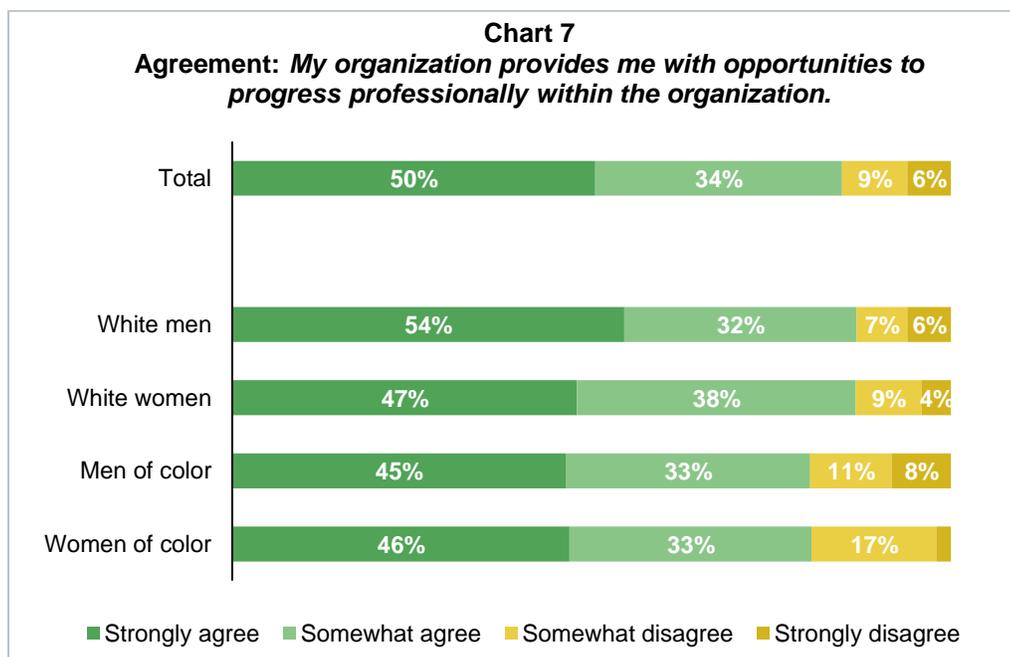
Agreement with the statement that employees were provided with “*opportunities to progress professionally within the organization*” was also high, with 50% strongly agreeing and 34% somewhat agreeing with the claim.

Almost all of those (90%) in leadership or management positions agreed that they had the chance to progress within their organization, as compared to 81% of individual contributors. Nearly two-thirds (65%) of leadership and management strongly agreed with the statement, while less than half (44%) of individual contributors held the same view. Again, no notable differences were observed between those holding technical and non-technical positions. There were also no differences among employees hired prior to or after the pledge date.

The largest differences in agreement were observed with regards to racial and ethnic identity, with 85% of white participants agreeing with the statement, as compared to 78% of people of color. On the flip side,

19% of those identifying as people of color felt they were not provided with opportunities to progress professionally within their organization, versus 13% of white employees.

White men were the most likely to agree with the statement (86%), and to hold this belief strongly (54%). While the level of overall agreement was comparable for white women (85%), significantly fewer said they agreed strongly that they had opportunities for internal growth (47%). Responses provided by men and women of color were relatively consistent, and as a whole 78% to 79% agreed. Nearly two in ten (19%) of both groups disagreed with the statement.



Differences between non-underrepresented and underrepresented employees were again observed, with 85% of the former group agreeing they had the opportunity for internal growth, as compared to 79% of those identifying as a member of any underrepresented group. Almost one in ten (9%) of LGBTQ+ or GSM employees strongly disagreed that they had the opportunity to progress within their company, the highest proportion across all demographic groupings.

### 3.4 RECOMMENDATIONS FOR SURVEY METHODOLOGY

Throughout data collection for the survey, DHM Research received feedback from employees and representatives of the 22 participating companies. Taking into consideration this feedback, we make the following recommendations.

1. In this iteration of the survey, the gender identity question included the response category “*Trans\**.” The term was originally intended as one of inclusivity, supposedly stemming from the ability to include an asterisk as a “placeholder” in online search syntax (i.e. searching for “*Trans\**” would yield results for transsexual, trans person, etc.). Recently, the inclusion of the asterisk has been scrutinized for its misappropriation and unintended silencing of trans women and other marginalized members of the trans community (especially online). As such, we suggest dropping the “\*”, leaving a response category of “*Trans*.”
2. We received multiple comments on the question assessing the educational attainment of employees. They noted that “*Code school*” could be completed at many different points in one’s educational track, and were unsure of how to respond if they had completed both a bachelor’s degree unrelated to their current field and code school or another certificate program more directly applicable. We suggest presenting the question as a “*select all that apply*,” giving employees the opportunity to more accurately represent their educational experiences.
3. An employee requested the addition of an “*Other Asian*” response category under the “*Asian*” header in the race and ethnicity question.
4. Add a final question asking employees in an open-ended manner what improvements would ensure a more inclusive and equitable tech industry in the Portland area.
5. Repeat the Diversity Pledge employee survey each year for the first three years (2016-2018) and then move to every two to three years to track changes over time (beginning in 2020 or 2021).

## **TechTown Diversity Pledge: Portland Employees**

**May 18-June 10, 2016; N=1270**

**Margin of error:  $\pm 2.7\%$**

**DHM Research**

**Project #00369**

*A Portland Development Commission project*

### OPENING PAGE LANGUAGE:

As you may be aware, our organization has taken the **TechTown Diversity Pledge**. This pledge seeks to improve diversity in our industry, and identifies “**5 Actions**” that pledge companies will take in an effort to bring about change. The fifth action is “**Share our collective data**” on the demographic representation of our offices in the Portland metro area on the basis of race and gender.

The following survey allows us, as a collective group, to gather baseline data on key demographics that will support our measurement of progress. The survey should take less than five minutes to complete. The survey is being hosted by an independent, third party research firm, DHM Research. The survey is completely confidential, and no identifying information will be associated with any completed surveys or individual responses.

### CLOSING PAGE LANGUAGE:

Company level aggregate responses will be shared with the point of contact at that individual company, while data across all pledge companies will be provided to PDC with some results being released publically.

Aggregate results from all companies who have taken the pledge will prove essential in guiding meaningful work on diversity and inclusion initiatives, and to track our progress. Thanks for taking the time to complete the survey, and for being a part of the change towards an inclusive tech industry in Portland!

*This survey is made possible because of the support of the [Portland Development Commission](#) (PDC). PDC is the city’s economic development agency and is focused on increasing access to prosperity for all Portlanders. They have been an active partner with the tech industry in the TechTown Diversity Pledge. If you have any questions for PDC or would like to connect directly, you can do so [here](#).*

## EMPLOYMENT INFORMATION

1. What is your current employer's name? (Excludes all non-Portland employees)

Response Category	Total N=1270
Chirpify	
Cloudability	
Cozy	
Elemental	
eRoi	
FMYI	
ImpactFlow	
inDinero	
Instrument	
Jama Software	
Lytics	
Metal Toad	
New Relic	
OpenSesame	
Planet Argon	
Puppet Inc.	
Simple	
Skyward	
ThinkShout	
Treehouse	
Uncorked Studios	
Zapproved	

2. Is the primary office you work from located in the Portland Metro Area?

Response Category	Total N=1270
Yes	100%
No	0%

3. Were you hired by your company before or after **July 1, 2015**?

Response Category	Total N=1270
Before July 1, 2015	65%
After July 1, 2015	35%
Don't know	0%

4. Is your current role a technical or non-technical position? For the purposes of this survey, technical roles are defined as a position requiring knowledge or skills in programming.

Response Category	Total N=1270
Technical or engineering position	49%
Non-technical position	51%
Don't know	1%

5. Is your current position a leadership position, a management position, or neither?

Response Category	Total N=1270
Leadership position (member of senior management or C-Level Staff)	9%
Management position (people report to you)	14%
Both a leadership and management position	4%
Individual contributor position (neither a leadership or management position)	73%
Don't know	1%

## WORK ENVIRONMENT

The following two statements concern the company where you are currently employed and your personal experiences with the organization. Please indicate if you agree or disagree with each statement.

**[Strongly agree; Somewhat agree; Somewhat disagree; Strongly disagree; Don't know/ I prefer not to respond]**

**(RANDOMIZE)**

6. My organization has created a work environment that allows me to succeed in my current role.

Response Category	Total N=1270
Strongly Agree	57%
Somewhat Agree	31%
Somewhat Disagree	8%
Strongly Disagree	4%
Don't know/I prefer not to respond	1%

7. My organization provides me with opportunities to progress professionally within the organization.

Response Category	Total N=1270
Strongly Agree	50%
Somewhat Agree	34%
Somewhat Disagree	9%
Strongly Disagree	6%
Don't know/I prefer not to respond	2%

## DEMOGRAPHICS

8. What is the highest degree or certification you have received?

Response Category	Total N=1270
Less than high school	0%
High school diploma	8%
"Code school", or other certificate program	2%
Associate or 2-year undergraduate degree	5%
Bachelor's or 4-year undergraduate degree	66%
Graduate degree (Masters, PhD, etc.)	17%
I prefer not to respond	2%

9. What is your age?

Response Category	Total N=1270
18-24	7%
25-34	47%
35-44	31%
45-54	12%
55-64	1%
65+	0%
I prefer not to respond	1%

10. How would you describe your gender identity? **Please mark all that apply.**

Response Category	Total N=1270
Male	60%
Female	38%
Non-binary or gender non-conforming	2%
Trans	1%
Cis	9%
Other (Open)	0%
I prefer not to respond	2%

11. What is your race or ethnicity? **Please mark all that apply.**<sup>5</sup>

Response Category	Total N=1270
American Indian or Alaska Native	2%
American Indian	--
Alaska Native	--
Canadian Inuit, Metis or First Nation	--
Indigenous Mexican, Central American or South American	--
Hispanic or Latino	5%
Hispanic or Latino Mexican	--
Hispanic or Latino Central	--

<sup>5</sup>Response categories have been collapsed. See crosstabs for full breakdown of race/ethnicity.

American	
Hispanic or Latino South American	--
Other Hispanic or Latino	--
African/African American	3%
African American	--
African	--
Caribbean	--
Other Black	--
Pacific Islander	1%
Native Hawaiian	--
Guamanian or Chamorro	--
Samoan	--
Other Pacific Islander	--
Asian	8%
Chinese	--
Vietnamese	--
Korean	--
Laotian	--
Filipino/a	--
Japanese	--
South Asian	--
Asian Indian	--
White	86%
Slavic	2%
Middle Eastern	1%
North African	<1%%
I prefer not to respond	4%

12. Do you identify in any of the following ways? **Please mark all that apply.**

<b>Response Category</b>	<b>Total N=1270</b>
LGBTQ+ or gender and sexual minority	12%
Armed Service Veteran	2%
Physically disabled	1%
Disabled (other)	2%
Other underrepresented group	3%
I do not identify as any of these groups	79%
I prefer not to respond	4%