



FIRST Leadership Demographics Reporting

Being inspired by and aspiring to be like role models drives the *FIRST* theory of change. We recognize the value youth participants and adult volunteers & mentors derive from interactions with others in the *FIRST* community. Those interactions vary from deep, years long mentoring relationships to brief glimpses of someone on stage at a *FIRST* event.

Relating to *FIRST* role models may be enhanced by feeling an additional affinity (beyond participation in *FIRST*) with those individuals based on sex, race, or other characteristics. Those characteristics are not always visible and may even be mistaken if someone does not know the role model personally.

To help members of the *FIRST* community make further connections with each other and to share some of the diversity among *FIRST* Leadership, *FIRST* annually publishes the following self-identified demographic characteristics of the *FIRST* Board of Directors and the *FIRST* Leadership team.

FIRST collects leadership demographic information as part of the required yearly disclosure processes managed by our independent audit firm, Berry Dunn. Demographic information is collected anonymously via an online survey tool.

Questions include:

1. What gender do you identify with?
2. Which of the following race and ethnic categories do you identify with?
3. Are you a United States military veteran?
4. Do you identify with any of the following? Please select all that apply or write in other attributes, if not listed, that you would like to share.
5. What is the highest degree you have earned?
6. In how many languages are you fluent?
7. Please list any languages you are fluent in other than English



FIRST Leadership Demographics as of December 2022								
Total Number of Board & Executive Leadership Team responding to survey:						17		
Number of Leaders who identify in any of the categories below								
Black/African American				3				
Hispanic, Latinx, or Spanish origin				1				
White/Caucasian				13				
East Asian				0				
Southeast Asian				0				
South Asian				1				
Native American, Indigenous, or Alaskan Native				0				
Middle Eastern or North African				0				
Native Hawaiian or Pacific Islander				0				
Live with a disability (learning, vision, speech, hearing, physical, etc)				1				
First generation in college				5				
LGBTQ+				0				
Another attribute or category				0				
Undisclosed				1				
	Yes		No			Undisclosed		
US Military Veteran	2		15			0		
	Male	Female	Non-binary	Self-described		Undisclosed		
Gender Identity	9	8	0	0		0		
	Less than high school	High school diploma or GED	Associate's degree	Bachelor's degree	Master's degree	Doctorate	Undisclosed	Other
Highest degree earned	0	0	0	5	6	6	0	0
	1	2	3	4	5	6	7	More than 7
Number of languages spoken	11	4	0	1	0	0	0	0
Languages	English, Spanish, French, Hindi, Tamil, Malavalam							