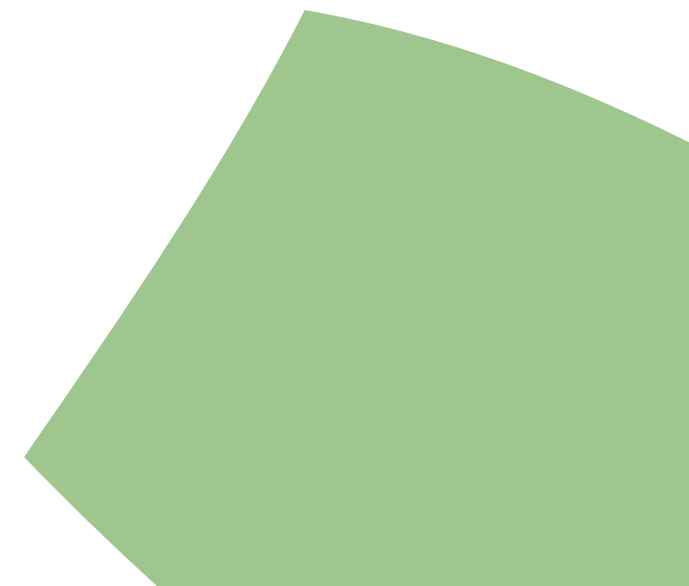
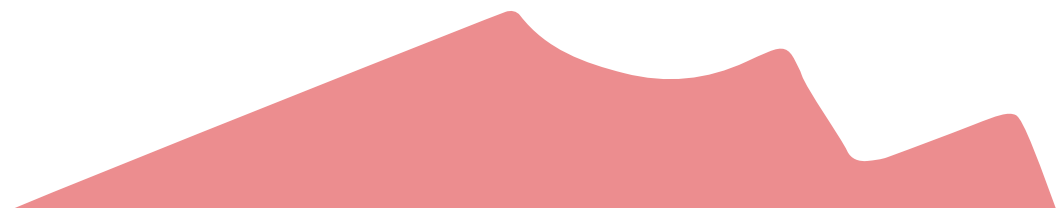




Leadership Demographic Data

2018-2023



Background

The following demographics are self-reported in the SPSP member profile. Some data may not be complete as our demographic options have changed between 2018 and 2023.

For some demographic charts, we grouped several identities together to reduce identifiable information and allowing for comparisons over time. We understand there are drawbacks to grouping identities together, we've opted to do so here as a first step toward transparency and that we also explore the data internally in more nuanced and intersectional ways.

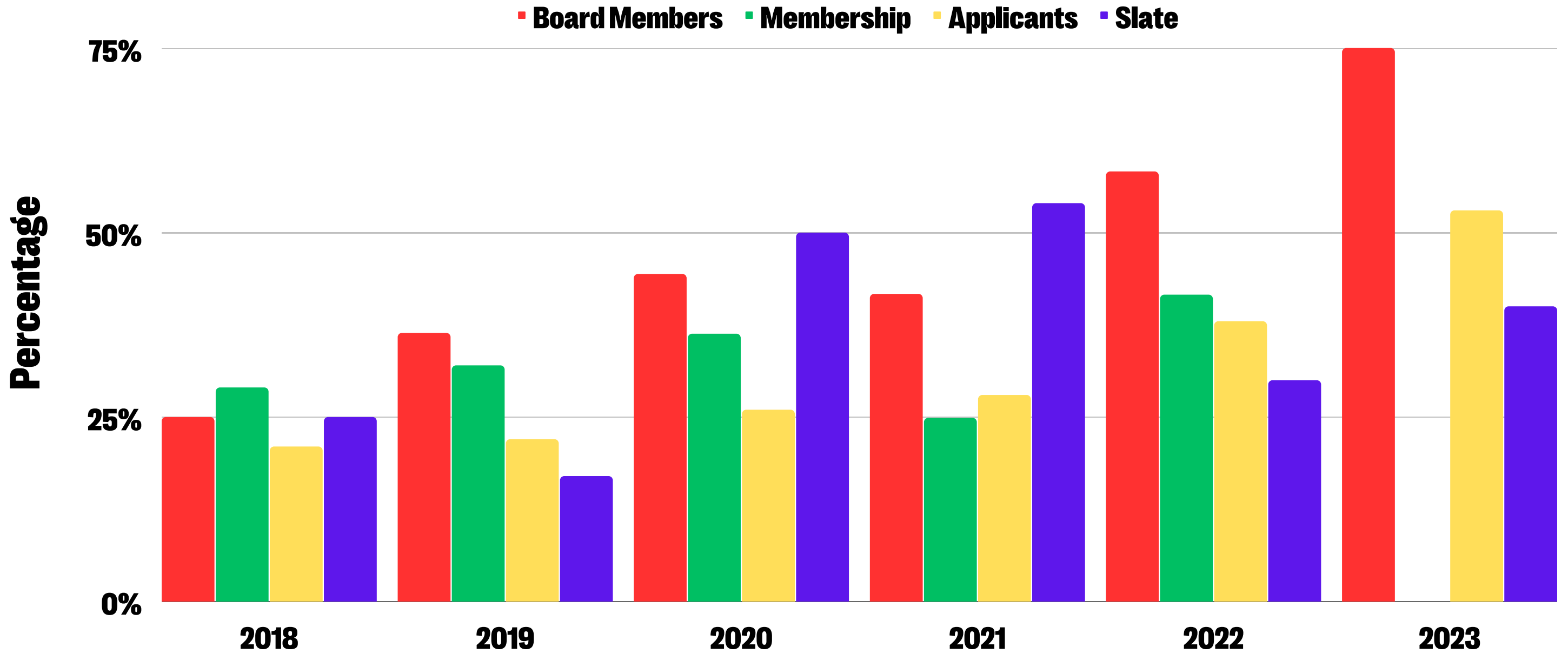
The data shared for each demographic includes the:

- Leadership group (e.g. Board Members or Committee Members)
- Full membership (e.g. Membership)
- Individuals who applied for the leadership group (e.g. Applicants)
- Individuals selected to be on the elections slate (e.g. Slate)

Note: The following charts do not include majority group data (i.e. White, Based in the United States), because we found that including this on each chart made them illegible. The raw numbers for these groups are included in each table.

Board Members - Racial or Ethnic Identity

Person of Color



Note: Person of Color includes respondents who selected any racial or ethnic labels other than white. Percentages may sum to greater than 100%, as respondents can select multiple labels.

Year

Board Members - Racial or Ethnic Identity

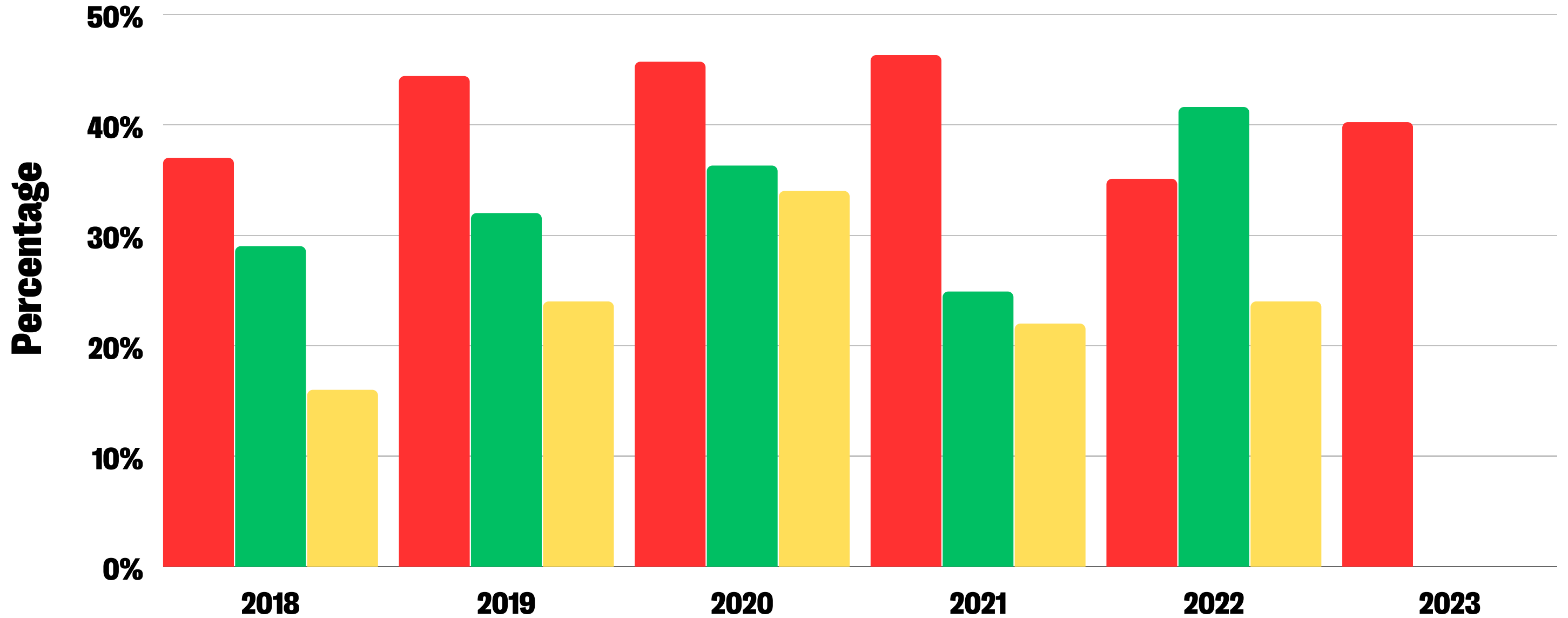
Raw Numbers

	Board Members - Person of Color	Board Members - White	Membership - Person Color	Membership - White	Applicants - Person of Color	Applicants - White	Slate - Person of Color	Slate - White
2018	2	6	2,256	4,978	6	13	2	4
2019	4	7	2,461	4,768	13	15	1	5
2020	4	5	2,575	4,165	10	7	3	1
2021	5	7	1,745	4,617	8	8	7	3
2022	7	5	2,962	4,035	6	13	3	7
2023	9	3	--	--	9	8	4	6

Committee Members - Racial or Ethnic Identity

Person of Color

■ Committee Members ■ Membership ■ Applicants



Note: Person of Color includes respondents who selected any racial or ethnic labels other than white. Percentages may sum to greater than 100%, as respondents can select multiple labels.

Year

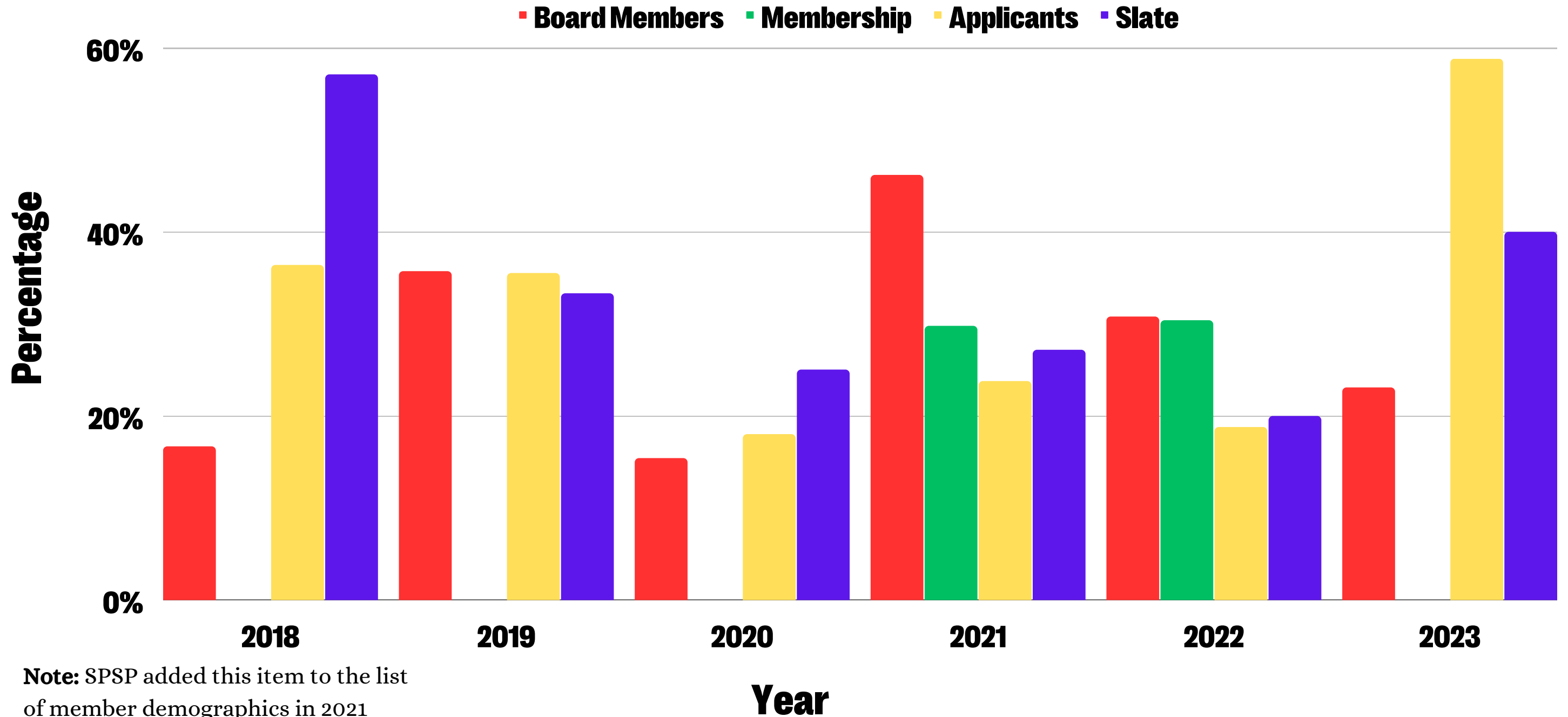
Committee Members - Racial or Ethnic Identity

Raw Numbers

	Committee Members - Person of Color	Committee Members - White	Membership - Person of Color	Membership - White	Applicants - Person of Color	Applicants - White
2018	37	60	2,256	4,978	4	14
2019	52	62	2,461	4,768	16	34
2020	70	83	2,575	4,165	12	14
2021	70	80	1,745	4,617	14	38
2022	53	90	2,962	4,035	13	36
2023	47	67	--	--	--	--

Board Members - First Generation

Identified as the first person in their immediate family to graduate from a college or university



Note: SPSP added this item to the list of member demographics in 2021

Board Members - First Generation

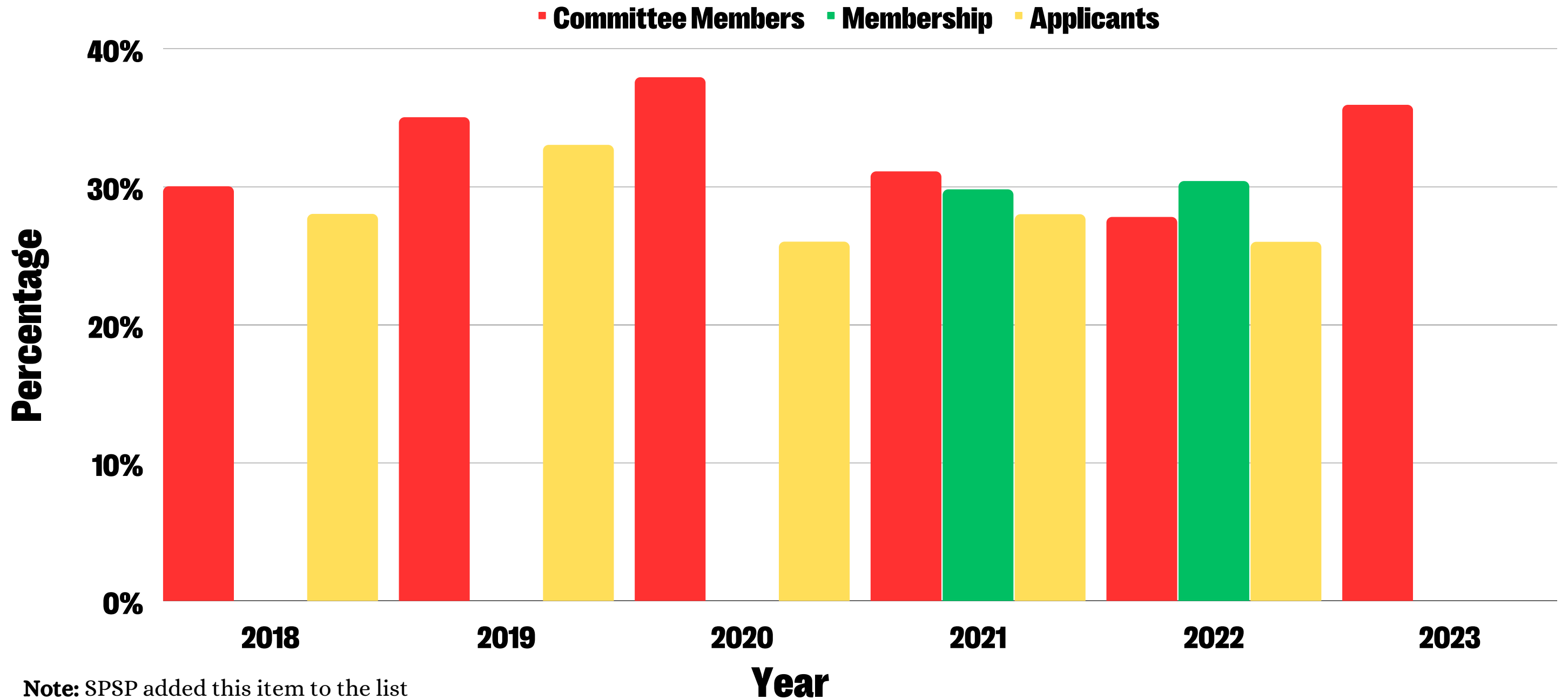
Raw Numbers

	Board Members - First Generation	Board Members - Non-First Generation	Membership - First Generation	Membership - Non-First Generation	Applicants - First Generation	Applicants - Non-First Generation	Slate - First Generation	Slate - Non-First Generation
2018	2	5	--	--	8	14	4	3
2019	5	5	--	--	11	20	2	4
2020	2	7	--	--	7	19	1	3
2021	6	6	2,089	4,357	5	16	3	8
2022	4	7	2,162	4,533	3	13	2	8
2023	3	8	--	--	10	7	4	6

Note: SPSP added this item to the list of member demographics in 2021

Committee Members - First Generation

Identified as the first person in their immediate family to graduate from a college or university



Note: SPSB added this item to the list of member demographics in 2021

Committee Members - First Generation

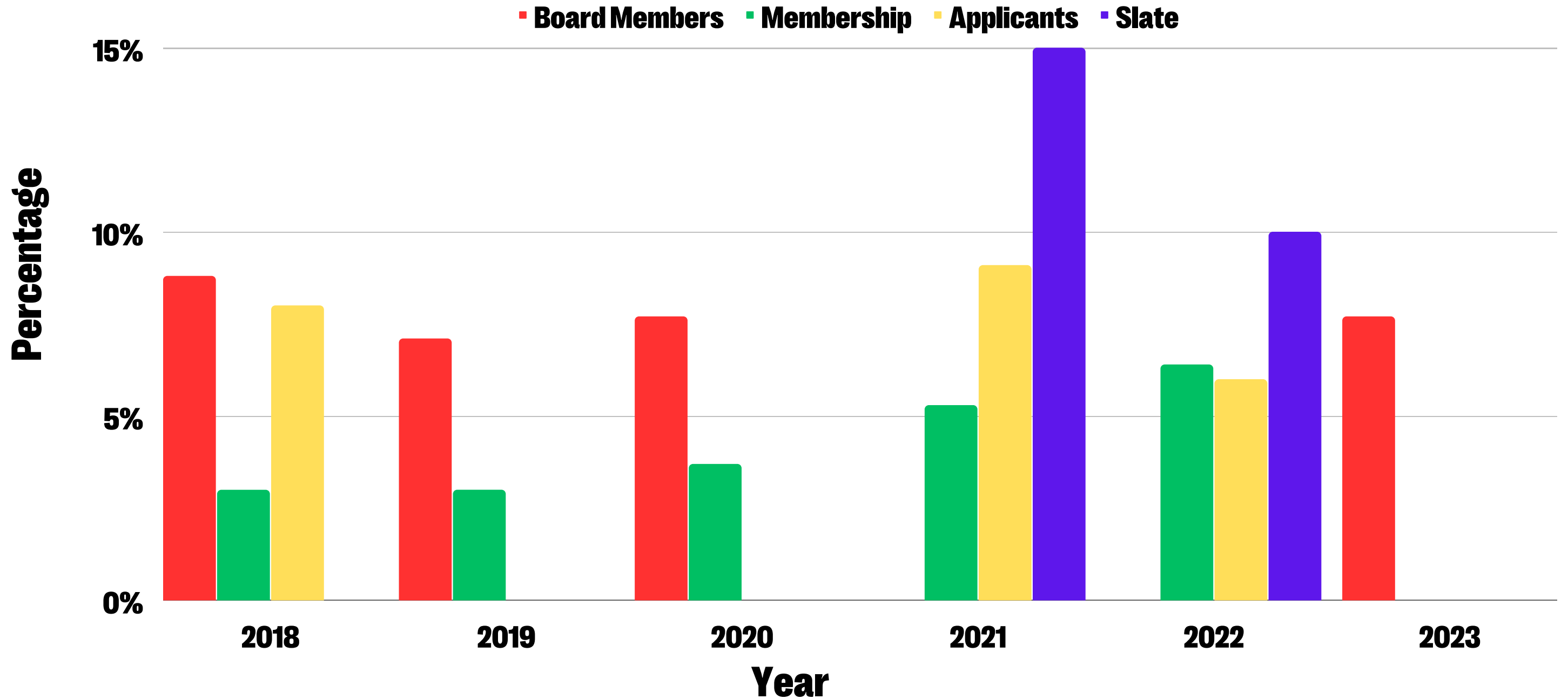
Raw Numbers

	Committee Members - First Generation	Committee Members - Non-First Generation	Membership - First Generation	Membership - Non-First Generation	Applicants - First Generation	Applicants - Non-First Generation
2018	30	51	--	--	7	14
2019	41	66	--	--	22	36
2020	58	81	--	--	9	22
2021	47	95	2,089	4,357	18	43
2022	42	107	2,162	4,533	14	34
2023	42	72	--	--	--	--

Note: SPSP added this item to the list of member demographics in 2021

Board Members - Disability Identity

Identified as a Person with a Disability



Board Members - Disability Identity

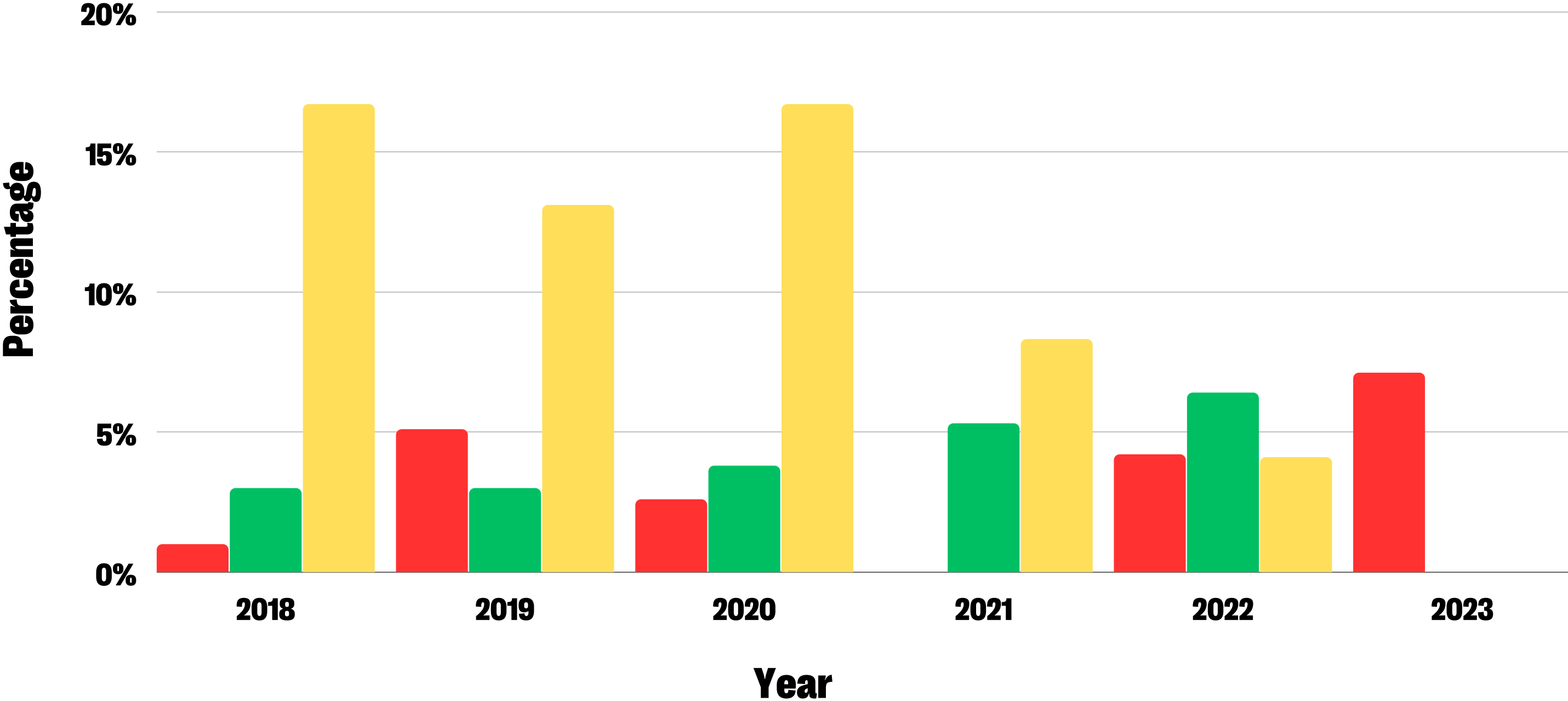
Raw Numbers

	Board Members - Identified as a Person with a Disability	Board Members - Not Identified as a Person with a Disability	Membership - Identified as a Person with a Disability	Membership - Not Identified as a Person with a Disability	Applicants - Identified as a Person with a Disability	Applicants - Not Identified as a Person with a Disability	Slate - Identified as a Person with a Disability	Slate - Not Identified as a Person with a Disability
2018	1	11	233	7,545	2	23	0	8
2019	1	13	231	7,459	0	39	0	6
2020	1	12	266	6,817	0	27	0	4
2021	0	13	370	6,641	2	20	2	9
2022	0	13	456	6,650	1	15	1	9
2023	1	12	--	--	0	17	0	10

Committee Members - Disability Identity

Identified as a Person with a Disability

■ Committee Members ■ Membership ■ Applicants



Committee Members - Disability Identity

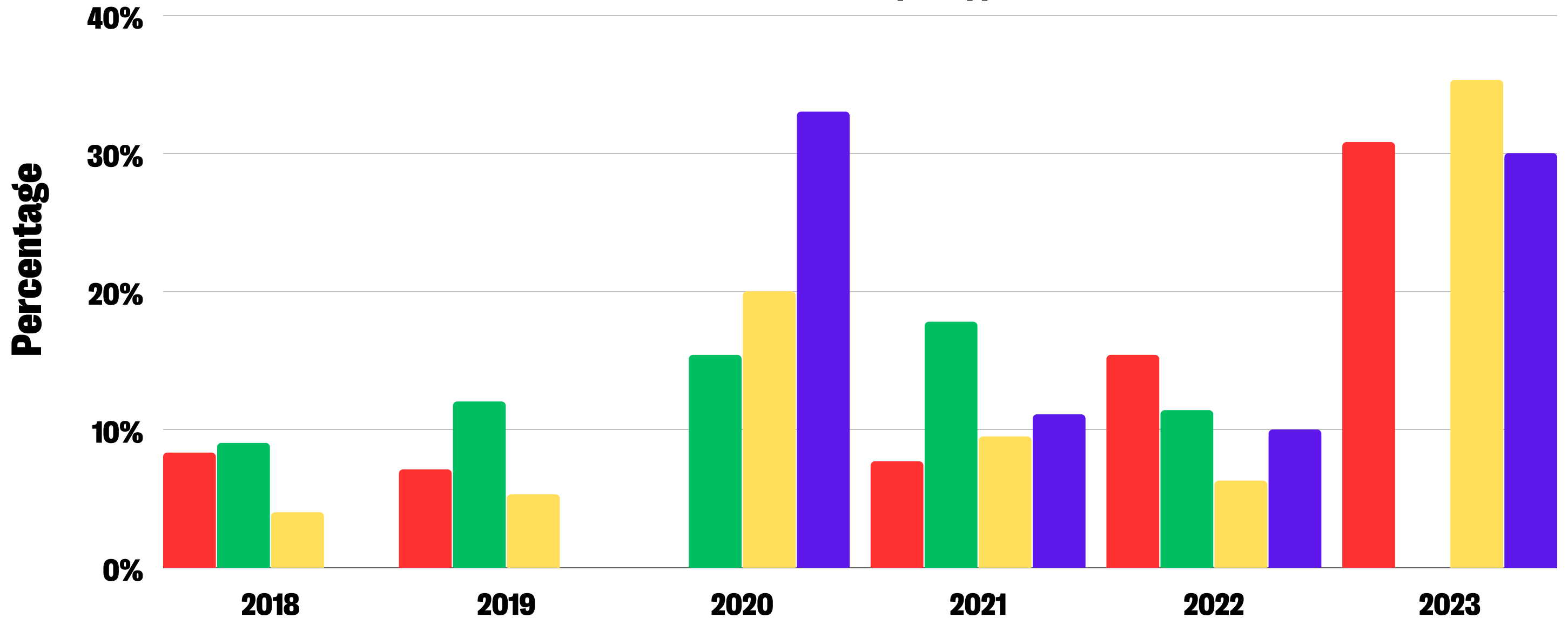
Raw Numbers

	Committee Members - Identified as a Person with a Disability	Committee Members - Not Identified as a Person with a Disability	Membership - Identified as a Person with a Disability	Membership - Not Identified as a Person with a Disability	Applicants - Identified as a Person with a Disability	Applicants - Not Identified as a Person with a Disability
2018	1	99	233	7,545	4	20
2019	6	111	231	7,459	8	53
2020	4	149	266	6,305	5	25
2021	8	143	370	6,102	5	55
2022	7	161	456	6,154	2	47
2023	8	104	--	--	--	--

Board Members - Sexual Orientation

Bisexual, Gay/Lesbian, Preferred Another Term

■ Board Members ■ Membership ■ Applicants ■ Slate



Note: Percentages may add up to greater than 100%, as respondents can select multiple labels.

Year

Board Members - Sexual Orientation

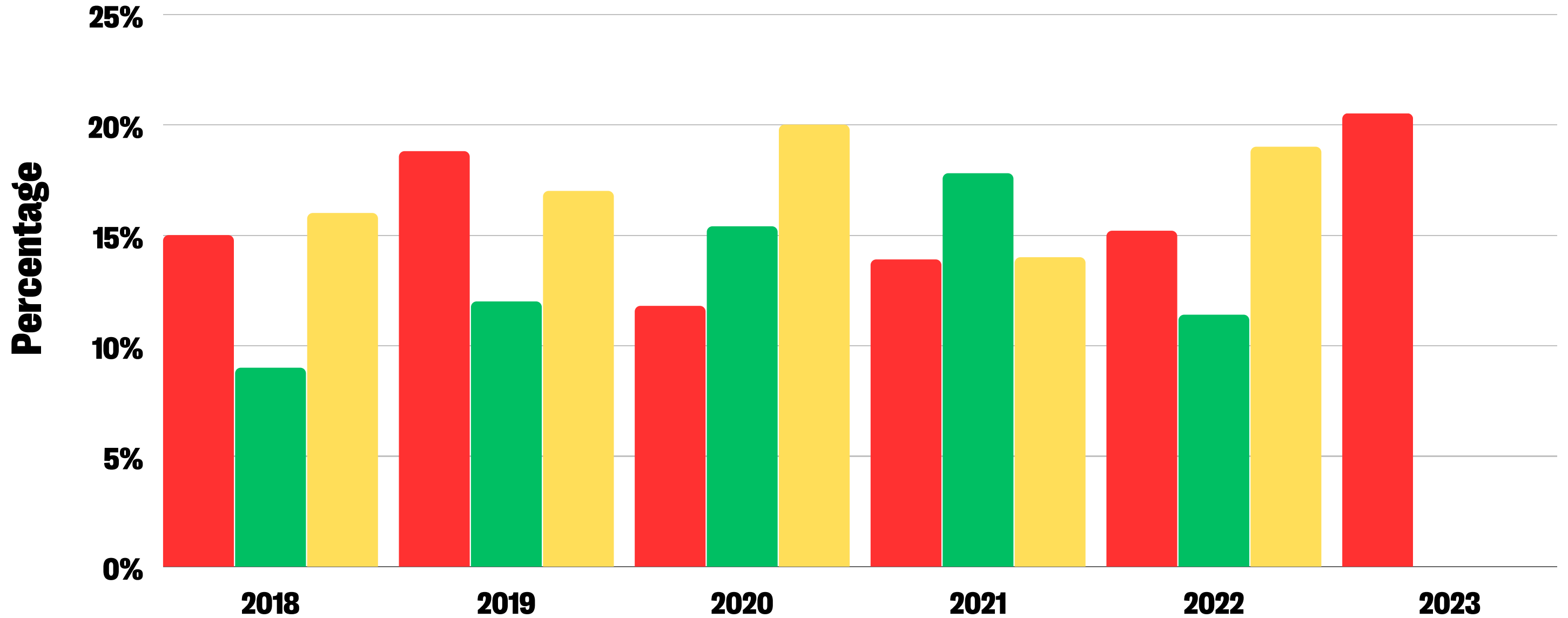
Raw Numbers

	Board Members - Bisexual, Gay/Lesbian, Preferred Another Term	Board Members - Heterosexual	Membership - Bisexual, Gay/Lesbian, Preferred Another Term	Membership - Heterosexual	Applicants - Bisexual, Gay/Lesbian, Preferred Another Term	Applicants - Heterosexual	Slate - Bisexual, Gay/Lesbian, Preferred Another Term	Slate - Heterosexual
2018	1	7	700	5,911	1	24	0	8
2019	1	9	923	5,768	2	36	0	6
2020	0	9	1,096	5,111	5	20	2	4
2021	1	10	1,250	4,865	2	19	1	8
2022	2	9	818	2,166	1	15	1	9
2023	4	8	--	--	6	11	3	7

Committee Members - Sexual Orientation

Bisexual, Gay/Lesbian, Preferred Another Term

■ Committee Members ■ Membership ■ Applicants



Note: Percentages may add up to greater than 100%, as respondents can select multiple labels.

Year

Committee Members - Sexual Orientation

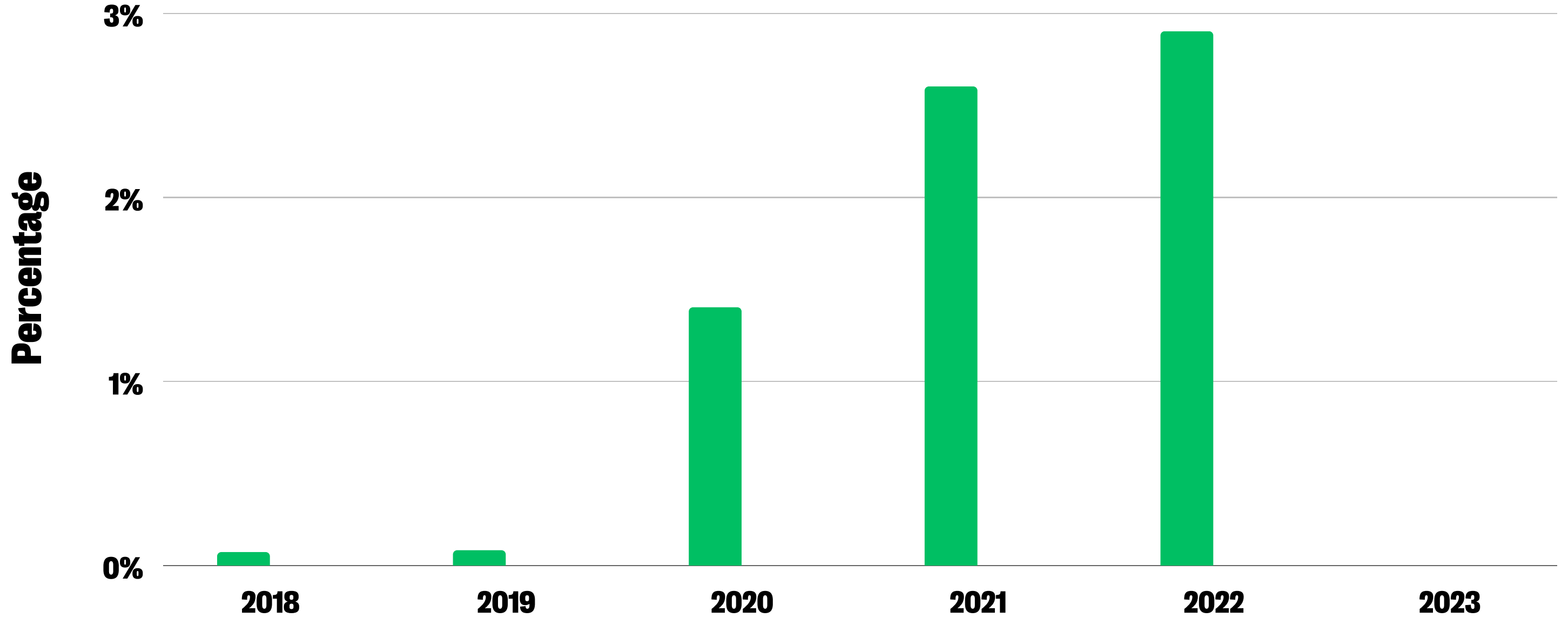
Raw Numbers

	Committee Members - Bisexual, Gay/Lesbian, Preferred Another Term	Committee Members - Heterosexual	Membership - Bisexual, Gay/Lesbian, Preferred Another Term	Membership - Heterosexual	Applicants - Bisexual, Gay/Lesbian, Preferred Another Term	Applicants - Heterosexual
2018	15	79	700	5,911	4	18
2019	16	94	923	5,768	11	50
2020	18	130	1,096	5,111	7	22
2021	21	120	1,250	4,865	9	49
2022	22	120	818	2,166	10	37
2023	24	86	--	--	--	--

Board Members - Gender

Genderqueer/Gender Non-Conforming, Non-Binary, Preferred Another Term

■ Board Members ■ Membership ■ Applicants ■ Slate



Note: Percentages may add up to greater than 100%, as respondents can select multiple labels.

Year

Board Members - Gender

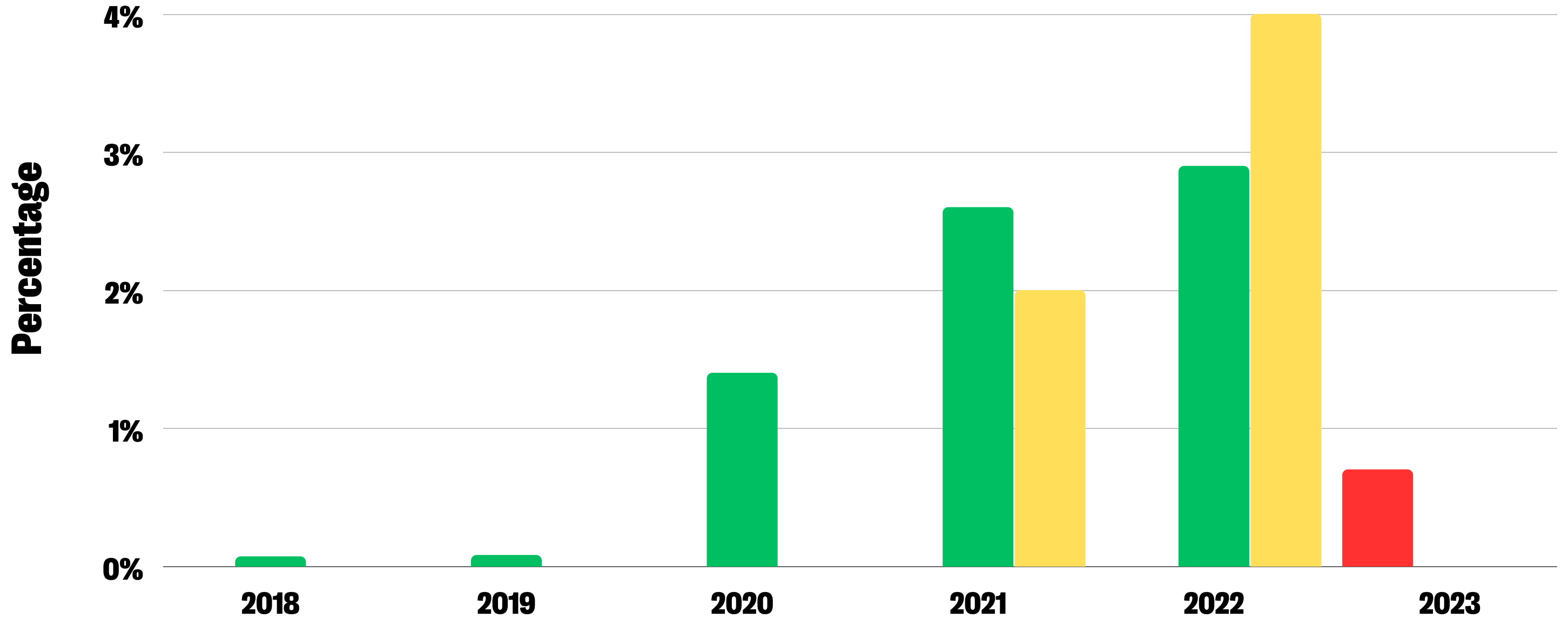
Raw Numbers

	Board Members - Genderqueer/ Gender Non-Conforming, Non-Binary, Preferred Another Term	Board Members - Man and Woman	Membership - Genderqueer/ Gender Non-Conforming, Non-Binary, Preferred Another Term	Membership - Man and Woman	Applicants - Genderqueer/ Gender Non-Conforming, Non-Binary, Preferred Another Term	Applicants - Man and Woman	Slate - Genderqueer/ Gender Non-Conforming, Non-Binary, Preferred Another Term	Slate - Man and Woman
2018	0	8	56	7,467	0	19	0	5
2019	0	11	59	7,306	0	28	0	6
2020	0	9	95	6,778	0	18	0	3
2021	0	12	107	4,039	0	16	0	8
2022	0	12	192	6,341	0	16	0	10
2023	0	12	--	--	0	17	0	10

Committee Members - Gender

Genderqueer/Gender Non-Conforming, Non-Binary, Preferred Another Term

■ Committee Members ■ Membership ■ Applicants



Note: Percentages may add up to greater than 100%, as respondents can select multiple labels.

Year

Committee Members - Gender

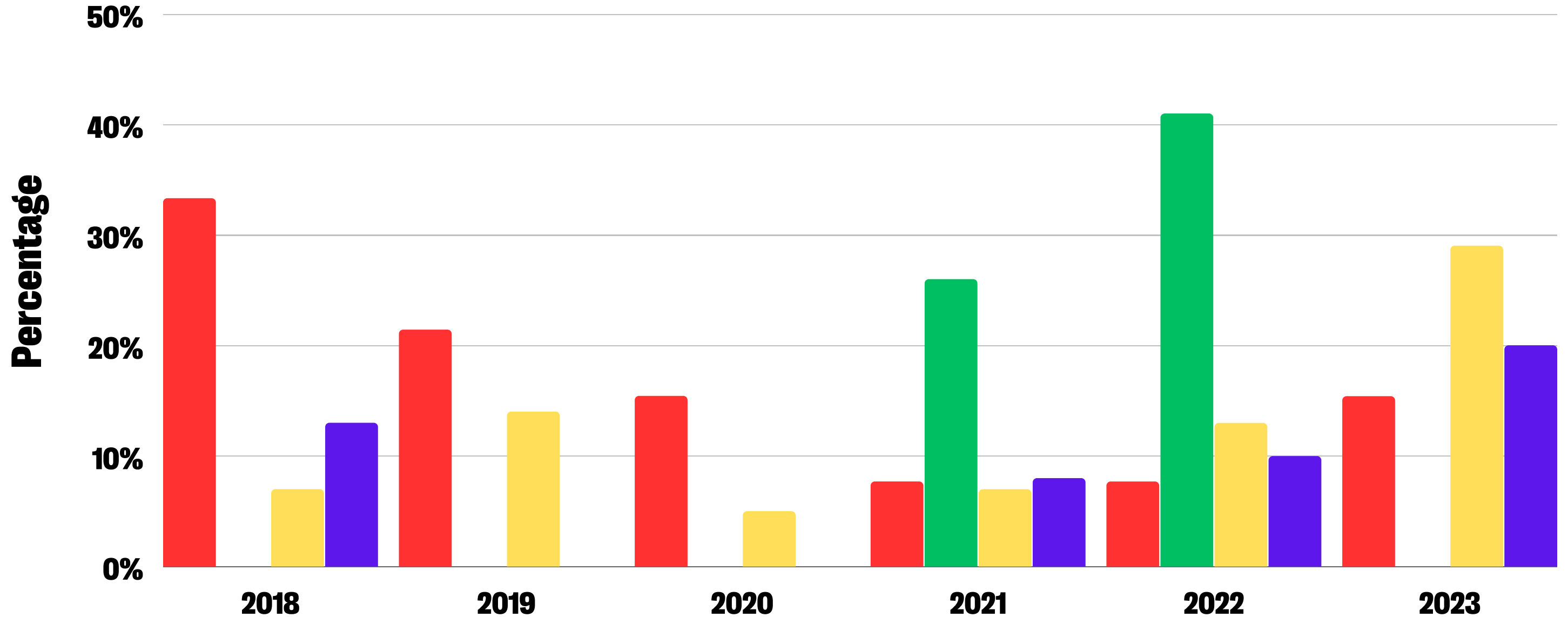
Raw Numbers

	Committee Members - Genderqueer/ Gender Non-Conforming, Non-Binary, Preferred Another Term	Committee Members - Man and Woman	Membership - Genderqueer/ Gender Non-Conforming, Non-Binary, Preferred Another Term	Membership - Man and Woman	Applicants - Genderqueer/ Gender Non-Conforming, Non-Binary, Preferred Another Term	Applicants - Man and Woman
2018	0	99	56	7,467	0	17
2019	0	116	59	7,306	0	49
2020	0	153	95	6,778	0	26
2021	0	150	107	4,039	1	49
2022	0	148	192	6,341	2	47
2023	1	110	--	--	--	--

Board Members - Nationality

Outside the United States

■ Board Members ■ Membership ■ Applicants ■ Slate



Note: Percentages may add up to greater than 100%, as respondents can select multiple labels.

Year

Board Members - Nationality

Raw Numbers

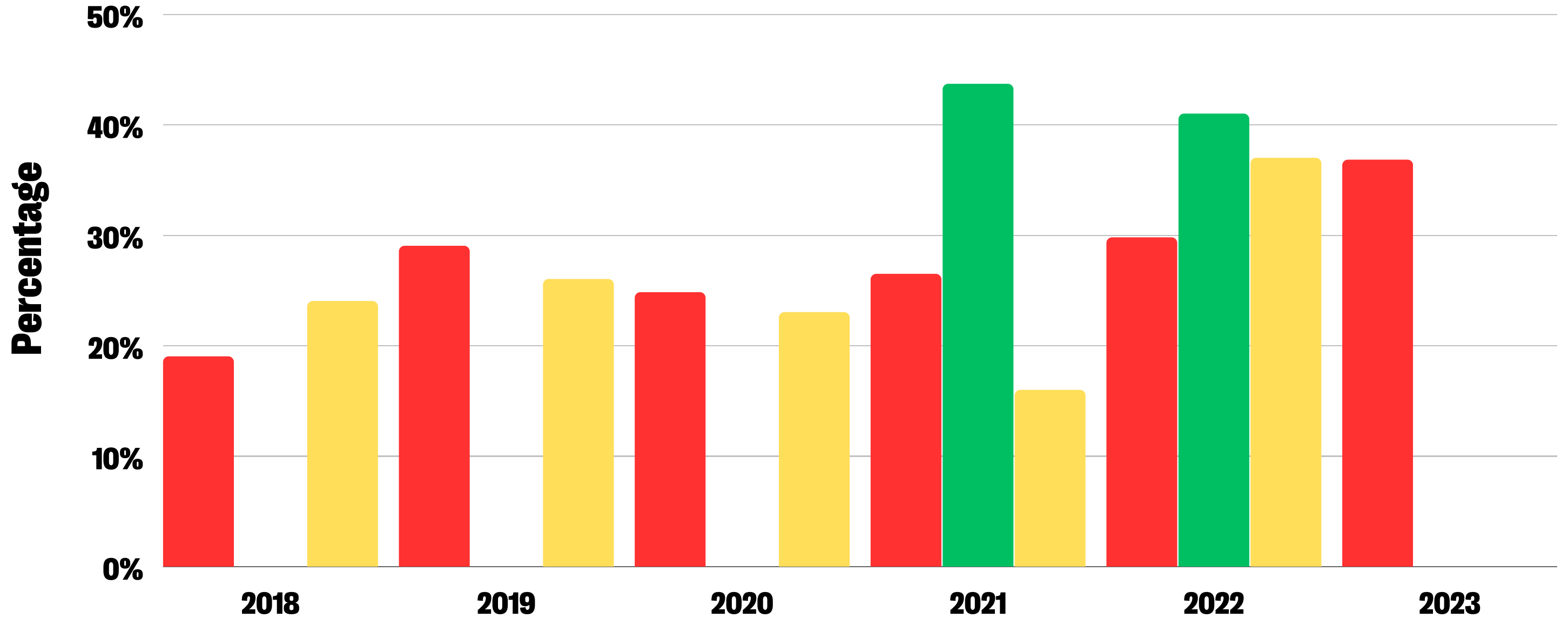
	Board Members - Outside the United States	Board Members - Inside the United States	Membership - Outside the United States	Membership - Inside the United States	Applicants - Outside the United States	Applicants - Inside the United States	Slate - Outside the United States	Slate - Inside the United States
2018	4	5	--	--	2	16	1	4
2019	3	7	--	--	8	17	0	4
2020	2	7	--	--	2	16	0	3
2021	1	10	2,020	2,440	2	13	1	8
2022	1	10	2,968	4,031	2	14	1	9
2023	2	10	--	--	5	12	2	8

Note: SPSP added this item to the list of member demographics in 2021

Committee Members - Nationality

Outside the United States

■ Committee Members ■ Membership ■ Applicants



Note: SPSP added this item to the list of member demographics in 2021

Year

Committee Members - Nationality

Raw Numbers

	Committee Members - Outside the United States	Committee Members - Inside the United States	Membership - Outside the United States	Membership - Inside the United States	Applicants - Outside the United States	Applicants - Inside the United States
2018	19	55	--	--	6	12
2019	35	61	--	--	17	33
2020	38	95	--	--	8	18
2021	40	99	2,020	2,440	10	42
2022	45	97	2,968	4,031	20	32
2023	43	97	--	--	--	--

Note: SPSP added this item to the list of member demographics in 2021