

The 2022 Nonprofit Demographics Survey was conducted by The Consulting Statistician on behalf of the Community Foundations of Jackson Hole and Teton Valley. Questions and comments may be directed to Annie Riddell at the Community Foundation of Jackson Hole: ariddell@cfjacksonhole.org | 307-739-1026

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Table of Contents

I. Introduction	1
II. Methodology.....	2
III. Summary of Survey Responses.....	3
A. Employment and Education.....	3
B. Demographics	5
C. Disabilities	8
Appendix A:.....	10

Index of Figures

Figure 1: Nonprofit Field of Interest	3
Figure 2: Position.....	3
Figure 3: Education'	4
Figure 4: Years at Current Nonprofit	4
Figure 5: Years in Local Nonprofit Sector	5
Figure 6: Race or Ethnicity	5
Figure 7: First Language	6
Figure 8: Sex Designation	6
Figure 9: Gender Identity	7
Figure 10: Pronoun Preference	7
Figure 11: Sexual Identity	8
Figure 12: Ever Having a Disability	8

2022 NONPROFIT DEMOGRAPHICS REPORT

I. Introduction

In February-March 2022, The Consulting Statistician conducted the inaugural Nonprofit Demographics Survey on behalf of the Community Foundations of Jackson Hole (cfjacksonhole.org) and Teton Valley (cftetonvalley.org). Special thanks to Principal Consultant Karen Taves.

The Foundations invited Jackson Hole and Teton Valley nonprofit staff and contractors to respond to a brief set of demographics questions in order to learn more about the composition and needs of the local nonprofit sector. All questions were optional. Responses were anonymous and confidential, linked neither to respondents nor their organizations.

Survey data was split geographically then aggregated into the *2022 Jackson Hole Nonprofit Demographics Report* (this document) and the *2022 Teton Valley Nonprofit Demographics Report*.

Understanding the diversity of identities within the local nonprofit sector will help the Community Foundations shape programming and support partner organizations in meaningful, relevant ways. Survey data will spark conversation, reflection, and action about how to ensure that the Foundations are inclusive of and responsive to everyone in the nonprofit sector.

Given the newness of this endeavor, as well as complexity around how individuals do or do not disclose parts of their identities, the Foundations understand that initial statistics may undercount certain identities. Over time, the Foundations hope to assemble data across many axes of nonprofit stakeholder identities and needs.

II. Methodology

The 2022 Nonprofit Demographics Survey was conducted via the SurveyMonkey cloud-based online survey platform. In Jackson Hole, nonprofit subscribers to the Community Foundation’s Nonprofit List Serve¹ were invited to participate, as were Old Bill’s participants and 2020 Nonprofit Compensation Survey respondents. The Community Foundation estimates there are ~870 paid staff at nonprofits in Jackson Hole.² Based on this estimate, the survey response rate was around 13% (115 responses).

Table 1: Biennial Nonprofit Demographic Survey Participation

	2022
Respondents	115

Respondents were asked voluntary demographic questions related to their nonprofit field of interest, education, race/ethnicity, gender, sexual orientation, and disabilities. The 2022 survey questionnaire is attached to this report in Appendix A.

¹ www.cfjacksonhole.org/participate/nonprofit-list-serve

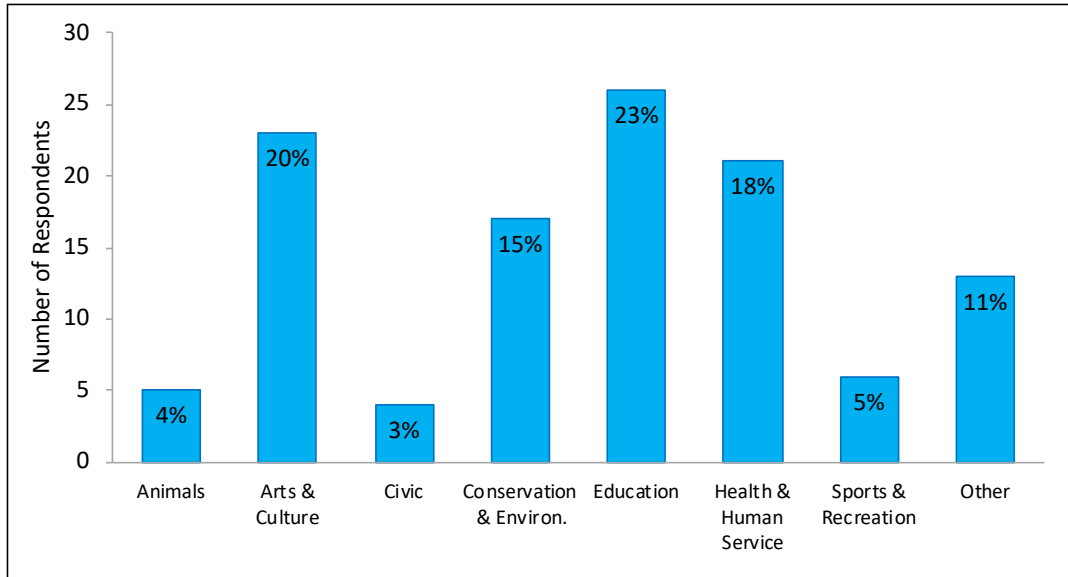
² Full-time equivalents based on application data from 2021 Old Bill’s Fun Run.

III. Summary of Survey Responses

A. Employment and Education

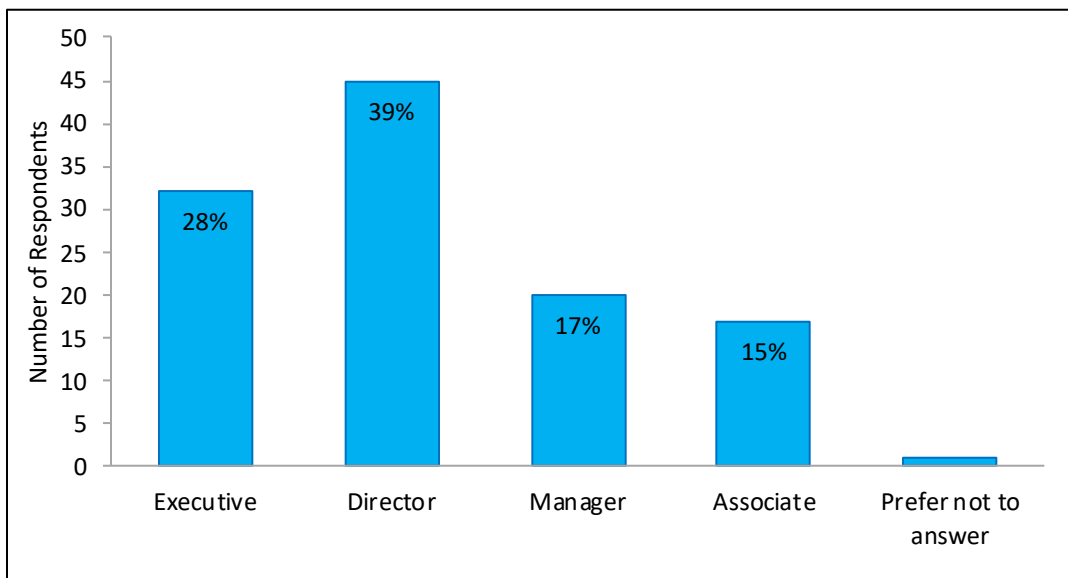
The respondents are employed at nonprofits in a wide range of areas (see Figure 1).

Figure 1: Nonprofit Field of Interest³



Respondents were predominantly executives (28%) and directors (39%), as displayed in Figure 2.

Figure 2: Position⁴

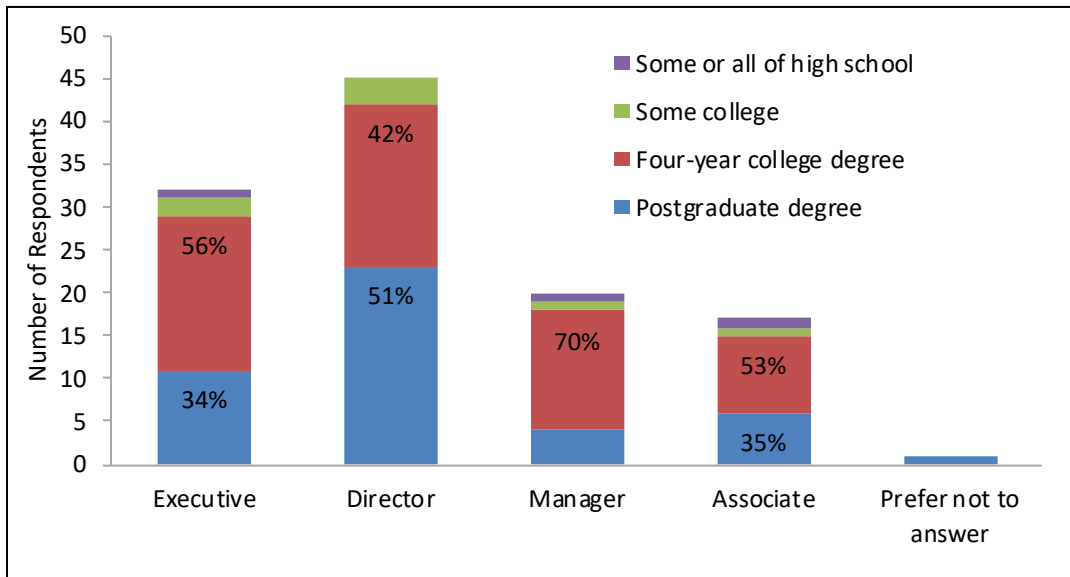


³ Survey Question 2.

⁴ Survey Question 5.

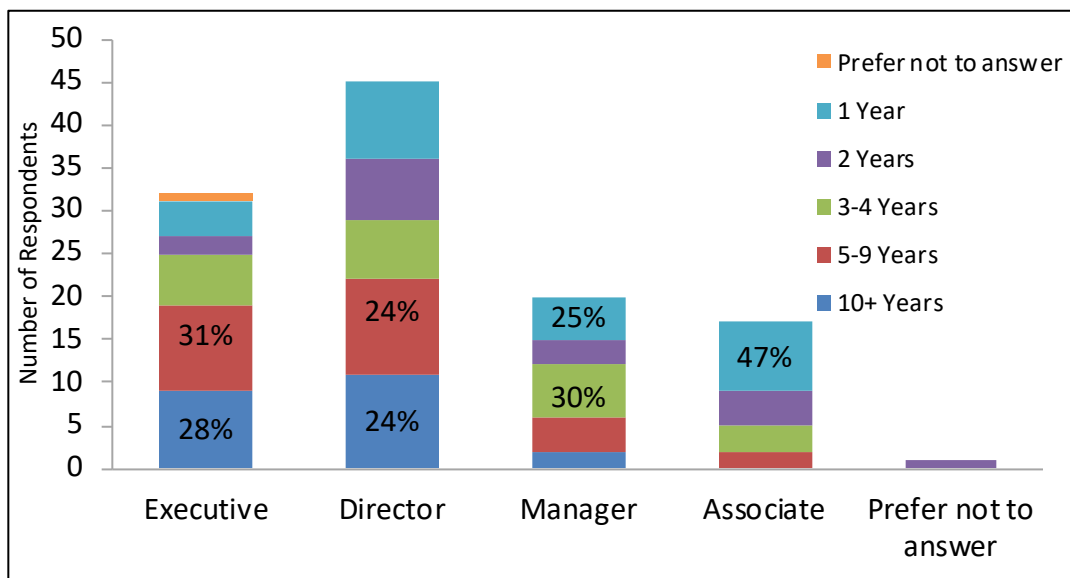
Virtually all respondents have at least a four-year college degree (see Figure 3), and a significant percentage of executives (34%) and directors (51%) have postgraduate degrees.

Figure 3: Education^{5,6}



Around half of executives and directors have been at their nonprofit for five years or more (see Figure 4).

Figure 4: Years at Current Nonprofit⁷



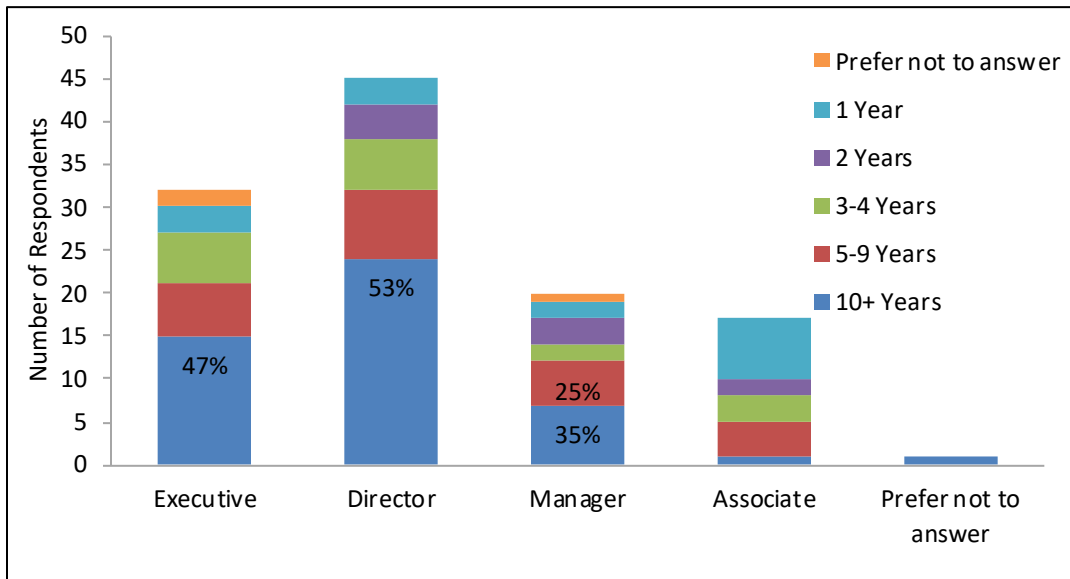
⁵ Survey Question 5.

⁶ The percent of respondents is displayed on this and subsequent figures when there are five or more respondents, and the percentage is 20% or higher.

⁷ Survey Question 3.

About half of executives and directors have been working in the local nonprofit sector for 10 years or more, and over half of managers have been working in the local nonprofit sector for five years or more (see Figure 5).

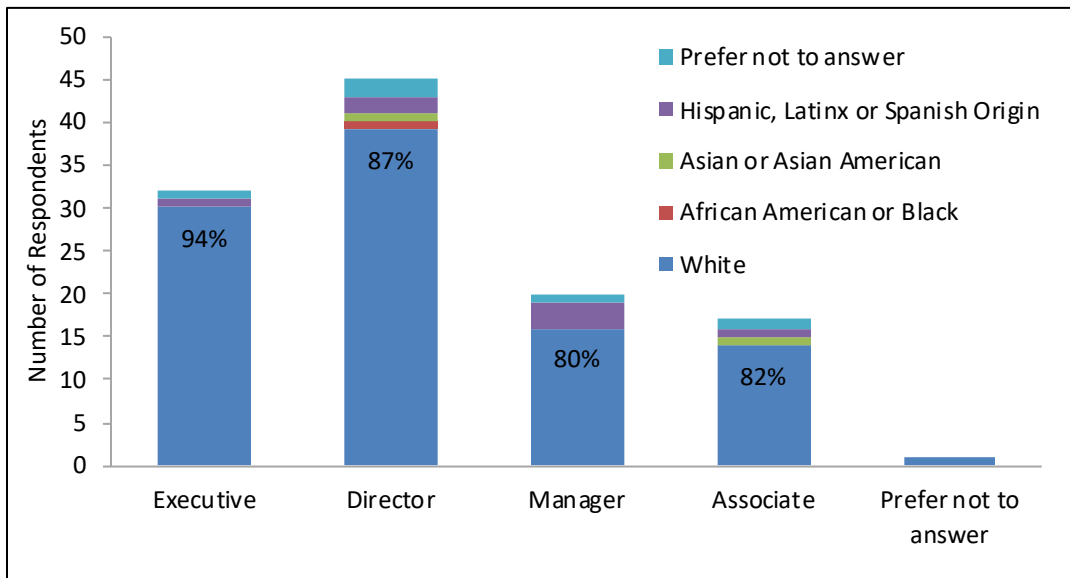
Figure 5: Years in Local Nonprofit Sector⁸



B. Demographics

The respondents primarily identify as white (see Figure 6).

Figure 6: Race or Ethnicity⁹

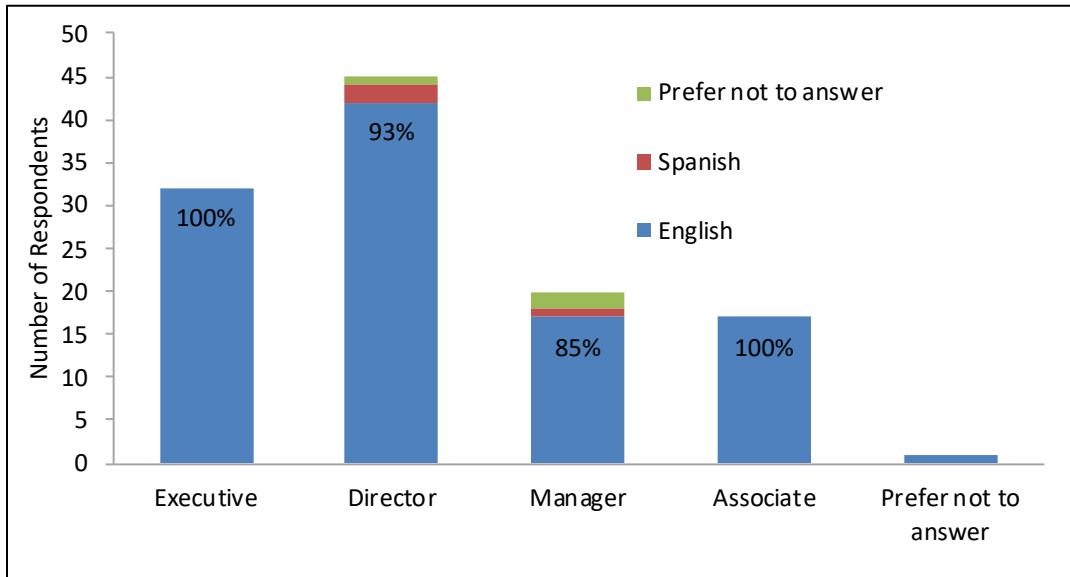


⁸ Survey Question 4.

⁹ Survey Questions 7 and 8.

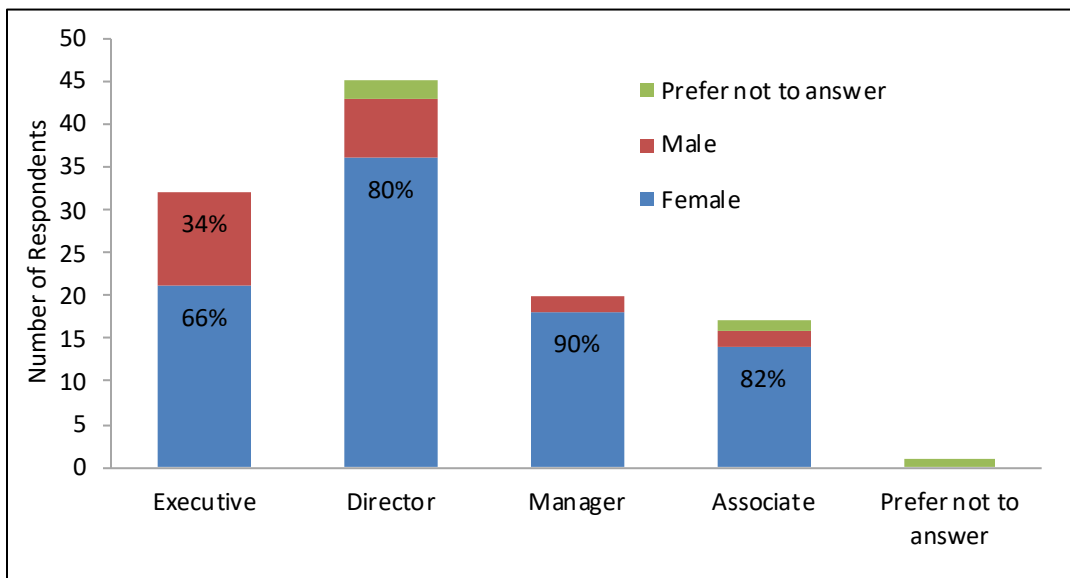
The respondents primarily speak English as their first language (see Figure 7).

Figure 7: First Language¹⁰



The respondents were predominantly female and represented 66% to 90% of respondents by position (see Figure 8). Of the 22 male respondents, 82% were executives or directors.¹¹

Figure 8: Sex Designation¹²



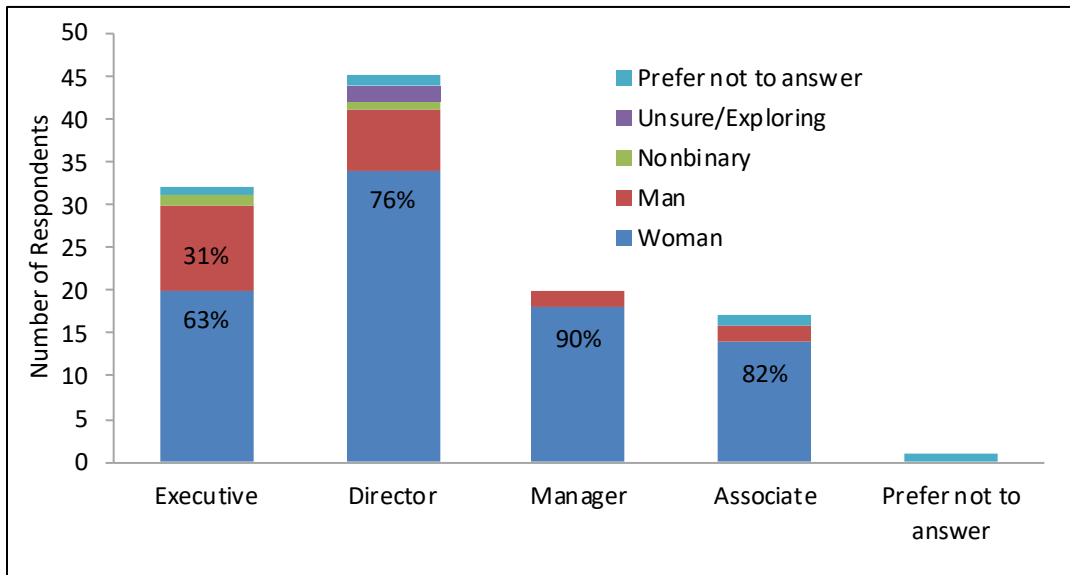
¹⁰ Survey Questions 9 and 10.

¹¹ $82\% = (11 \text{ executives} + 7 \text{ directors}) / 22$.

¹² Survey Question 11.

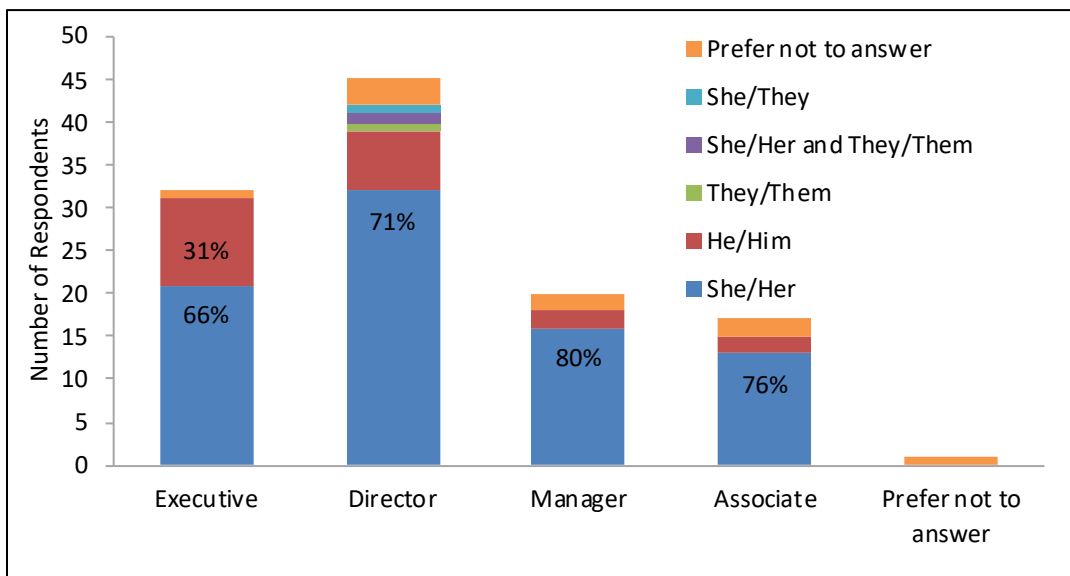
The respondents' gender identity¹³ very closely corresponds to their sex designation responses (compare Figure 8 and Figure 9).

Figure 9: Gender Identity¹⁴



The respondents' pronoun preferences also very closely correspond to their sex designation responses (compare Figure 8 and Figure 10).

Figure 10: Pronoun Preference¹⁵



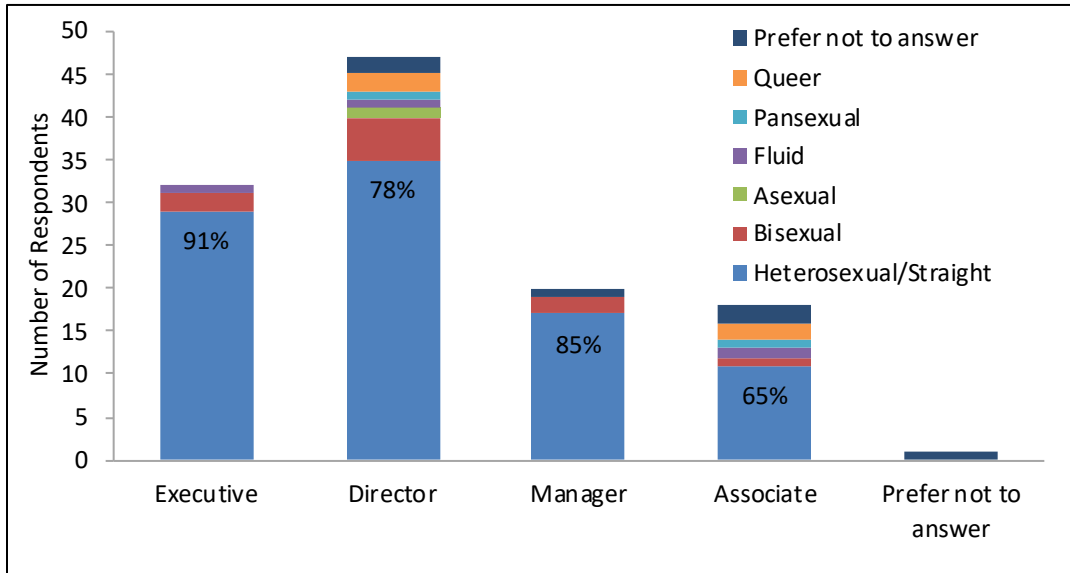
¹³ Gender identity includes woman, man, nonbinary, agender, gender fluid, gender diverse, gender non-conforming, trans, unsure/exploring, and self-descriptions

¹⁴ Survey Question 12.

¹⁵ Survey Question 13.

Overall, 83% of the respondents' sexual identity¹⁶ is heterosexual/straight and that ranges from 65% for associates to 91% for executives (see Figure 11).

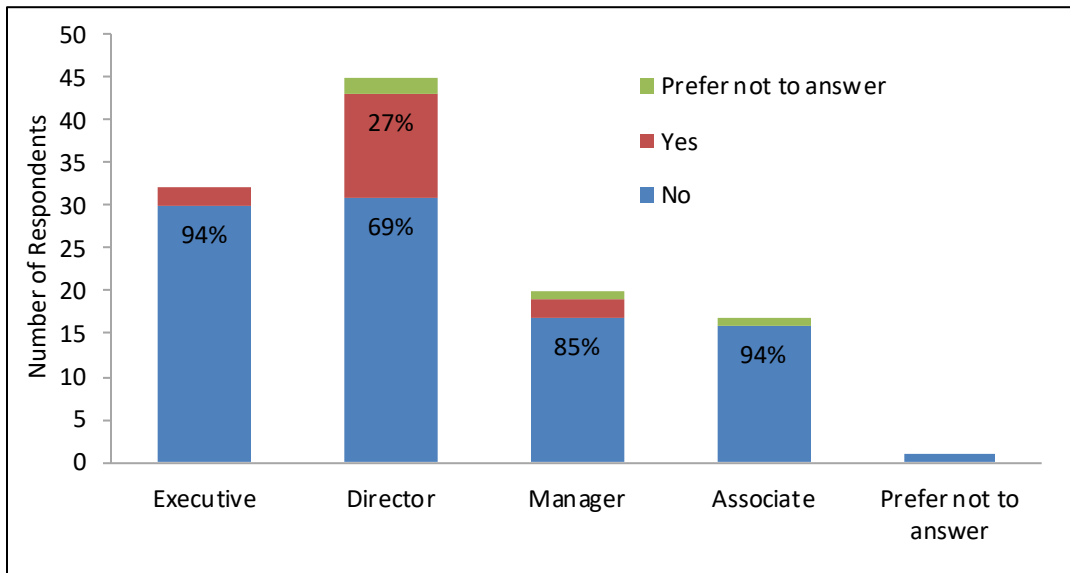
Figure 11: Sexual Identity^{17,18}



C. Disabilities

Overall, 16 (14%) of the respondents identified as ever having a disability and all of those were executives, directors, or managers (see Figure 12).

Figure 12: Ever Having a Disability¹⁹



¹⁶ Sexual identity includes heterosexual/straight, gay/lesbian, bisexual, queer, pansexual, fluid, asexual, questioning, and self-descriptions.

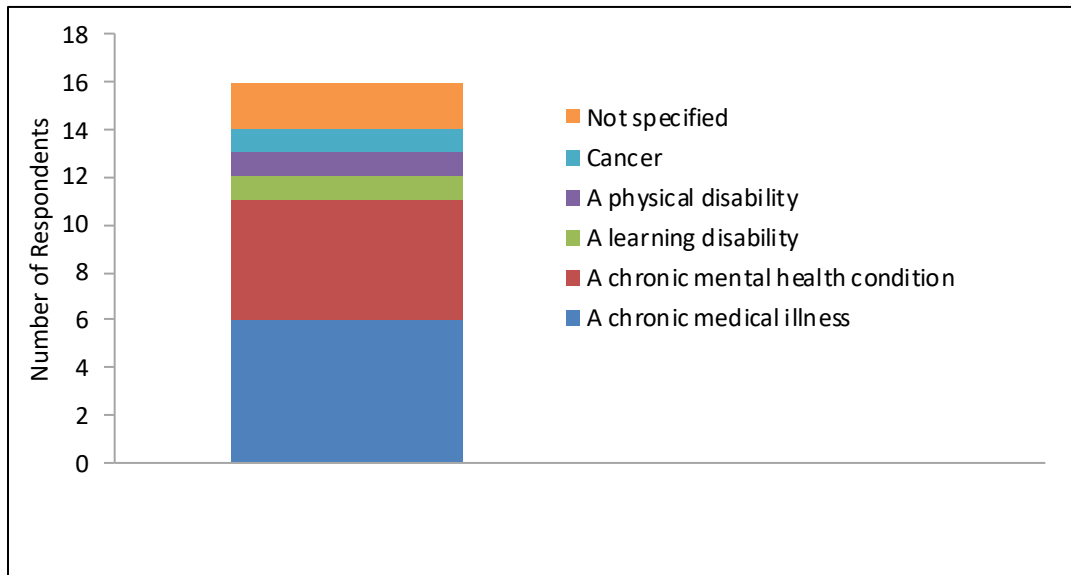
¹⁷ Survey Question 14.

¹⁸ Some respondents selected multiple sexual identities. Those respondents appear multiple times in the figure for graphical representation reasons.

¹⁹ Survey Questions 15 and 16.

The most common disabilities are chronic medical illness and chronic mental health conditions (see Figure 13).

Figure 13: Types of Disability²⁰



²⁰ Survey Questions 15 and 16.

Appendix A:
Survey Questionnaire

The Community Foundations of Jackson Hole and Teton Valley are asking the following demographics questions of individual nonprofit staff members and contractors in order to learn more about the composition and needs of the local nonprofit sector. Understanding the diversity of identities within this sector will help the Foundations shape programming and support partner organizations in meaningful, relevant ways. Survey data will spark conversation, reflection and action about how to ensure that the Foundations are inclusive of and responsive to everyone in the nonprofit sector.

Given the newness of this endeavor, as well as complexity around how individuals do or do not disclose parts of their identities at work, the Foundations understand that initial statistics may undercount certain identities. Over time, the Foundations hope to assemble data across many axes of nonprofit stakeholder identities and needs.

This survey is administered by third-party evaluator The Consulting Statistician. Responses are anonymous and confidential, linked neither to respondents nor their organizations. All questions are optional.

Nonprofit sector demographics will be made available to the general public, as well as published in the Foundations' 2022 Nonprofit Compensation Reports (other than where noted in the survey).

Submission deadline: Friday, March 4, 2022 at 5 pm

1. Is the nonprofit where you work in Jackson Hole or Teton Valley?

Jackson Hole

Teton Valley (including Alta)

2. What field of interest most closely aligns with the work your organization does?

Animals

Education

Arts & Culture

Health & Human Service

Civic

Sports & Recreation

Conservation & Environment

Other (please specify)

3. How many years have you worked at your nonprofit?

4. How many years have you worked in the local nonprofit sector?

5. Which of the following most closely aligns with your position at your nonprofit?

- Executive
- Director
- Manager
- Associate
- Prefer not to answer
- Prefer to self-describe:

6. What is your highest level of education?

- Some or all of high school
- Some college
- Four-year college degree
- Prefer to self-describe:
- Postgraduate degree
- Prefer not to answer

7. With which race or ethnicity do you identify? [Select all that apply.]

- African American or Black
- American Indian or Alaska Native
- Asian or Asian American
- Hispanic, Latinx or Spanish Origin
- Prefer to self-describe:
- Middle Eastern or North African
- Native Hawaiian or Pacific Islander
- White
- Prefer not to answer

8. If you would like, please list your specific race or national/ethnic identities in the space below.
[For example, Korean, Mexican American, Navajo Nation, Samoan, Puerto Rican, Italian, et al.]

9. Is English your first language?

- Yes
- No

Prefer not to answer



10. Specify your first language, if you wish.

11. Which of the following best describes your sex designation?

- Female
- Male
- Prefer to self-describe:
- Intersex
- Prefer not to answer

12. Which of the following best describes your gender identity?

- Woman
- Man
- Nonbinary
- Agender
- Gender Fluid
- Prefer to self-describe:
- Gender Diverse
- Gender Non-Confirming
- Trans
- Unsure/Exploring
- Prefer not to answer

13. What are your pronouns?

- She/Her
- He/Him
- Prefer to self-describe:
- They/Them
- Prefer not to answer

14. How would you describe your sexual identity?

- | | |
|---|---|
| <input type="checkbox"/> Heterosexual/Straight | <input type="checkbox"/> Fluid |
| <input type="checkbox"/> Gay/Lesbian | <input type="checkbox"/> Asexual |
| <input type="checkbox"/> Bisexual | <input type="checkbox"/> Questioning |
| <input type="checkbox"/> Queer | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Pansexual | |
| <input type="checkbox"/> Prefer to self-describe: | |

15. Do you currently or have you in the past identified as having a disability?

- | | |
|---------------------------|--|
| <input type="radio"/> Yes | <input type="radio"/> Unsure |
| <input type="radio"/> No | <input type="radio"/> Prefer not to answer |

16. How do you describe your disability status?

[Select all that apply.]

- | | |
|--|---|
| <input type="checkbox"/> A visual or hearing disability (e.g. blindness, deafness) | <input type="checkbox"/> Neurodiversity (e.g. autism spectrum disorders) |
| <input type="checkbox"/> A learning disability or other diagnosis that interferes with your learning or ability to concentrate (e.g. dyslexia, auditory processing disorder) | <input type="checkbox"/> An intellectual/developmental disability (e.g. cerebral palsy) |
| <input type="checkbox"/> A chronic medical illness (e.g. epilepsy, cystic fibrosis) | <input type="checkbox"/> A temporary disability (e.g. broken ankle, surgery, pregnancy) |
| <input type="checkbox"/> A chronic mental health condition (e.g. depression, anxiety, PTSD) | <input type="checkbox"/> None of the above |
| <input type="checkbox"/> A physical disability that affects your gross and/or fine motor skills | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> A sensory processing or neurological disability (e.g. memory loss, traumatic brain injury) | |
| <input type="checkbox"/> Prefer to self-describe: | |

17. What disability-related accommodations, if any, do you need to fully participate in activities successfully?

[Select all that apply.]

- | | |
|--|--|
| <input type="checkbox"/> Fragrance-free environment | <input type="checkbox"/> Accessible entrances, access and bathrooms for wheelchairs or walkers |
| <input type="checkbox"/> Quiet spaces | <input type="checkbox"/> Materials available in Braille or large print |
| <input type="checkbox"/> Screen reader accessibility | <input type="checkbox"/> Ability to bring a service animal |
| <input type="checkbox"/> Captions on videos or live captions | <input type="checkbox"/> Asynchronous participation |
| <input type="checkbox"/> American Sign Language | <input type="checkbox"/> No accommodation requested |
| <input type="checkbox"/> Attention to food allergies | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Something else: | |

18. Could the Community Foundations of Jackson Hole and/or Teton Valley modify their offerings to be more accessible, inclusive, and/or accommodating of your needs?

[Note: your response will be referenced internally at the Community Foundations and not be included in published data.]

- | | |
|---------------------------|--|
| <input type="radio"/> Yes | <input type="radio"/> Unsure |
| <input type="radio"/> No | <input type="radio"/> Prefer not to answer |



19. Please elaborate, if you wish:

20. How might the Community Foundations of Jackson Hole and/or Teton Valley help meet your specific needs more generally in this community, through grants, programs or otherwise?

[Note: your response will be referenced internally at the Community Foundations and not be included in published data.]



Please click PREV to review any questions and answers or click DONE to finalize the survey.