The 2022 Demographic Survey was conducted by The Consulting Statistician on behalf of the Community Foundation of Teton Valley. Questions and comments should be directed to: 208-354-0230 or info@cftetonvalley.org.

May 2022
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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 and the 2022 Teton Valley Nonprofit Demographics Report (this document).

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

We conducted the 2022 Nonprofit Demographic Survey in February-March 2022 via the SurveyMonkey cloud-based online survey platform. All nonprofit subscribers to the Community Foundation’s Nonprofit List Serve\(^1\) were invited to participate, as were Tin Cup participants and 2020 survey respondents. We estimate there are approximately 75-90 paid staff at nonprofits in the Teton Valley area.

<table>
<thead>
<tr>
<th>Table 1: Biennial Nonprofit Demographic Survey Participation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respondents</td>
</tr>
<tr>
<td>Respondents</td>
</tr>
</tbody>
</table>

Respondents were asked voluntary demographic questions including 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.cftetonvalley.org/participate/nonprofit-list-serve.
III. Summary

A. Employment and Education

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

**Figure 1: Nonprofit Field of Interest**

Respondents were predominantly executives (30%) and directors (37%), as displayed in Figure 2.

**Figure 2: Position**

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2 Survey Question 2.
3 Survey Question 5.
All respondents have at least a four-year college degree (see Figure 3) and a significant percentage of executives (58%) and directors (50%) have postgraduate degrees.

Figure 3: Education

Duration at their nonprofit for is evenly distributed overall with about one-third there for five years or more, one-third two to four years, and one-third one year (see Figure 4).

Figure 4: Years at Current Nonprofit

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4 Survey Question 5.
5 The percent of respondents is displayed this and subsequent figures when there are three or more respondents, and the percentage is 20% or higher.
6 Survey Question 3.
More than half of executives have been working in the local nonprofit sector for 10 years or more, and over half of directors have been working in the local nonprofit sector for five years or more (see Figure 5).

**Figure 5: Years in Local Nonprofit Sector**

<table>
<thead>
<tr>
<th>Number of Respondents</th>
<th>1 Year</th>
<th>2 Years</th>
<th>3-4 Years</th>
<th>5-9 Years</th>
<th>10+ Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive</td>
<td>50%</td>
<td>38%</td>
<td>38%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Director</td>
<td>50%</td>
<td>38%</td>
<td>38%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Manager</td>
<td>50%</td>
<td>38%</td>
<td>38%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Associate</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

B. Demographics

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

**Figure 6: Race or Ethnicity**

<table>
<thead>
<tr>
<th>Number of Respondents</th>
<th>Prefer not to answer</th>
<th>Hispanic, Latinx or Spanish Origin</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive</td>
<td>92%</td>
<td>83%</td>
<td>0%</td>
</tr>
<tr>
<td>Director</td>
<td>100%</td>
<td>83%</td>
<td>0%</td>
</tr>
<tr>
<td>Manager</td>
<td>83%</td>
<td>83%</td>
<td>0%</td>
</tr>
<tr>
<td>Associate</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Prefer not to answer</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

---

7 Survey Question 4.
8 Survey Questions 7 and 8.
The respondents primarily speak English as their first language (see Figure 7).

**Figure 7: First Language**

![First Language Chart]

The respondents were predominantly female and represented 68% to 84% of respondents by position (see Figure 8). Of the seven male respondents, all were executives, directors, or managers.

**Figure 8: Sex Designation**

![Sex Designation Chart]

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9 Survey Questions 9 and 10.
10 Survey Question 11.
The respondents’ gender identity\textsuperscript{11} corresponds to their sex designation responses (compare Figure 8 and Figure 9).

![Figure 9: Gender Identity\textsuperscript{12}](image)

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

![Figure 10: Pronoun Preference\textsuperscript{13,14}](image)

\textsuperscript{11} Gender identity includes woman, man, nonbinary, agender, gender fluid, gender diverse, gender non-conforming, trans, unsure/exploring, and self-descriptions

\textsuperscript{12} Survey Question 12.

\textsuperscript{13} Survey Question 13.

\textsuperscript{14} “It” was a self-described response.
The respondents’ sexual identity\textsuperscript{15} is primarily heterosexual/straight (see Figure 11).

\textbf{Figure 11: Sexual Identity}\textsuperscript{16}

\begin{figure}[!h]
\centering
\includegraphics[width=\textwidth]{sexual_identity.png}
\caption{Sexual Identity}
\end{figure}

\textbf{C. Disabilities}

The respondents primarily identified as never having a disability (see Figure 12).

\textbf{Figure 12: Ever Having a Disability}\textsuperscript{17}

\begin{figure}[!h]
\centering
\includegraphics[width=\textwidth]{ever_having_disability.png}
\caption{Ever Having a Disability}
\end{figure}

\textsuperscript{15} Sexual identity includes heterosexual/straight, gay/lesbian, bisexual, queer, pansexual, fluid, asexual, questioning, and self-descriptions.

\textsuperscript{16} Survey Question 14.

\textsuperscript{17} 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
   - [ ] Postgraduate degree
   - [ ] Prefer not to answer
   - [ ] Prefer to self-describe:


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
   - [ ] Middle Eastern or North African
   - [ ] Native Hawaiian or Pacific Islander
   - [ ] White
   - [ ] Prefer not to answer
   - [ ] Prefer to self-describe:


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

12. Which of the following best describes your gender identity?
   - Woman
   - Man
   - Nonbinary
   - Agender
   - Gender Fluid
   - Gender Diverse
   - Gender Non-Conforming
   - Trans
   - Unsure/Exploring
   - Prefer not to answer
   - Prefer to self-describe:

13. What are your pronouns?
   - She/Her
   - He/Him
   - They/Them
   - Prefer not to answer
   - Prefer to self-describe:
14. How would you describe your sexual identity?

☐ Heterosexual/Straight

☐ Gay/Lesbian

☐ Bisexual

☐ Queer

☐ Pansexual

☐ Prefer to self-describe:

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

☐ Yes

☐ No

☐ Unsure

☐ Prefer not to answer

16. How do you describe your disability status?

[Select all that apply.]

☐ A visual or hearing disability (e.g. blindness, deafness)

☐ A learning disability or other diagnosis that interferes with your learning or ability to concentrate (e.g. dyslexia, auditory processing disorder)

☐ A chronic medical illness (e.g. epilepsy, cystic fibrosis)

☐ A chronic mental health condition (e.g. depression, anxiety, PTSD)

☐ A physical disability that affects your gross and/or fine motor skills

☐ A sensory processing or neurological disability (e.g. memory loss, traumatic brain injury)

☐ Neurodiversity (e.g. autism spectrum disorders)

☐ An intellectual/developmental disability (e.g. cerebral palsy)

☐ A temporary disability (e.g. broken ankle, surgery, pregnancy)

☐ None of the above

☐ Prefer not to answer

☐ Prefer to self-describe:
17. What disability-related accommodations, if any, do you need to fully participate in activities successfully? [Select all that apply.]

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

- [ ] 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.]

- [ ] Yes
- [ ] No
- [ ] Unsure
- [ ] 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.]

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