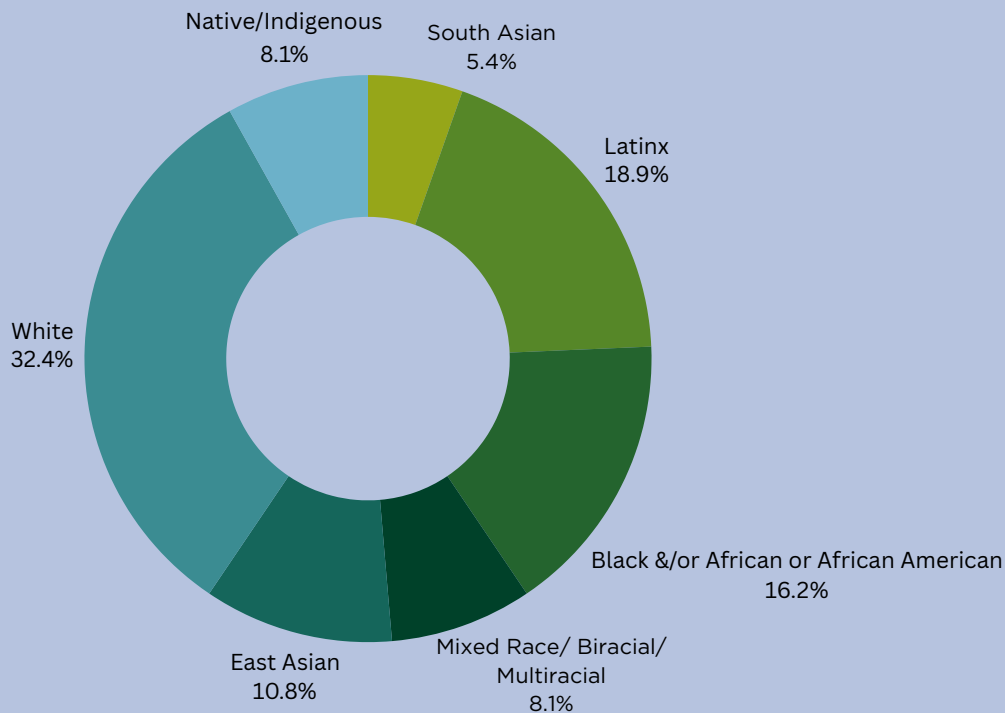


Root & Rebound

Demographic Survey Results

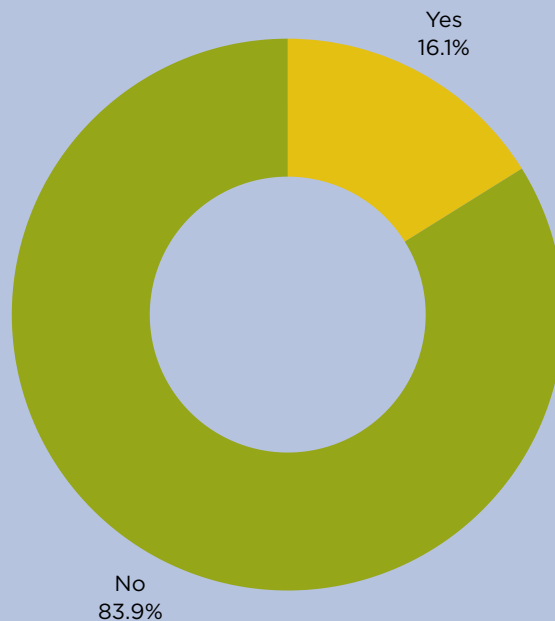
This demographic survey, sent to our team, allows us to take note of what our make-up is and allows us to reflect on our hope to uplift marginalized identities within our organization, specifically those who have been system impacted. This survey was conducted in early April of 2024, with 32 people participating, including interns and fellows.

Racial/Ethnic Background



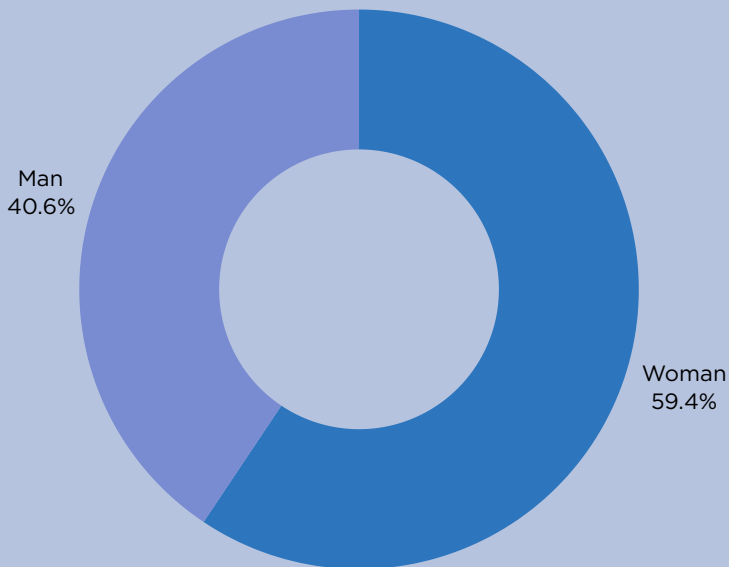
Racial/Ethnic Background by Individual Identities

LGBTQIA+ Community



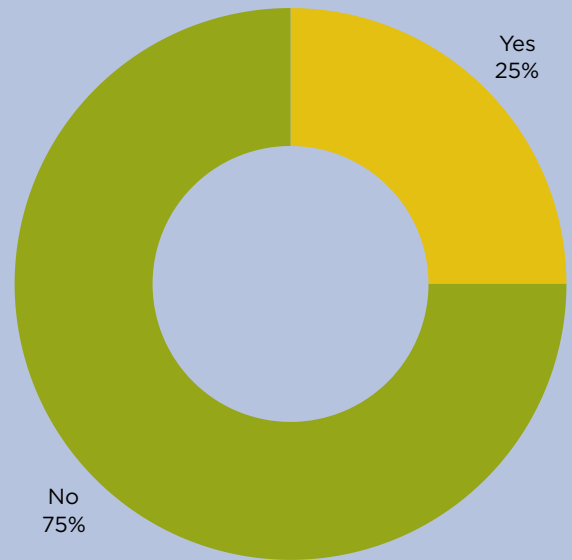
When asked if they identify as being a part of the LGBTQIA+ community

Gender Identity



Self gender identification

People with Disabilities



When asked if they identify as being a person with disabilities

System Impacted

Of our staff,

50%

identify as system impacted.

System impacted is defined as "those who have been incarcerated, those with arrests/convictions but no incarceration and those who have been directly impacted by a loved one being incarcerated", according to Berkeley Underground Scholars

Here are more details:

22%

have been previously incarcerated

37%

are a family member, friend, or loved one of someone currently or formerly incarcerated

3%

have an arrest or conviction record — but were never incarcerated

7%

have personal experience with the dependency or foster care system

Organizational Roles

The roles of the folks who filled out our survey

Fellow	Management	Permanent	Temporary/ Contract	VISTA
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Management Team Breakdown



100%

identify as women



33%

identify as BIPOC

33%

identify as being systems
impacted

Permanent Team Breakdown

68%

identify as women

32%

identify as men



60%

identify as BIPOC

12%

identify as being a part of
the LGBTQIA+ community

56%

identify as being systems
impacted