



JUST Capital Demographic Survey

One of the key commitments we made as part of our [racial equity statement](#) was to “audit the demographic composition of our workforce – including race, ethnicity, gender identity age, disability, sexual orientation, and gender identity, among other intersectional dimensions – on an annual basis, and share results publicly.” This survey is the first step in helping us follow through on this commitment.

JUST Capital does not discriminate on the basis of race, ethnicity, sexual orientation, gender identity, disability, age or any other protected status under state or local law. We hope you will feel comfortable in completing the survey to help us track the overall effectiveness of our recruiting and equity initiatives over time. You should also know that our funders and grantors frequently seek to understand the composition of our team to ensure we are walking the talk in regards to diversity and inclusion, so the information would be shared in that context as well. In any context, we will only share data in aggregate.

Please know ALL DATA SHARED VIA THIS SURVEY IS STRICTLY CONFIDENTIAL to respect your personal privacy and agency. The results will only be viewed by Marykate King on our human resources team to aggregate the data for reporting purposes. Thank you for helping us become a more diverse and inclusive organization.

Current Questions

How would you describe your role at JUST Capital?

- Board Member
- Consultant
- Intern/Part-Time Staff Member
- Leadership Staff Member (Managing Director and Above)
- Staff Member (Below Managing Director)

Which category below includes your age?

- 20 or younger
- 21-29
- 30-39
- 40-49
- 50-59
- 60 or older
- I prefer not to say

Which of the following best describes your gender identity?

- Female
- Male
- Non-binary or Third Gender
- I prefer to self-describe: [OPEN FIELD]





- I prefer not to say

Transgender is an umbrella term that refers to people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth. Other identities considered to fall under this umbrella can include non-binary, gender fluid, and genderqueer – as well as many more.

Do you identify as transgender?

- Yes
- No
- I prefer not to say

Which of the following best represents your racial and/or ethnic identity? Please select all that apply.

- African American or Black
- American Indian or Alaskan Native
- Asian or Asian American
- Hispanic, Latinx, or of Spanish origin
- Middle Eastern or North African
- Native Hawaiian or Pacific Islander
- Two or more races
- White
- I do not identify as any of the above, I identify as [TEXT BOX]
- I prefer not to say

Do you identify as:

- Bisexual
- Lesbian or Gay
- Straight or Heterosexual
- Questioning or unsure
- I prefer to self-describe: [OPEN FIELD]
- I prefer not to say

If you believe you belong to any of the categories of protected veterans, please indicate by selecting one of the following options:

- I identify as one or more of the classifications of protected veteran
- I am not a protected veteran
- I prefer not to say





You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition. Please select one of the following options.

- I have a disability (or previously have had a disability)
- I do not have a disability
- I prefer not to say

In addition to our internal grant reporting, JUST Capital plans to publicly release aggregated demographic statistics on our workforce composition this year, such that no individual-level responses can be identified nor will be shared publicly. Do you consent to having your demographic information included in these aggregated statistics:

- Yes
- No

