

**Race, Gender and Ethnicity Analysis
FL-501 - 2023 UNIVERSAL REQUEST FOR PROPOSALS - Applicant / Subrecipient (if applicable)**

Purpose: Homeless Service Providers and funded projects need a diverse staff at all levels to ensure that compassionate staff are able to provide the quality services necessary to help individuals and households exit homelessness. HUD has continued their focus on helping ensure funded organizations and projects are operating in an equitable manner when compared to the demographics of the individuals and households they serve. This tool provides an analysis of the organization's decision-making levels as well as the day-to-day operations of the funded project.

Racial, Ethnicity and Gender Equity Analysis - Having a racially, ethnicity, and gender diverse staff is paramount to ensuring organizations are working to meet the needs of all clients and in a proportion that is equitable to the client demographics being assisted by the organization.

Instructions: Using the table below, please indicate the number of employees that meet the gender, ethnicity and racial categories by the staff category. DO NOT PROVIDE NAMES AND/OR TITLES OF STAFF.

	Gender	Race and Ethnicity									
		Hispanic/Latinx					Non-Hispanic/Non-Latinx				
		Asian	AI/AN	Black	NH/PI	White	Asian	AI/AN	Black	NH/PI	White
Executive Management	Cismen										
	Ciswomen										
	Transmen										
	Transwomen										
	Non-binary										
Senior Management	Questioning										
	Cismen										
	Ciswomen										
	Transmen										
	Transwomen										
Finance	Non-binary										
	Questioning										
	Cismen										
	Ciswomen										
	Transmen										
Clerical Staff	Transwomen										
	Non-binary										
	Questioning										
	Cismen										
	Ciswomen										
Program Supervisors	Transmen										
	Transwomen										
	Non-binary										
	Questioning										
	Cismen										
Case Managers	Ciswomen										
	Transmen										
	Transwomen										
	Non-binary										
	Questioning										

Gender Definitions:

Cis = a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.
 Trans = a person who experience or express their gender in a way that does not necessarily align with what they were assigned at birth.
 Non-Binary = a person who does not identify exclusively as a man or a woman.
 Questioning = people who are in the process of exploring their sexual orientation or gender identity.

	Total Employees	Count	Percentage
Executive Management	Total Employees	0	
	Black	0	#DIV/0!
	Asian	0	#DIV/0!
	Hispanic or Latinx	0	#DIV/0!
Senior Management	Total Employees	0	
	Black	0	#DIV/0!
	Asian	0	#DIV/0!
	Hispanic or Latinx	0	#DIV/0!
Finance	Total Employees	0	
	Black	0	#DIV/0!
	Asian	0	#DIV/0!
	Hispanic or Latinx	0	#DIV/0!
Clerical Staff	Total Employees	0	
	Black	0	#DIV/0!
	Asian	0	#DIV/0!
	Hispanic or Latinx	0	#DIV/0!
Program Supervisors	Total Employees	0	
	Black	0	#DIV/0!
	Asian	0	#DIV/0!
	Hispanic or Latinx	0	#DIV/0!
Case managers	Total Employees	0	
	Black	0	#DIV/0!
	Asian	0	#DIV/0!
	Hispanic or Latinx	0	#DIV/0!

	Gender	Count	Percentage
Executive Management	Cismen	0	#DIV/0!
	Ciswomen	0	#DIV/0!
	Transmen	0	#DIV/0!
	Transwomen	0	#DIV/0!
	Non-binary	0	#DIV/0!
Senior Management	Questioning	0	#DIV/0!
	Cismen	0	#DIV/0!
	Ciswomen	0	#DIV/0!
	Transmen	0	#DIV/0!
	Transwomen	0	#DIV/0!
Finance	Non-binary	0	#DIV/0!
	Questioning	0	#DIV/0!
	Cismen	0	#DIV/0!
	Ciswomen	0	#DIV/0!
	Transmen	0	#DIV/0!
Clerical Staff	Transwomen	0	#DIV/0!
	Non-binary	0	#DIV/0!
	Questioning	0	#DIV/0!

Definitions obtained from the Human Rights Campaign Glossary of Terms - <https://www.hrc.org/resources/glossary-of-terms>

Race/Ethnicity Key

AI/AN = American Indian / Native American

NH/PI = Native Hawaiian/ Pacific Islander

Clerice	
Transwomen	0 #DIV/0!
Non-binary	0 #DIV/0!
Questioning	0 #DIV/0!

Program Supervisors	
Cismen	0 #DIV/0!
Ciswomen	0 #DIV/0!
Transmen	0 #DIV/0!
Transwomen	0 #DIV/0!
Non-binary	0 #DIV/0!
Questioning	0 #DIV/0!

Case Managers	
Cismen	0 #DIV/0!
Ciswomen	0 #DIV/0!
Transmen	0 #DIV/0!
Transwomen	0 #DIV/0!
Non-binary	0 #DIV/0!
Questioning	0 #DIV/0!

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