Leading by Example
FIRST Leadership Demographics Reporting

Being inspired by and aspiring to be like role models drives the *FIRST* theory of change. We recognize the value youth participants and adult volunteers & mentors derive from interactions with others in the *FIRST* community. Those interactions vary from deep, years long mentoring relationships to brief glimpses of someone on stage at a *FIRST* event.

Relating to *FIRST* role models may be enhanced by feeling an additional affinity (beyond participation in *FIRST*) with those individuals based on sex, race, or other characteristics. Those characteristics are not always visible and may even be mistaken if someone does not know the role model fully.

To help members of the *FIRST* community make further connections with each other and to demonstrate the diversity among *FIRST* Leadership, *FIRST* will publish anonymous, self-identified, aggregate demographic characteristics of the *FIRST* Board and Executive Leadership team.

Publishing leadership demographic data also addresses a growing business norm, especially in the STEM sector, to publish such data.[1] Leadership demographic data is also increasingly required information in grant applications, asked for by both corporate and foundation donors.

FIRST will collect leadership demographic information via the yearly disclosure processes managed by our audit firm, Berry Dunn. The information will be collected anonymously via a survey link.

Questions include:
1. What gender do you identify with?
2. Which of the following race and ethnic categories do you identify with?
3. Are you a United States military veteran?
4. Do you identify with any of the following? Please select all that apply or write in other attributes, if not listed, that you would like to share.
5. What is the highest degree you have earned?
6. In how many languages are you fluent?
7. Please list any languages you are fluent in other than English

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[1] Much of *FIRST* reporting format is based on a proposal for firms listed on the NASDAQ to publish Board demographics: https://www.nasdaq.com/press-release/nasdaq-to-advance-diversity-through-new-proposed-listing-requirements-2020-12-01

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FIRST Leadership Diversity as of 9/6/2024	
Total Number of Board & Executive Leadership Team:	**32** (23 responded to the demographic survey)

Number of Leaders who identify in any of the categories below	
Black/African American	6
Hispanic, Latinx, or Spanish origin	1
White/Caucasian	17
East Asian	1
Southeast Asian	0
South Asian	0
Native American, Indigenous, or Alaskan Native	0
Middle Eastern or North African	0
Native Hawaiian or Pacific Islander	0
Live with a disability (learning, vision, speech, hearing, physical, etc)	4
First generation in college	4
LGBTQ+	1
Another attribute or category	0
Undisclosed	0

	Yes	No	Undisclosed
US Military Veteran	3	20	0

	Male	Female	Non-binary	Self-described	Undisclosed
Gender Identity	11	12	0	0	0

	Less than high school	High school diploma or GED	Associate's degree	Bachelor's degree	Master's degree	Doctorate	Undisclosed	Other
Highest degree earned	0	0	0	5	9	9	0	0

	1	2	3	4	5	6	7	More than 7
Number of languages spoken	20	3	0	0	0	0	0	0
Languages	English, Spanish, French, Italian							