

## **LEADERSHIP DIVERSITY TABLE**

The Arca Foundation evaluates how applicants provide leadership opportunities for historically disadvantaged or under-represented groups within their organizations. To help make that assessment, please submit a Leadership Diversity Table using the format below. If you need additional guidance on completing the table, please contact Stacie Posey.

	<b>Board of Directors</b>	<b>Advisory Board (if applicable)</b>	<b>Professional Staff</b>	<b>Support Staff</b>
<b>Total Number</b>				
<b>Gender</b>				
Female				
Male				
Other Gender				
LGBT				
<b>Race/Ethnicity</b>				
White/European				
Black/ African-American				
Native American/ Indigenous/American Indian				
Asian/Pacific Islander				
Latino/Hispanic				
Arab/Middle Eastern/North African				
Biracial/Multiracial				
<b>Other Category (please specify)*</b>				
<i>*OPTIONAL CATEGORY: If you wish to indicate the representation of other marginalized groups relevant to your project or context (e.g., relating to religion, age, disability, immigration status, sexuality, and /or socio-economic status), please use this category and include a description in the narrative.</i>				

---

**Diversity Table Narrative:** Please define the meaning of under-represented for your social context using the following questions for guidance.

1. What forms of diversity (e.g., gender, racial, cultural, religious, immigrant/refugee background, linguistic) do you think are important for strengthening the quality of the work proposed and why? Does your organization's staff and governance reflect this diversity?
2. How do you propose to draw upon diverse perspectives in the community or field that the proposed work will serve?
3. What diversity challenges does your organization face in its work overall?
4. What progress has your organization made to increase its diversity in the last two to three years?