REPORT ON THE RACE AND ETHNICITY OF 2022 PROGRAM PARTICIPANTS

In order to achieve the Society of Family Planning's vision of just and equitable abortion and contraception informed by science, we must work together to intentionally address and incorporate values of diversity, equity, and inclusion (DEI) in everything we do.

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BACKGROUND AND CONTEXT

Starting in 2018, with the launch of our first strategic plan, we began to direct attention to addressing DEI across all aspects of the Society, with a focus on oppression based on racial and ethnic identity. This included: 1) adoption of the Society's DEI Vision statement, 2) documentation of and reflection on practices implemented to change how we work to advance our vision, 3) aggregation and reflection on self-reported racial and ethnic identities of staff, Board members, and program participants, and 4) evaluation of how self-reported racial and ethnic identity impacts experiences within Society programming. Together, we aim for these efforts to advance us towards **serving as an organization accountable to addressing systemic racism and the root causes of inequality.**

This report is focused on the third effort described above—the racial and ethnic identities of people engaged with the Society in 2022. This report is one part of our ongoing organizational transformation work related to advancing our DEI vision and aims to facilitate an ongoing conversation with staff, Board members, Society members, and partners.

We recognize that race and ethnicity data is both critical and insufficient. While this information is necessary to monitor our efforts related to diversity (ie, who is in Society spaces), it tells us little about our efforts towards equity (ie, people treated fairly, with consideration to the lived experience of each person in a context of racial oppression) and inclusion (ie, how people experience Society spaces, are embraced in these spaces, and are free to make meaningful contributions). These data must never be used to claim the Society's work on DEI is complete, and must be considered in conversation with other pieces of our DEI work.

METHODOLOGY

Data collection
The Society gathers self-reported race and ethnicity data in a standardized way across all program areas. Data is collected using a multi-select question modeled after questions in the US Census Bureau's 2015 National Content Test Race and Ethnicity Report. Answer options include 1) American Indian or Alaska Native, 2) Asian or Asian American, 3) Black or African American, 4) Hispanic, LatinX, or Spanish, 5) Middle Eastern or North African, 6) Native Hawaiian or other Pacific Islander, 7) White, 8) Prefer not to respond, and 9) Not listed (with the option to describe race and ethnicity via a write-in response).

Race and ethnicity data are collected via several platforms (eg, Qualtrics, MemberClicks, Zengine, Oxford), depending on what type of programming individuals are engaging with. If data is collected via a platform that is not MemberClicks, the team member responsible for the area of programming ensures the individual's MemberClicks profile is updated to include their race and ethnicity data. Race and ethnicity data (with the exception of staff data) was downloaded from MemberClicks for purposes of this analysis. The Society's Director of Finance and Administration provided staff data directly to the consultant in charge of the analysis for the report.

Data for all programs, with the exception of the Society's membership, includes anyone that engaged in the relevant program between January 1, 2022 and December 31, 2022. Data for the Society's membership reflects those that were members in August 2022.

Data analysis

Descriptive analysis of program data from 5,283 individual records was conducted in Excel using formulae to recode data into new columns and Pivot Tables to create automated summaries from these columns.

- Race was recoded by concatenating text across all race fields in the original data set and creating new calculated columns for each racial category (with result 0 or 1) based on the presence or absence of the relevant unique search term (eg "Asian or Asian American"). If the sum of these binary columns was greater than 1, a separate column coded an individual as more than one race and ethnicity. To create a binary column for "not listed," an individual was designed with a 1 if they had marked "not listed" and had not marked any other racial or ethnic categories. The textual description of race and ethnicity for individuals in the "not listed" category was reviewed, but no reassignments were needed. Binary columns for "Missing" data and for "Prefer not to respond" followed, with an additional column combining the two into a new binary category "Missing or prefer not to respond." A final column to summarize "race and ethnicity" as a single variable calculated a text result that either specified an individual's race and ethnicity (if single designation), indicated the individual was "more than one race and ethnicity" (if multiple race and ethnicity designations), marked the individual's race as "not listed", or indicated "missing or prefer not to respond."

- Participation in programming was recoded into new binary columns based on the format of the original data provided. In most cases, participation in a 2022 program could be identified through a calculation that searched for the term "2022", recoding the individual with a "1" if this term was present and a "0" if it was not. In some cases 2022 participation was identified in the original data with the term "participant," or as "current participant" if the activity extended across multiple years. Search terms for binary column recoding were, in these cases, tailored to the terminology used in the original data in order to create a binary column that indicated whether or not the individual participated in 2022.

A Pivot Table tallied the number of individuals in each race and ethnicity category (using the text-based summative column "race and ethnicity" described above) who participated in each program. The resulting tallies were organized into tables clustered by program area (eg, "Grants"), and figures were based on these tables. Each bar in the resulting figures represents the stacked percentage of racial and ethnic groups engaged in the specified program. An additional bar representing the race and ethnicity distribution of the Society's membership is provided at the bottom of each of these figures for comparison.

RACE AND ETHNICITY OF 2022 PROGRAM PARTICIPANTS[1]

The following are figures and tables presenting the race and ethnicity of 2022 program participants (including staff and Board members), organized by program area.

Clinical Affairs

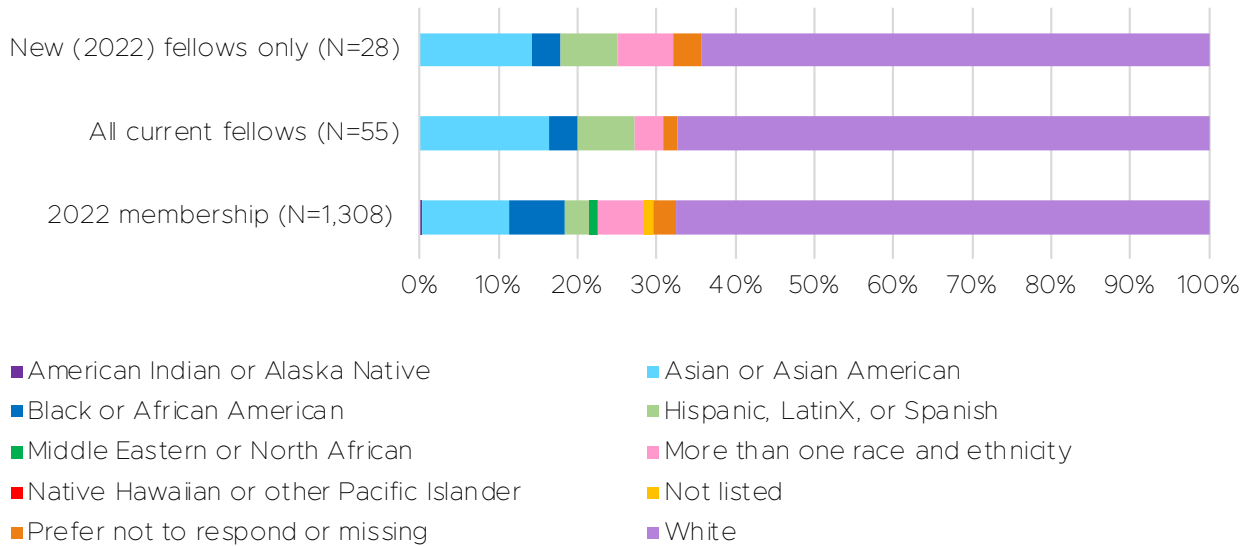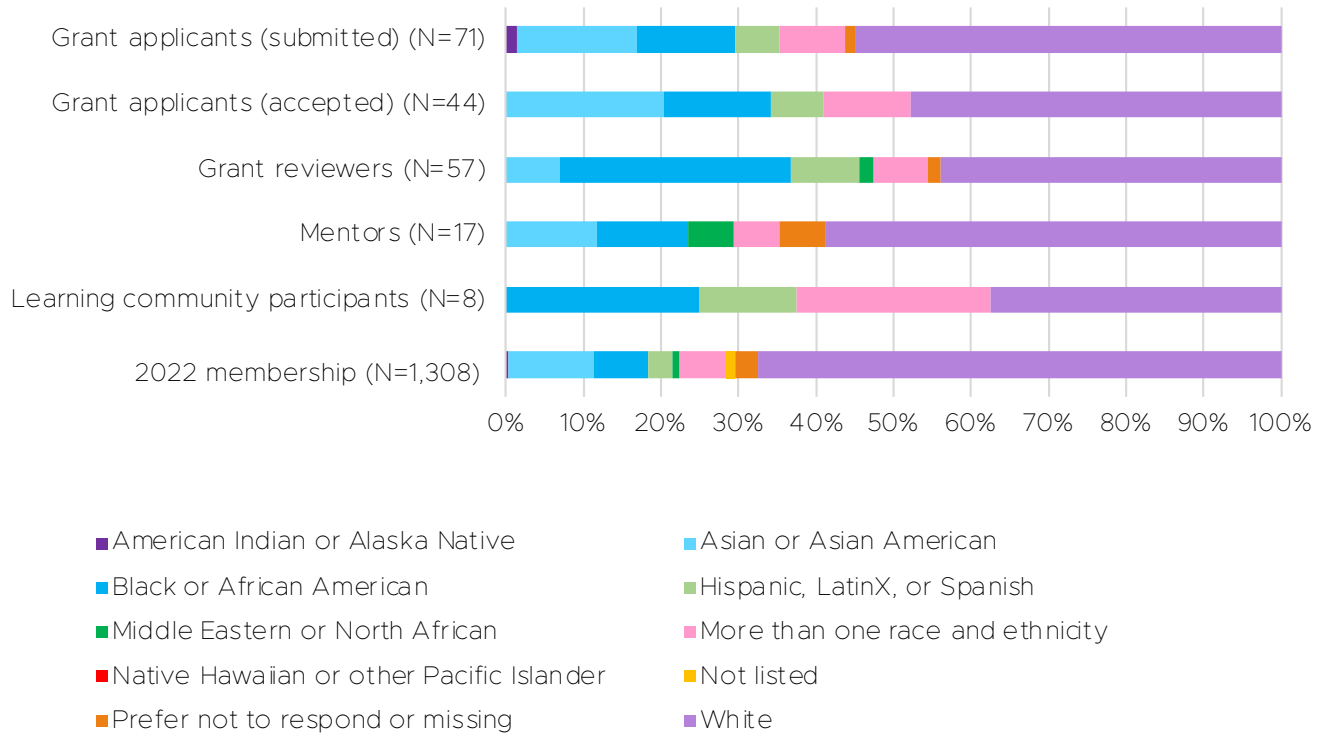Race and ethnicity of participants: 2022 Clinical Affairs
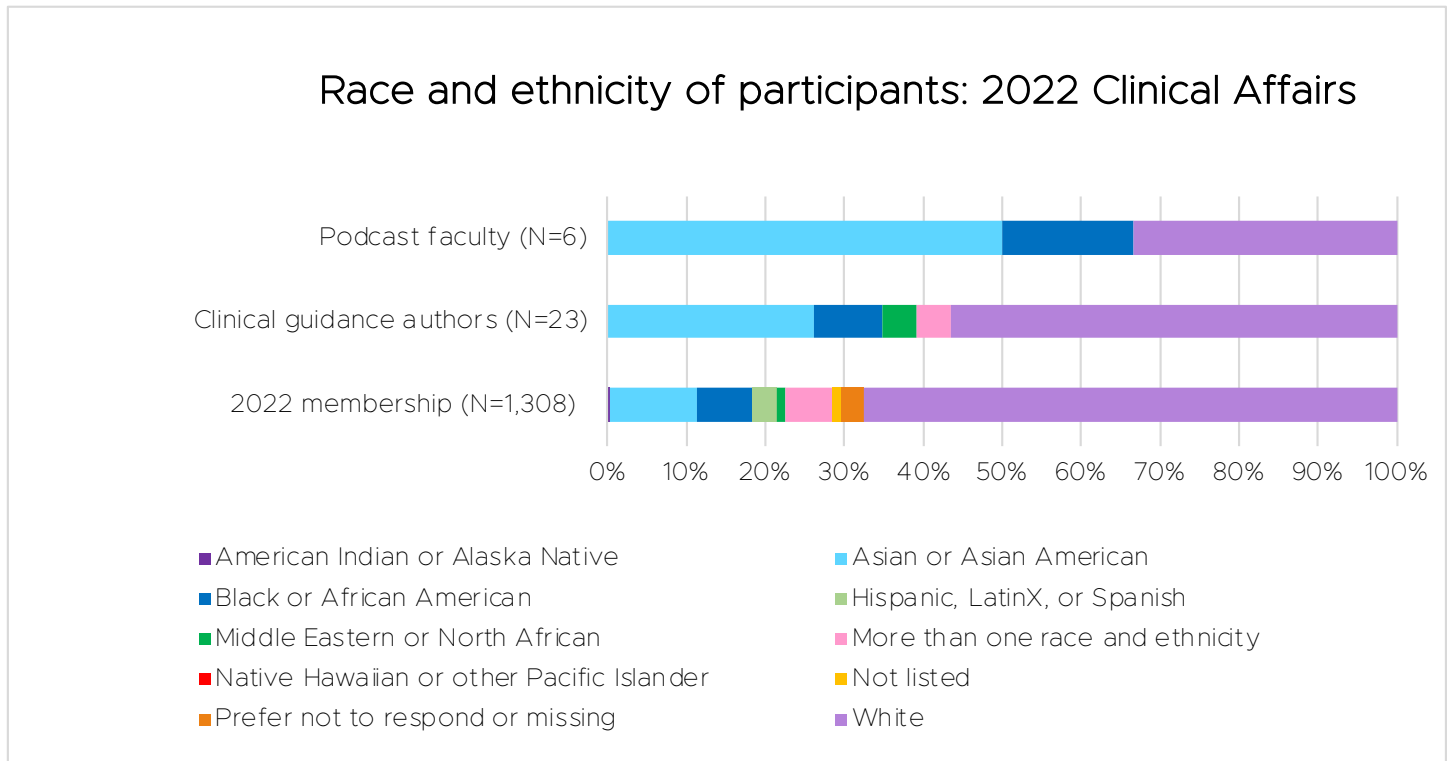
CLINICAL AFFAIRS	American Indian or Alaska Native, N (%)	Asian or Asian American, N (%)	Black or African American, N (%)	Hispanic, LatinX, or Spanish, N (%)	Middle Eastern or North African, N (%)	More than one race and ethnicity, N (%)	Native Hawaiian or other Pacific Islander, N (%)	Not listed, N (%)	Prefer not to respond or missing, N (%)	White, N (%)
Podcast faculty (N=6)	0 (0%)	3 (50%)	1 (17%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (33%)
Clinical guidance authors (N=23)	0 (0%)	6 (26%)	2 (9%)	0 (0%)	1 (4%)	1 (4%)	0 (0%)	0 (0%)	0 (0%)	13 (57%)
2022 membership (N=1,308)	4 (0%)	144 (11%)	92 (7%)	39 (3%)	13 (1%)	78 (6%)	0 (0%)	13 (1%)	39 (3%)	876 (67%)

[1] For comparison to US Census Population Estimates of Race and Hispanic Origin in 2022, see https://www.census.gov/quickfacts/fact/table/US/PST045222

Complex Family Planning Fellowship

Race and ethnicity of participants: 2022 Complex Family Planning Fellowship

Complex Family Planning Fellowship	American Indian or Alaska Native, N (%)	Asian or Asian American, N (%)	Black or African American, N (%)	Hispanic, LatinX, or Spanish, N (%)	Middle Eastern or North African, N (%)	More than one race and ethnicity, N (%)	Native Hawaiian or other Pacific Islander, N (%)	Not listed, N (%)	Prefer not to respond or missing, N (%)	White, N (%)
New (2022) fellows only (N=28)	0 (0%)	4 (14%)	1 (4%)	2 (7%)	0 (0%)	2 (7%)	0 (0%)	0 (0%)	1 (4%)	18 (64%)
All current fellows (N=55)	0 (0%)	9 (16%)	2 (4%)	4 (7%)	0 (0%)	2 (4%)	0 (0%)	0 (0%)	1 (2%)	37 (67%)
2022 membership (N=1,308)	4 (0%)	144 (11%)	92 (7%)	39 (3%)	13 (1%)	78 (6%)	0 (0%)	13 (1%)	39 (3%)	876 (67%)

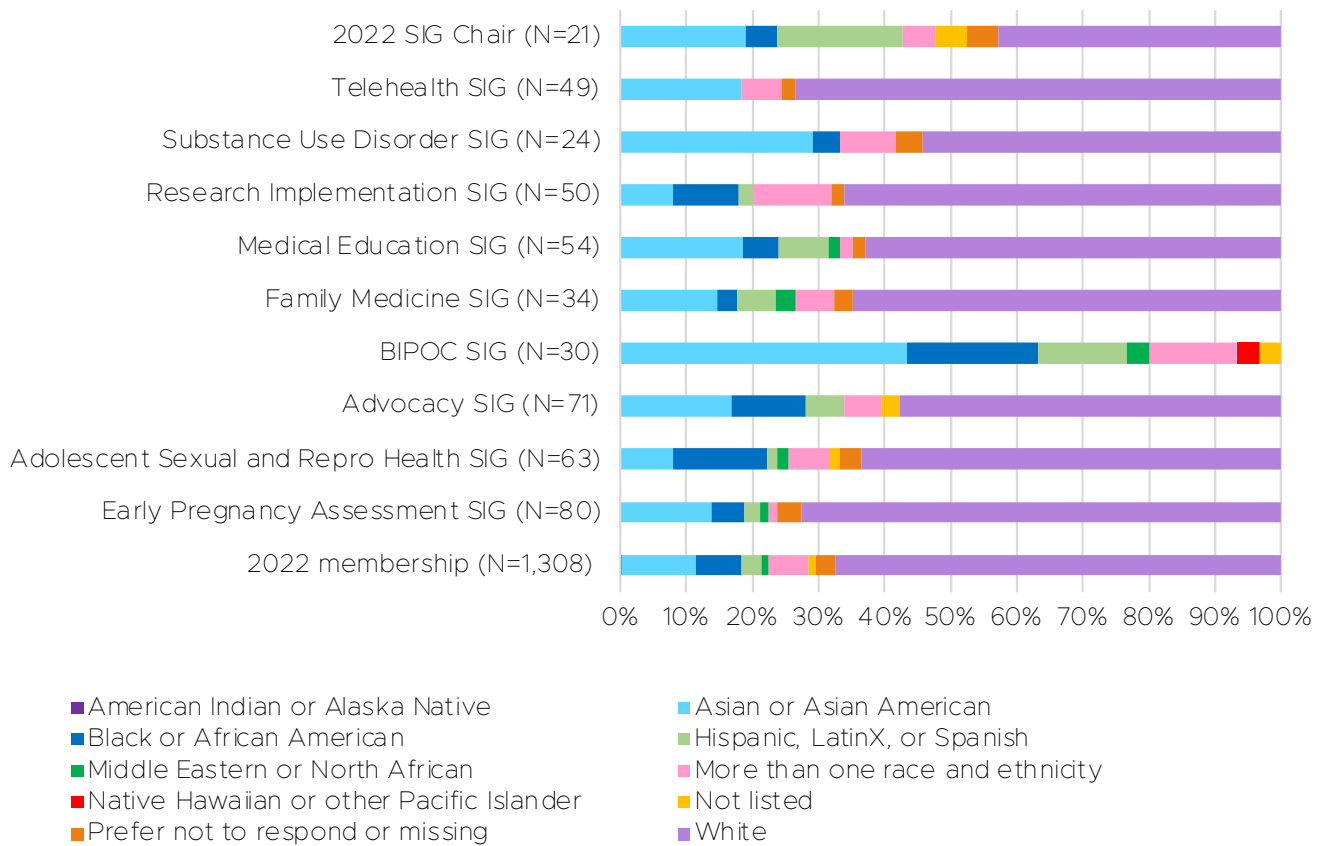## Events

Race and ethnicity of participants: 2022 Events
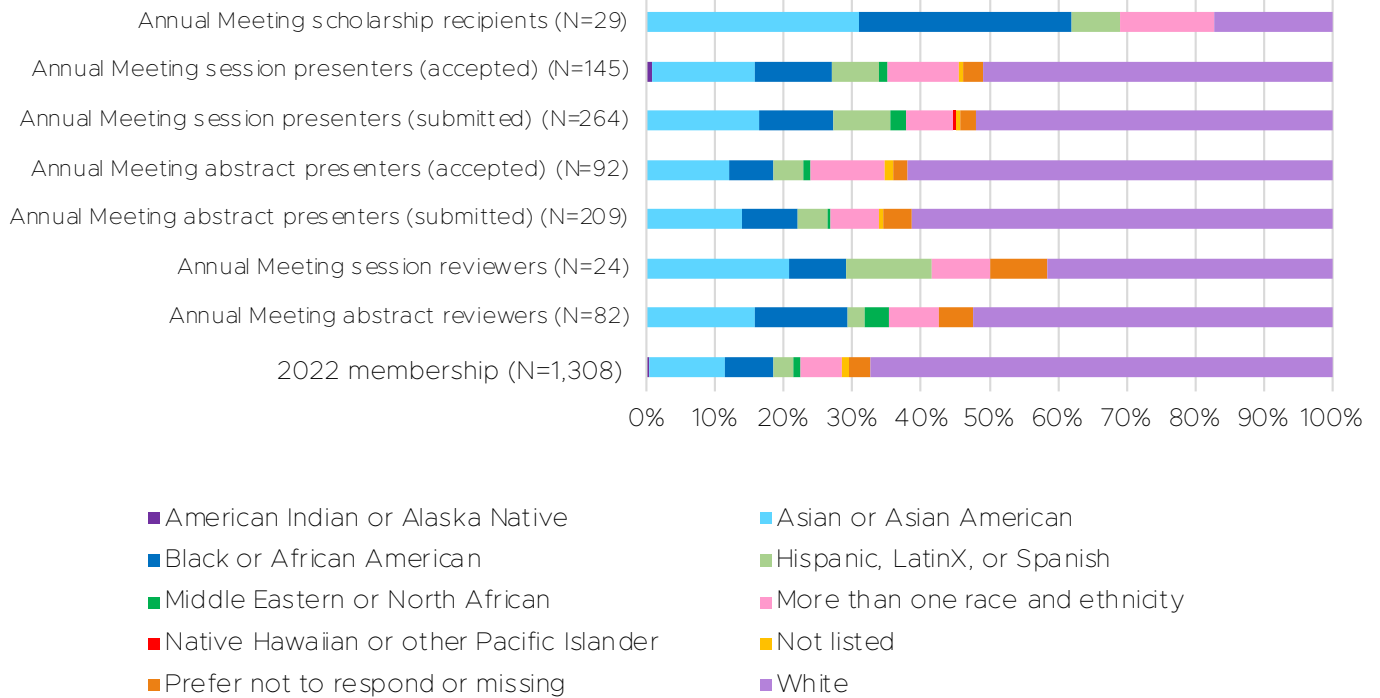
Events	American Indian or Alaska Native, N (%)	Asian or Asian American, N (%)	Black or African American, N (%)	Hispanic, LatinX, or Spanish, N (%)	Middle Eastern or North African, N (%)	More than one race and ethnicity, N (%)	Native Hawaiian or other Pacific Islander, N (%)	Not listed, N (%)	Prefer not to respond or missing, N (%)	White, N (%)
Annual Meeting scholarship recipients (N=29)	0 (0%)	9 (31%)	9 (31%)	2 (7%)	0 (0%)	4 (14%)	0 (0%)	0 (0%)	0 (0%)	5 (17%)
Annual Meeting session presenters (accepted) (N=145)	1 (1%)	22 (15%)	16 (11%)	10 (7%)	2 (1%)	15 (10%)	0 (0%)	1 (1%)	4 (3%)	74 (51%)
Annual Meeting session presenters (submitted) (N=264)	0 (0%)	43 (16%)	29 (11%)	22 (8%)	6 (2%)	18 (7%)	1 (0%)	2 (1%)	6 (2%)	137 (52%)
Annual Meeting abstract presenters (accepted) (N=92)	0 (0%)	11 (12%)	6 (7%)	4 (4%)	1 (1%)	10 (11%)	0 (0%)	1 (1%)	2 (2%)	57 (62%)
Annual Meeting abstract presenters (submitted) (N=209)	0 (0%)	29 (14%)	17 (8%)	9 (4%)	1 (0%)	15 (7%)	0 (0%)	1 (0%)	9 (4%)	128 (61%)
Annual Meeting session reviewers (N=24)	0 (0%)	5 (21%)	2 (8%)	3 (13%)	0 (0%)	2 (8%)	0 (0%)	0 (0%)	2 (8%)	10 (42%)
Annual Meeting abstract reviewers (N=82)	0 (0%)	13 (16%)	11 (13%)	2 (2%)	3 (4%)	6 (7%)	0 (0%)	0 (0%)	4 (5%)	43 (52%)
2022 membership (N=1,308)	4 (0%)	144 (11%)	92 (7%)	39 (3%)	13 (1%)	78 (6%)	0 (0%)	13 (1%)	39 (3%)	876 (67%)

Grants

Race and ethnicity of participants: 2022 Grants

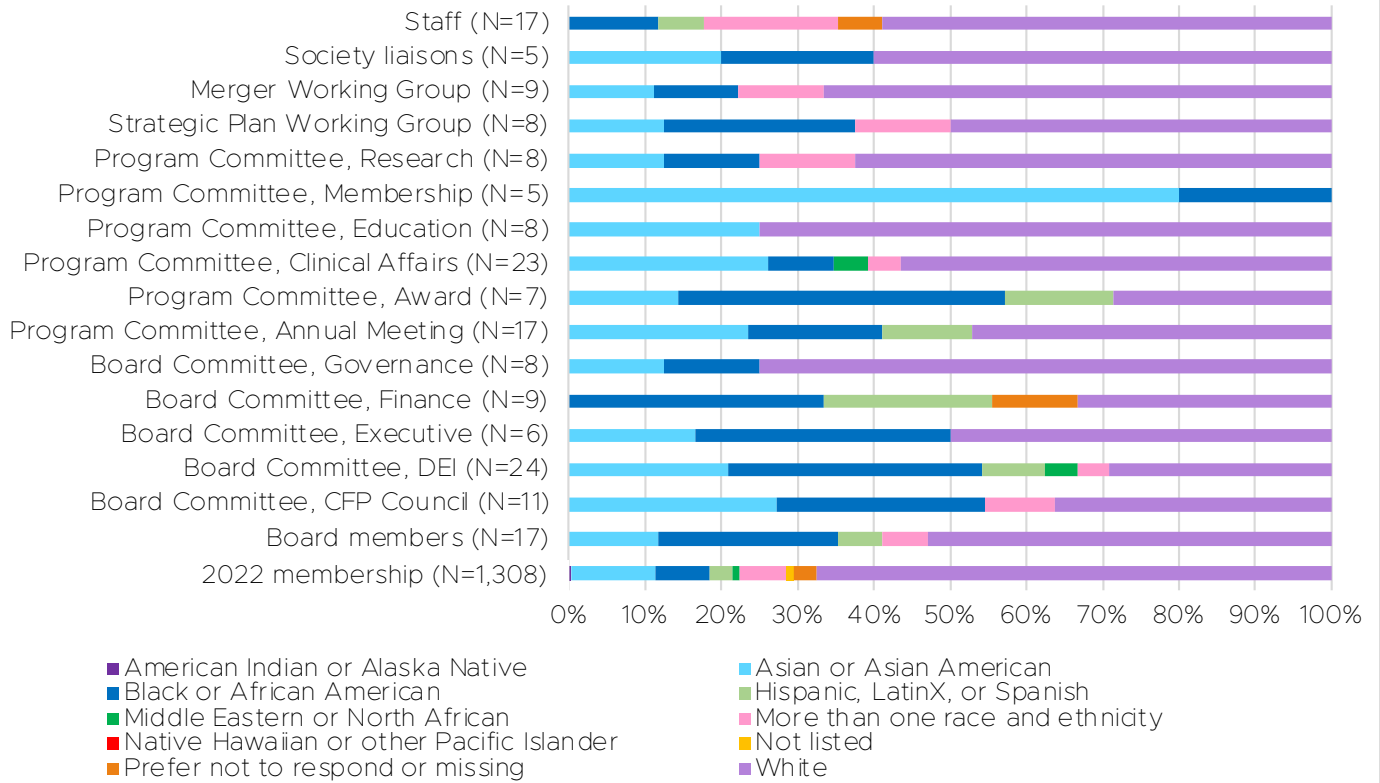| Grants	American Indian or Alaska Native, N (%)	Asian or Asian American, N (%)	Black or African American, N (%)	Hispanic, LatinX, or Spanish, N (%)	Middle Eastern or North African, N (%)	More than one race and ethnicity, N (%)	Native Hawaiian or other Pacific Islander, N (%)	Not listed, N (%)	Prefer not to respond or missing, N (%)	White, N (%)
Grant applicants (submitted) (N=71)	1 (1%)	11 (15%)	9 (13%)	4 (6%)	0 (0%)	6 (8%)	0 (0%)	0 (0%)	1 (1%)	39 (55%)
Grant applicants (accepted) (N=44)	0 (0%)	9 (20%)	6 (14%)	3 (7%)	0 (0%)	5 (11%)	0 (0%)	0 (0%)	0 (0%)	21 (48%)
Grant reviewers (N=57)	0 (0%)	4 (7%)	17 (30%)	5 (9%)	1 (2%)	4 (7%)	0 (0%)	0 (0%)	1 (2%)	25 (44%)
Mentors (N=17)	0 (0%)	2 (12%)	2 (12%)	0 (0.00%)	1 (6%)	1 (6%)	0 (0%)	0 (0%)	1 (6%)	10 (59%)
Learning community participants (N=8)	0 (0%)	0 (%)	2 (25%)	1 (13%)	0 (0%)	2 (25%)	0 (0%)	0 (0%)	0 (0%)	3 (38%)
2022 membership (N=1,308	4 (0%)	144 (11%)	92 (7%)	39 (3%)	13 (1%)	78 (6%)	0 (0%)	13 (1%)	39 (3%)	876 (67%)

Membership[2]

Race and ethnicity of participants: 2022 Membership

Membership	American Indian or Alaska Native, N (%)	Asian or Asian American, N (%)	Black or African American, N (%)	Hispanic, LatinX, or Spanish, N (%)	Middle Eastern or North African, N (%)	More than one race and ethnicity, N (%)	Native Hawaiian or other Pacific Islander, N (%)	Not listed, N (%)	Prefer not to respond or missing, N (%)	White, N (%)
2022 SIG Chair (N=21)	0 (0%)	4 (19%)	1 (5%)	4 (19%)	0 (0%)	1 (5%)	0 (0%)	1 (5%)	1 (5%)	9 (43%)
Telehealth SIG (N=49)	0 (0%)	9 (18%)	0 (0%)	0 (0%)	0 (0%)	3 (6%)	0 (0%)	0 (0%)	1 (2%)	36 (73%)
Substance Use Disorder SIG (N=24)	0 (0%)	7 (29%)	1 (4%)	0 (0%)	0 (0%)	2 (8%)	0 (0.00%)	0 (0%)	1 (4%)	13 (54%)
Research Implementation SIG (N=50)	0 (0%)	4 (8%)	5 (10%)	1 (2%)	0 (0%)	6 (12%)	0 (0.00%)	0 (0%)	1 (2%)	33 (66%)
Medical Education SIG (N=54)	0 (0%)	10 (19%)	3 (4%)	4 (7%)	1 (2%)	1 (2%)	0 (0.00%)	0 (0%)	1 (2%)	34 (63%)
Family Medicine SIG (N=34)	0 (0%)	5 (15%)	1 (3%)	2 (6%)	1 (3%)	2 (56%)	0 (0.00%)	0 (0%)	1 (3%)	22 (65%)
BIPOC SIG (N=30)	0 (0%)	13 (43%)	6 (20%)	4 (13%)	1 (3%)	4 (13%)	1 (3%)	1 (3%)	0 (0%)	0 (0%)
Advocacy SIG (N=71)	0 (0%)	12 (17%)	8 (11%)	4 (6%)	0 (0%)	4 (6%)	0 (0.00%)	2 (3%)	0 (0%)	41 (58%)
Adolescent Sexual and Repro Health SIG (N=63)	0 (0%)	5 (8%)	9 (14%)	1 (2%)	1 (2%)	4 (6%)	0 (0.00%)	1 (2%)	2 (3%)	40 (63%)
Early Pregnancy Assessment SIG (N=80)	0 (0%)	11 (14%)	4 (5%)	2 (3%)	1 (1%)	1 (1%)	0 (0.00%)	0 (0%)	3 (4%)	58 (73%)
2022 membership (N=1,308)	4 (0%)	144 (11%)	92 (7%)	39 (3%)	13 (1%)	78 (6%)	0 (0%)	13 (1%)	39 (3%)	876 (67%)

[2]Data for the Later Abortion Care SIG is not presented because N<5.

Operations

Race and ethnicity of participants: 2022 Operations

Operations	American Indian or Alaska Native, N (%)	Asian or Asian American, N (%)	Black or African American, N (%)	Hispanic, LatinX, or Spanish, N (%)	Middle Eastern or North African, N (%)	More than one race and ethnicity, N (%)	Native Hawaiian or other Pacific Islander, N (%)	Not listed, N (%)	Prefer not to respond or missing, N (%)	White, N (%)
Staff (N=17)	0 (0%)	0 (0%)	2 (12%)	1 (6%)	0 (0%)	3 (18%)	0 (0%)	0 (0%)	1 (6%)	10 (59%)
Society liaisons (N=5)	0 (0%)	1 (20%)	1 (20%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	3 (60%)
Merger Working Group (N=9)	0 (0%)	1 (11%)	1 (11%)	0 (0%)	0 (0%)	1 (11%)	0 (0%)	0 (0%)	0 (0%)	6 (67%)
Strategic Plan Working Group (N=8)	0 (0%)	1 (13%)	2 (25%)	0 (0%)	0 (0%)	1 (13%)	0 (0%)	0 (0%)	0 (0%)	4 (50%)
Program Committee, Research (N=8)	0 (0%)	1 (13%)	1 (13%)	0 (0 %)	0 (0%)	1 (13%)	0 (0%)	0 (0%)	0 (0%)	5 (63%)
Program Committee, Membership (N=5)	0 (0%)	4 (80%)	1 (20%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Program Committee, Education (N=8)	0 (0%)	2 (25%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	6 (75%)
Program Committee, Clinical Affairs (N=23)	0 (0%)	6 (26%)	2 (9%)	0 (0%)	1 (4%)	1 (4%)	0 (0%)	0 (0%)	0 (0%)	13 (56%)
Program Committee, Award (N=7)	0 (0%)	1 (14%)	3 (43%)	1 (14%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2 (29%)
Program Committee, Annual Meeting (N=17)	0 (0%)	4 (24%)	3 (18%)	2 (12%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	8 (47%)
Board Committee, Governance (N=8)	0 (0%)	1 (13%)	1 (13%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	6 (75%)
Board Committee, Finance (N=9)	0 (0%)	0 (0%)	3 (33%)	2 (22%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (11%)	3 (33%)
Board Committee, Executive (N=6)	0 (0%)	1 (17%)	2 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	3 (50%)
Board Committee, DEI (N=24)	0 (0%)	5 (21%)	8 (33%)	2 (8%)	1 (4%)	1 (4%)	0 (0%)	0 (0%)	0 (0%)	7 (29%)
Board Committee, CFP Council (N=11)	0 (0%)	3 (27%)	3 (27%)	0 (0%)	0 (0%)	1 (9%)	0 (0%)	0 (0%)	0 (0%)	4 (36%)
Board members (N=17)	0 (0%)	2 (12%)	4 (24%)	1 (6%)	0 (0%)	1 (6%)	0 (0%)	0 (0%)	0 (0%)	9 (53%)
2022 membership (N=1,308)	4 (0%)	144 (11%)	92 (7%)	39 (3%)	13 (1%)	78 (6%)	0 (0%)	13 (1%)	39 (3%)	876 (67%)

NEXT STEPS

Using data disaggregated by race and ethnicity is one step towards realizing our DEI vision. These data serve to support race conscious assessments of programs and internal functioning, and allow us to proactively create new initiatives. We hope this report serves as an invitation for staff, Board members, Society members, and other partners to use these data often and well, recognizing their limitations as well as their connections to other DEI efforts.

ACKNOWLEDGMENTS

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