



REPORT ON THE RACE AND ETHNICITY OF 2023 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 (current document), and 4) evaluation of how self-reported racial and ethnic identity impacts experiences within Society programming (forthcoming). Together, we aim for these [efforts](#) to advance us towards **servicing as an organization accountable to addressing systemic racism and the root causes of inequality**.

This report focuses on the racial and ethnic identities of people engaged with the Society in 2023, 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). This 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 (except for staff data) was downloaded from MemberClicks for the purpose of this analysis. The Society's Director of Finance and Administration provided staff data directly to the Evaluation team in charge of the analysis for the report.

Data for all programs, except for the Society's membership, includes anyone that engaged in the relevant program between January 1, 2023 and December 31, 2023. Data for the Society's membership reflects those that were members on December 29, 2023.

Data analysis

Descriptive analysis of program data from 6,154 individual records was conducted in Excel using the filter function to recode data into new columns and pivot tables to create automated summaries from these columns.

- Race and ethnicity were recoded by filtering text across all race fields in the original dataset and creating a new column titled “race and ethnicity” based on the presence or absence of relevant unique search terms (eg, “Asian or Asian American”). If more than one category was selected for an individual, they were recoded as “more than one race and ethnicity” in the new column. To categorize individuals as “not listed,” their textual descriptions of race and ethnicity were reviewed, and reassignments were made if necessary.¹ Finally, any blanks were recoded as “missing”.
- Participation in programming was recoded into new binary columns based on the original data format. In most cases, involvement in a 2023 program was identified by searching for the term “2023,” and then the individual was recoded as “Yes” if this term was present and a “No” if it was not. Occasionally, 2023 participation was indicated by terms such as “participant” or “current participant” for multi-year activities. Search terms for binary column recoding were tailored to match the original data’s terminology, enabling the creation of a binary column indicating 2023 participation status.

Pivot tables 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.²

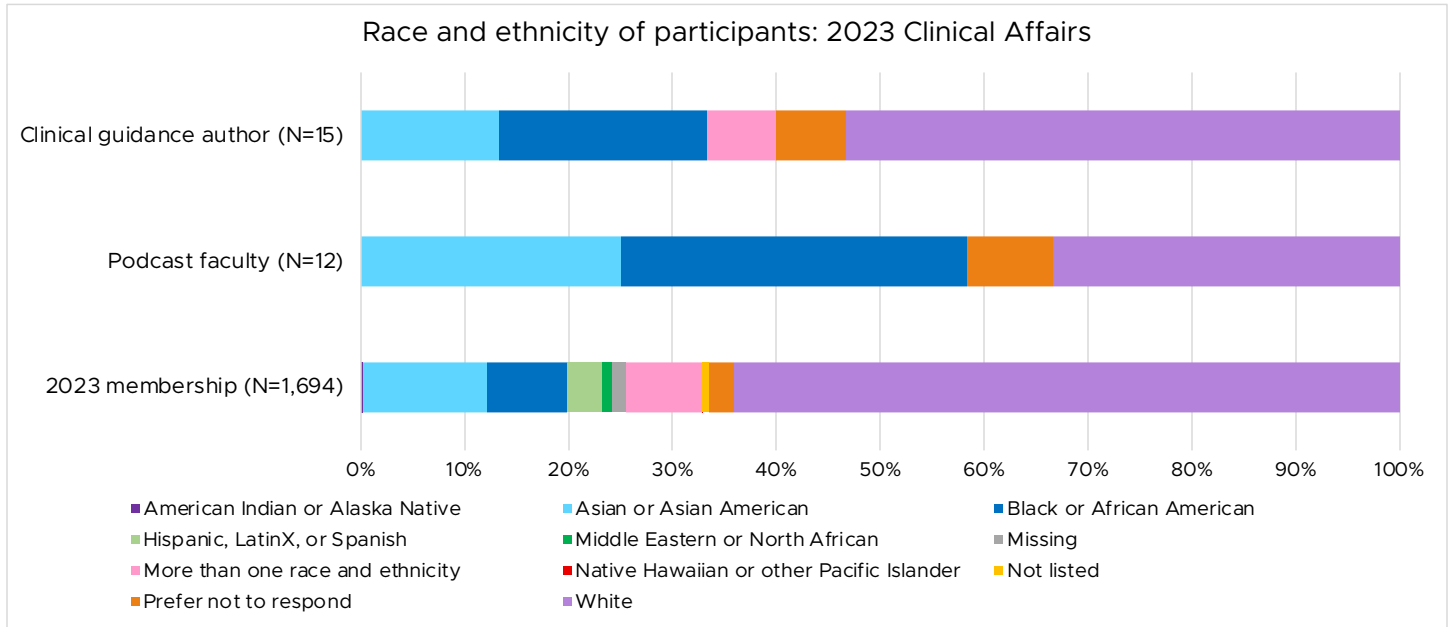
¹Please see the Appendix for a list of descriptions shared under “not listed” and “more than one race and ethnicity”.

²Please see the Appendix for tables that display the race and ethnicity of program participants in 2022 and 2023, where both years of data are available.

RACE AND ETHNICITY OF 2023 PROGRAM PARTICIPANTS

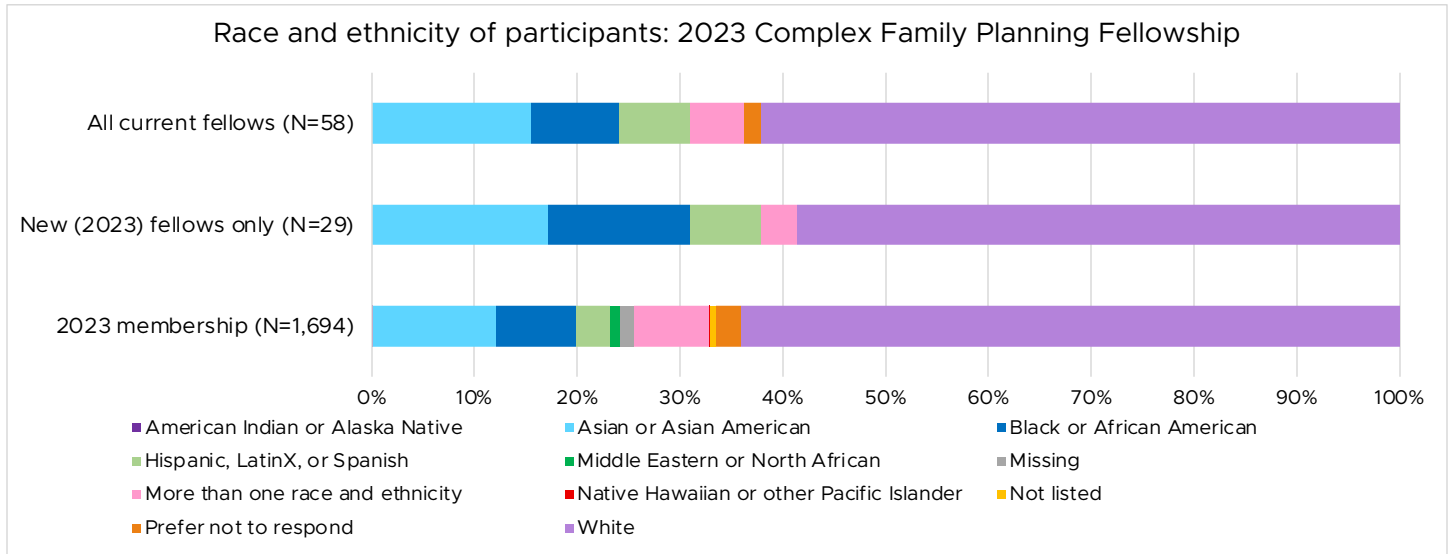
The following are figures and tables presenting the race and ethnicity of 2023 program participants (including staff and Board members), organized by program area.

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 (%) | Missing, n (%) | More than one race and ethnicity, n (%) | Native Hawaiian or other Pacific Islander, n (%) | Not listed, n (%) | Prefer not to respond, n (%) | White, n (%) |
|---------------------------------|---|--------------------------------|----------------------------------|-------------------------------------|--|----------------|---|--|-------------------|------------------------------|--------------|
| Clinical guidance author (N=15) | 0 (0) | 2 (13) | 3 (20) | 0 (0) | 0 (0) | 0 (0) | 1 (7) | 0 (0) | 0 (0) | 1 (7) | 8 (53) |
| Podcast faculty (N=12) | 0 (0) | 3 (25) | 4 (33) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 1 (8) | 4 (33) |
| 2023 membership (N=1,694) | 3 (0.2) | 202 (12) | 132 (8) | 56 (3) | 17 (1) | 22 (1) | 124 (7) | 1 (0.1) | 10 (1) | 41 (2) | 1,086 (64) |

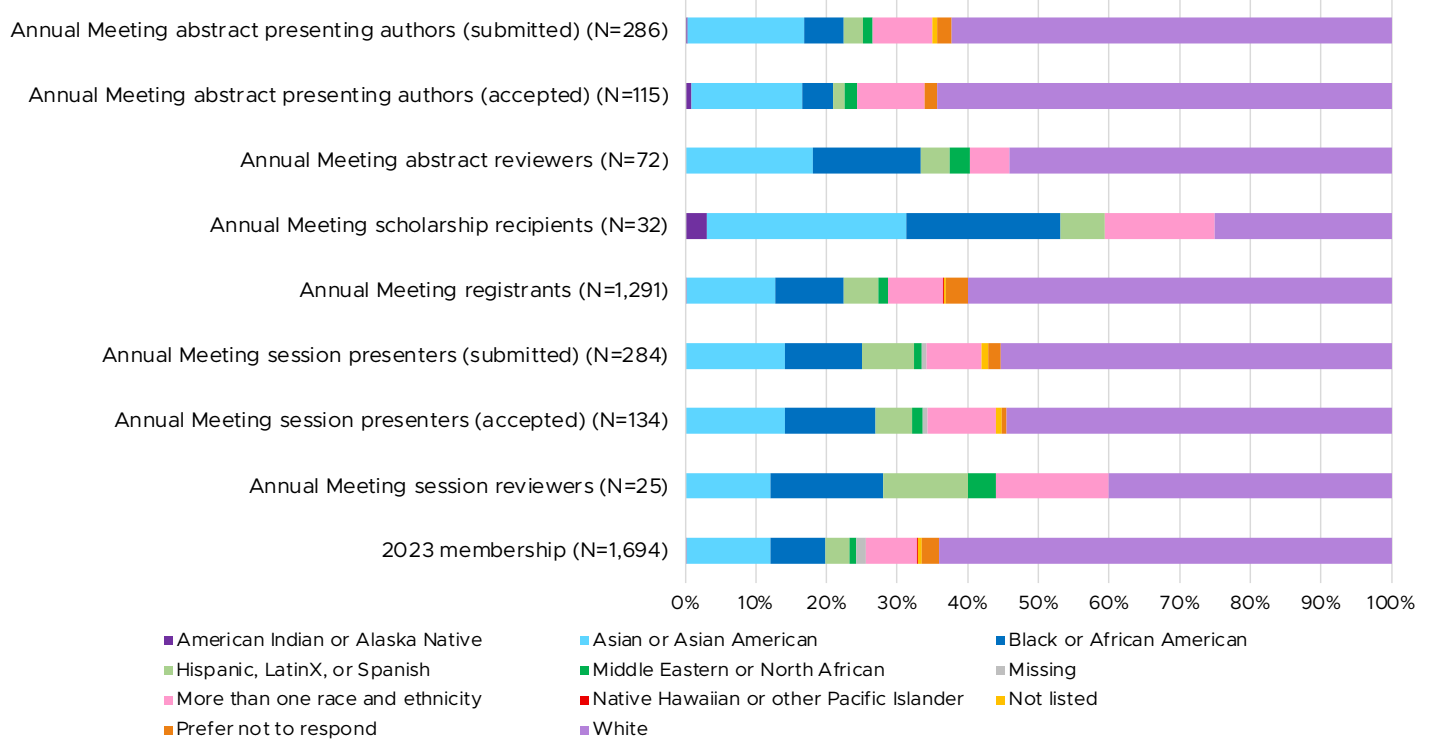
Complex Family Planning Fellowship



| 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 (%) | Missing, n (%) | More than one race and ethnicity, n (%) | Native Hawaiian or other Pacific Islander, n (%) | Not listed, n (%) | Prefer not to respond, n (%) | White, n (%) |
|------------------------------------|---|--------------------------------|----------------------------------|-------------------------------------|--|----------------|---|--|-------------------|------------------------------|--------------|
| All current fellows (N=58) | 0 (0) | 9 (16) | 5 (9) | 4 (7) | 0 (0) | 0 (0) | 3 (5) | 0 (0) | 0 (0) | 1 (2) | 36 (62) |
| New (2023) fellows only (N=29) | 0 (0) | 5 (17) | 4 (14) | 2 (7) | 0 (0) | 0 (0) | 1 (4) | 0 (0) | 0 (0) | 0 (0) | 17 (59) |
| 2023 membership (N=1,694) | 3 (0.2) | 202 (12) | 132 (8) | 56 (3) | 17 (1) | 22 (1) | 124 (7) | 1 (0.1) | 10 (1) | 41 (2) | 1,086 (64) |

Events

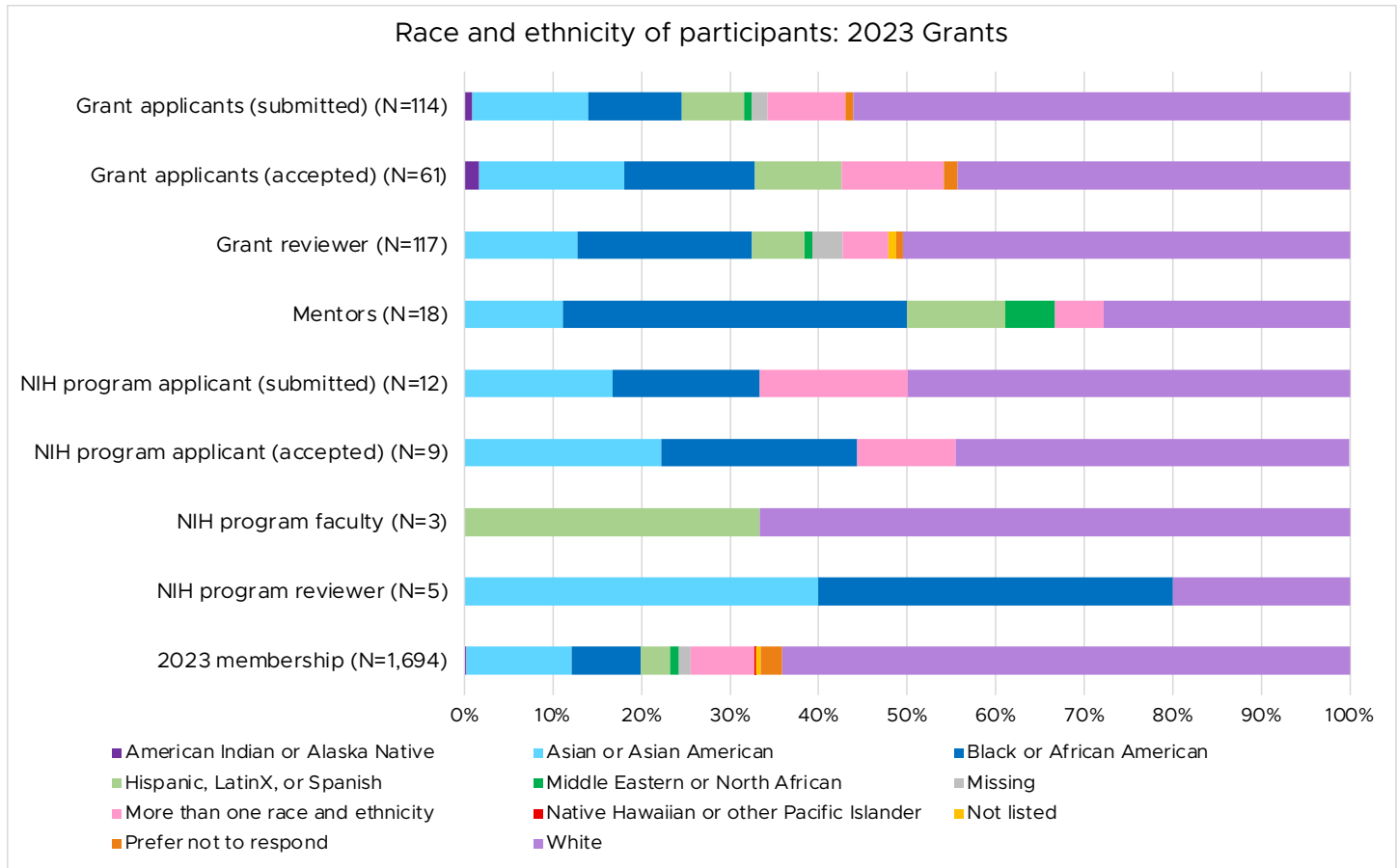
Race and ethnicity of participants: 2023 Events



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 (%) | Missing, n (%) | More than one race and ethnicity, n (%) | Native Hawaiian or other Pacific Islander, n (%) | Not listed, n (%) | Prefer not to respond, n (%) | White, n (%) |
|--|---|--------------------------------|----------------------------------|-------------------------------------|--|----------------|---|--|-------------------|------------------------------|--------------|
| Annual Meeting abstract presenting authors (submitted) (N=286) | 1 (0.4) | 47 (16) | 16 (6) | 8 (3) | 4 (1) | 0 (0) | 24 (9) | 0 (0) | 2 (1) | 6 (2) | 178 (62) |
| Annual Meeting abstract presenting authors (accepted) (N=115) | 1 (1) | 18 (16) | 5 (4) | 2 (2) | 2 (2) | 0 (0) | 11 (10) | 0 (0) | 0 (0) | 2 (2) | 74 (64) |
| Annual Meeting abstract reviewers (N=72) | 0 (0) | 13 (18) | 11 (15) | 3 (4) | 2 (3) | 0 (0) | 4 (6) | 0 (0) | 0 (0) | 0 (0) | 39 (54) |
| Annual Meeting scholarship recipients (N=32) | 1 (3) | 9 (28) | 7 (22) | 2 (6) | 0 (0) | 0 (0) | 5 (16) | 0 (0) | 0 (0) | 0 (0) | 8 (25) |
| Annual Meeting registrants (N=1,291) | 2 (0.2) | 162 (13) | 125 (10) | 64 (5) | 17 (1) | 0 (0) | 101 (8) | 1 (0.08) | 5 (0.4) | 40 (3) | 774 (60) |
| Annual Meeting session presenters (submitted) (N=284) | 0 (0) | 40 (14) | 31 (11) | 31 (7) | 3 (1) | 2 (1) | 22 (8) | 0 (0) | 3 (1) | 5 (2) | 157 (55) |
| Annual Meeting session presenters (accepted) (N=134) | 0 (0) | 19 (14) | 17 (13) | 7 (5) | 2 (1) | 1 (1) | 13 (10) | 0 (0) | 1 (1) | 1 (1) | 73 (54) |
| Annual Meeting session reviewers (N=25) | 0 (0) | 3 (12) | 4 (16) | 3 (12) | 1 (4) | 0 (0) | 4 (16) | 0 (0) | 0 (0) | 0 (0) | 10 (40) |
| 2023 membership (N=1,694) | 3 (0.2) | 202 (12) | 132 (8) | 56 (3) | 17 (1) | 22 (1) | 124 (7) | 1 (0.1) | 10 (1) | 41 (2) | 1,086 (64) |

Grants

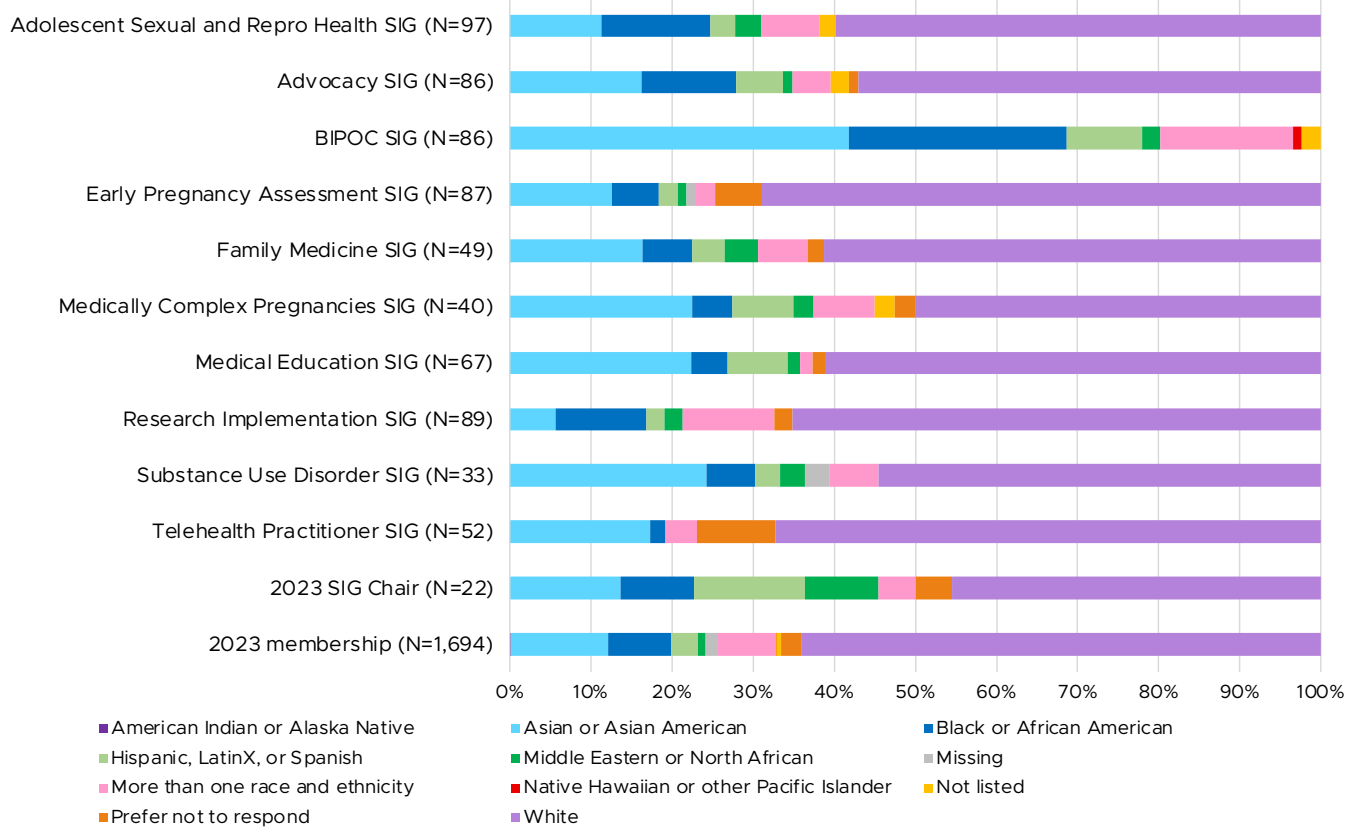


Grants

| | 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 (%) | Missing, n (%) | More than one race and ethnicity, n (%) | Native Hawaiian or other Pacific Islander, n (%) | Not listed, n (%) | Prefer not to respond, n (%) | White, n (%) |
|---|---|--------------------------------|----------------------------------|-------------------------------------|--|----------------|---|--|-------------------|------------------------------|--------------|
| Grant applicants (submitted) (N=114) | 1 (1) | 15 (13) | 12 (11) | 8 (7) | 1 (1) | 2 (2) | 10 (9) | 0 (0) | 0 (0) | 1 (1) | 64 (56) |
| Grant applicants (accepted) (N=61) | 1 (2) | 10 (16) | 9 (15) | 6 (10) | 0 (0) | 0 (0) | 7 (11) | 0 (0) | 0 (0) | 1 (2) | 27 (44) |
| Grant reviewer (N=117) | 0 (0) | 15 (13) | 23 (20) | 7 (6) | 1 (1) | 4 (3) | 6 (5) | 0 (0) | 1 (1) | 1 (1) | 59 (50) |
| Mentors (N=18) | 0 (0) | 2 (11) | 7 (39) | 2 (11) | 1 (6) | 0 (0) | 1 (6) | 0 (0) | 0 (0) | 0 (0) | 5 (28) |
| NIH program applicant (submitted) (N=12) | 0 (0) | 2 (17) | 2 (17) | 0 (0) | 0 (0) | 0 (0) | 2 (17) | 0 (0) | 0 (0) | 0 (0) | 6 (50) |
| NIH program applicant (accepted) (N=9) | 0 (0) | 2 (22) | 2 (22) | 0 (0) | 0 (0) | 0 (0) | 1 (11) | 0 (0) | 0 (0) | 0 (0) | 4 (44) |
| NIH program faculty (N=3) | 0 (0) | 0 (0) | 0 (0) | 1 (33) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 2 (67) |
| NIH program reviewer (N=5) | 0 (0) | 2 (40) | 2 (40) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 1 (20) |
| 2023 membership (N=1,694) | 3 (0.2) | 202 (12) | 132 (8) | 56 (3) | 17 (1) | 22 (1) | 124 (7) | 1 (0.1) | 10 (1) | 41 (2) | 1,086 (64) |

Membership

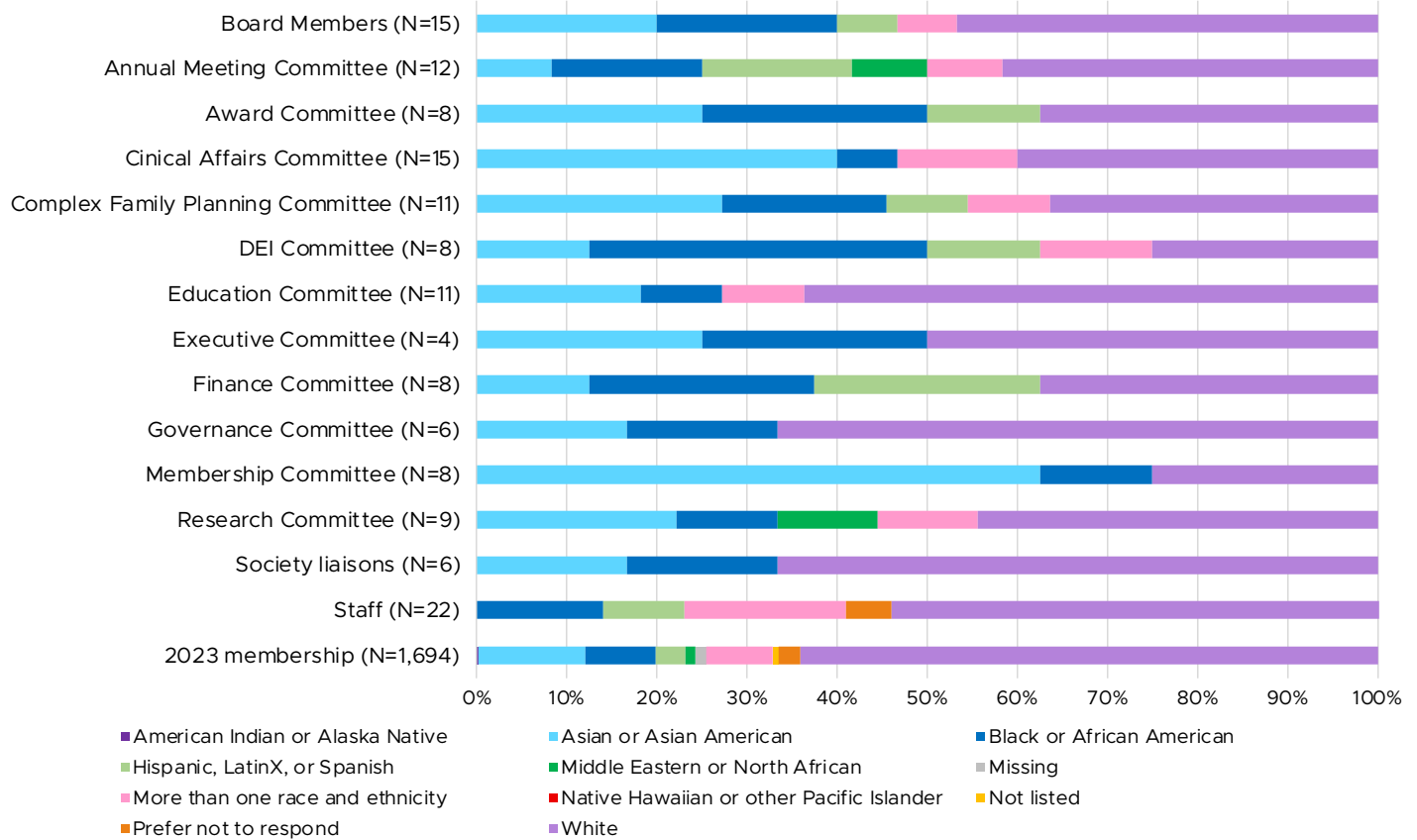
Race and ethnicity of participants: 2023 Membership



| 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 (%) | Missing, n (%) | More than one race and ethnicity, n (%) | Native Hawaiian or other Pacific Islander, n (%) | Not listed, n (%) | Prefer not to respond, n (%) | White, n (%) |
|--|---|--------------------------------|----------------------------------|-------------------------------------|--|----------------|---|--|-------------------|------------------------------|--------------|
| Adolescent Sexual and Repro Health SIG (N=97) | 0 (0) | 11 (11) | 13 (13) | 3 (3) | 3 (3) | 0 (0) | 7 (7) | 0 (0) | 2 (2) | 0 (0) | 58 (60) |
| Advocacy SIG (N=86) | 0 (0) | 14 (16) | 10 (12) | 5 (6) | 1 (1) | 0 (0) | 4 (5) | 0 (0) | 2 (2) | 1 (1) | 49 (57) |
| BIPOC SIG (N=86) | 0 (0) | 36 (42) | 23 (27) | 8 (9) | 2 (2) | 0 (0) | 14 (16) | 1 (2) | 2 (2) | 0 (0) | 0 (0) |
| Early Pregnancy Assessment SIG (N=87) | 0 (0) | 11 (13) | 5 (6) | 2 (2) | 1 (1) | 1 (1) | 2 (2) | 0 (0) | 0 (0) | 5 (6) | 60 (69) |
| Family Medicine SIG (N=49) | 0 (0) | 8 (16) | 3 (6) | 2 (4) | 2 (4) | 0 (0) | 3 (6) | 0 (0) | 0 (0) | 1 (2) | 30 (61) |
| Medically Complex Pregnancies SIG (N=40) | 0 (0) | 9 (23) | 2 (5) | 3 (8) | 1 (3) | 0 (0) | 3 (8) | 0 (0) | 1 (3) | 1 (3) | 20 (50) |
| Medical Education SIG (N=67) | 0 (0) | 15 (22) | 3 (5) | 5 (8) | 1 (2) | 0 (0) | 1 (2) | 0 (0) | 0 (0) | 1 (2) | 41 (61) |
| Research Implementation SIG (N=89) | 0 (0) | 5 (6) | 10 (11) | 2 (2) | 2 (2) | 0 (0) | 10 (11) | 0 (0) | 0 (0) | 2 (2) | 58 (65) |
| Substance Use Disorder SIG (N=33) | 0 (0) | 8 (24) | 2 (6) | 1 (3) | 1 (2) | 1 (3) | 2 (6) | 0 (0) | 0 (0) | 0 (0) | 18 (55) |
| Telehealth Practitioner SIG (N=52) | 0 (0) | 9 (17) | 1 (2) | 0 (0) | 0 (0) | 0 (0) | 2 (4) | 0 (0) | 0 (0) | 5 (10) | 35 (67) |
| 2023 SIG Chair (N=22) | 0 (0) | 3 (14) | 2 (9) | 3 (14) | 2 (9) | 0 (0) | 1 (5) | 0 (0) | 0 (0) | 1 (5) | 10 (46) |
| 2023 membership (N=1,694) | 3 (0.2) | 202 (12) | 132 (8) | 56 (3) | 17 (1) | 22 (1) | 124 (7) | 1 (0.1) | 10 (1) | 41 (2) | 1,086 (64) |

Operations

Race and ethnicity of participants: 2023 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 (%) | Missing, n (%) | More than one race and ethnicity, n (%) | Native Hawaiian or other Pacific Islander, n (%) | Not listed, n (%) | Prefer not to respond, n (%) | White, n (%) |
|---|---|--------------------------------|----------------------------------|-------------------------------------|--|----------------|---|--|-------------------|------------------------------|--------------|
| Board Members (N=15) | 0 (0) | 3 (20) | 3 (20) | 1 (7) | 0 (0) | 0 (0) | 1 (7) | 0 (0) | 0 (0) | 0 (0) | 7 (47) |
| Annual Meeting Committee (N=12) | 0 (0) | 1 (8) | 2 (17) | 2 (17) | 1 (8) | 0 (0) | 1 (8) | 0 (0) | 0 (0) | 0 (0) | 5 (42) |
| Award Committee (N=8) | 0 (0) | 2 (25) | 2 (25) | 1 (13) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 3 (38) |
| Clinical Affairs Committee (N=15) | 0 (0) | 6 (40) | 1 (7) | 0 (0) | 0 (0) | 0 (0) | 2 (13) | 0 (0) | 0 (0) | 0 (0) | 6 (40) |
| Complex Family Planning Committee (N=11) | 0 (0) | 3 (27) | 2 (18) | 1 (9) | 0 (0) | 0 (0) | 1 (9) | 0 (0) | 0 (0) | 0 (0) | 4 (36) |
| DEI Committee (N=8) | 0 (0) | 1 (13) | 3 (38) | 1 (13) | 0 (0) | 0 (0) | 1 (13) | 0 (0) | 0 (0) | 0 (0) | 2 (25) |
| Education Committee (N=11) | 0 (0) | 2 (18) | 1 (9) | 0 (0) | 0 (0) | 0 (0) | 1 (9) | 0 (0) | 0 (0) | 0 (0) | 7 (64) |
| Executive Committee (N=4) | 0 (0) | 1 (25) | 1 (25) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 2 (50) |
| Finance Committee (N=8) | 0 (0) | 1 (13) | 2 (25) | 2 (25) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 3 (38) |
| Governance Committee (N=6) | 0 (0) | 1 (17) | 1 (17) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 4 (67) |
| Membership Committee (N=8) | 0 (0) | 5 (63) | 1 (13) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 2 (25) |
| Research Committee (N=9) | 0 (0) | 2 (22) | 1 (11) | 0 (0) | 1 (11) | 0 (0) | 1 (11) | 0 (0) | 0 (0) | 0 (0) | 4 (44) |
| Society liaisons (N=6) | 0 (0) | 1 (17) | 1 (17) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 0 (0) | 4 (67) |
| Staff (N=22) | 0 (0) | 0 (0) | 3 (14) | 2 (9) | 0 (0) | 0 (0) | 4 (18) | 0 (0) | 0 (0) | 1 (5) | 12 (55) |
| 2023 membership (N=1,694) | 3 (0.2) | 202 (12) | 132 (8) | 56 (3) | 17 (1) | 22 (1) | 124 (7) | 1 (0.1) | 10 (1) | 41 (2) | 1,086 (64) |

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 this data often and well, recognizing their limitations as well as their connections to other DEI efforts. For questions about this report, please contact Info@SocietyFP.org.

APPENDIX

Race and ethnicity of program participants in 2022 and 2023

The following tables display the race and ethnicity of program participants in 2022 and 2023, where both years of data are available.³ Please note that no statistical analysis was performed on the data, and therefore, any differences in race and ethnicity composition should not be considered statistically significant.

Table 1. 2022 and 2023 Clinical Affairs

| CLINICAL AFFAIRS | | American Indian or Alaska Native, % | Asian or Asian American, % | Black or African American, % | Hispanic, LatinX, or Spanish, % | Middle Eastern or North African, % | More than one race and ethnicity, % | Native Hawaiian or other Pacific Islander, % | Not listed, % | Prefer not to respond or missing, % | White, % |
|---------------------------------|-------------|-------------------------------------|----------------------------|------------------------------|---------------------------------|------------------------------------|-------------------------------------|--|---------------|-------------------------------------|----------|
| Clinical guidance author | 2023 (N=15) | 0 | 13 | 20 | 0 | 0 | 7 | 0 | 0 | 7 | 53 |
| | 2022 (N=23) | 0 | 26 | 9 | 0 | 4 | 4 | 0 | 0 | 0 | 57 |
| Podcast faculty | 2023 (N=12) | 0 | 25 | 33 | 0 | 0 | 0 | 0 | 0 | 8 | 33 |
| | 2022 (N=6) | 0 | 50 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 33 |

Table 2. 2022 and 2023 Complex Family Planning Fellowship

| COMPLEX FAMILY PLANNING FELLOWSHIP | | American Indian or Alaska Native, % | Asian or Asian American, % | Black or African American, % | Hispanic, LatinX, or Spanish, % | Middle Eastern or North African, % | More than one race and ethnicity, % | Native Hawaiian or other Pacific Islander, % | Not listed, % | Prefer not to respond or missing, % | White, % |
|---|-------------|-------------------------------------|----------------------------|------------------------------|---------------------------------|------------------------------------|-------------------------------------|--|---------------|-------------------------------------|----------|
| All current fellows | 2023 (N=58) | 0 | 16 | 9 | 7 | 0 | 5 | 0 | 0 | 2 | 62 |
| | 2022 (N=55) | 0 | 16 | 4 | 7 | 0 | 4 | 0 | 0 | 2 | 67 |
| New fellows only | 2023 (N=29) | 0 | 17 | 14 | 7 | 0 | 4 | 0 | 0 | 0 | 59 |
| | 2022 (N=28) | 0 | 14 | 4 | 7 | 0 | 7 | 0 | 0 | 4 | 64 |

³In 2022, the response options "prefer not to respond" and "missing" were combined. For comparability between 2023 and 2022 data, these categories were also combined in these tables.

APPENDIX continued

Table 3. 2022 and 2023 Events

| EVENTS | | American Indian or Alaska Native, % | Asian or Asian American, % | Black or African American, % | Hispanic, LatinX, or Spanish, % | Middle Eastern or North African, % | More than one race and ethnicity, % | Native Hawaiian or other Pacific Islander, % | Not listed, % | Prefer not to respond or missing, % | White, % |
|--|----------------|-------------------------------------|----------------------------|------------------------------|---------------------------------|------------------------------------|-------------------------------------|--|---------------|-------------------------------------|----------|
| Annual Meeting abstract presenting authors (submitted) | 2023 (N=286) | 0.3 | 16 | 6 | 3 | 1 | 8 | 0 | 1 | 2 | 62 |
| | 2022 (N=209) | 0 | 14 | 8 | 4 | 1 | 7 | 0 | 1 | 4 | 61 |
| Annual Meeting abstract presenting authors (accepted) | 2023 (N=115) | 1 | 16 | 4 | 2 | 2 | 10 | 0 | 0 | 2 | 64 |
| | 2022 (N=92) | 0 | 12 | 7 | 4 | 1 | 11 | 0 | 1 | 2 | 62 |
| Annual Meeting abstract reviewers | 2023 (N=82) | 0 | 18 | 15 | 4 | 3 | 6 | 0 | 0 | 0 | 54 |
| | 2022 (N=82) | 0 | 16 | 13 | 2 | 4 | 7 | 0 | 0 | 5 | 52 |
| Annual Meeting scholarship recipients | 2023 (N=32) | 3 | 28 | 22 | 6 | 0 | 16 | 0 | 0 | 0 | 25 |
| | 2022 (N=29) | 0 | 31 | 31 | 7 | 0 | 14 | 0 | 0 | 0 | 17 |
| Annual Meeting registrants | 2023 (N=1,291) | 0.2 | 13 | 10 | 5 | 1 | 8 | 0.1 | 0.4 | 3 | 60 |
| | 2022 (N=1,288) | 0 | 13 | 10 | 5 | 1 | 7 | 0 | 0 | 3 | 60 |
| Annual Meeting session presenters (submitted) | 2023 (N=284) | 0 | 14 | 11 | 7 | 1 | 8 | 0 | 2 | 2 | 55 |
| | 2022 (N=264) | 0 | 16 | 11 | 8 | 2 | 7 | 1 | 1 | 2 | 52 |
| Annual Meeting session presenters (accepted) | 2023 (N=134) | 0 | 14 | 13 | 5 | 2 | 10 | 0 | 1 | 1 | 55 |
| | 2022 (N=145) | 1 | 15 | 11 | 7 | 1 | 10 | 0 | 1 | 3 | 51 |
| Annual Meeting session reviewers | 2023 (N=25) | 0 | 12 | 16 | 12 | 4 | 16 | 0 | 0 | 0 | 40 |
| | 2022 (N=24) | 0 | 21 | 8 | 13 | 0 | 8 | 0 | 0 | 8 | 42 |

Table 4. 2022 and 2023 Grants

| GRANTS | | American Indian or Alaska Native, % | Asian or Asian American, % | Black or African American, % | Hispanic, LatinX, or Spanish, % | Middle Eastern or North African, % | More than one race and ethnicity, % | Native Hawaiian or other Pacific Islander, % | Not listed, % | Prefer not to respond or missing, % | White, % |
|------------------------------|--------------|-------------------------------------|----------------------------|------------------------------|---------------------------------|------------------------------------|-------------------------------------|--|---------------|-------------------------------------|----------|
| Grant applicants (submitted) | 2023 (N=114) | 1 | 13 | 11 | 7 | 1 | 9 | 0 | 0 | 3 | 56 |
| | 2022 (N=71) | 1 | 15 | 13 | 6 | 0 | 8 | 0 | 0 | 1 | 55 |
| Grant applicants (accepted) | 2023 (N=61) | 2 | 16 | 15 | 10 | 0 | 12 | 0 | 0 | 2 | 44 |
| | 2022 (N=44) | 0 | 20 | 14 | 7 | 0 | 11 | 0 | 0 | 0 | 48 |
| Grant reviewer | 2023 (N=117) | 0 | 13 | 20 | 6 | 1 | 5 | 0 | 1 | 4 | 50 |
| | 2022 (N=57) | 0 | 7 | 30 | 9 | 2 | 7 | 0 | 0 | 2 | 44 |
| Mentors | 2023 (N=18) | 0 | 11 | 39 | 11 | 6 | 6 | 0 | 0 | 0 | 28 |
| | 2022 (N=17) | 0 | 12 | 12 | 0 | 6 | 6 | 0 | 0 | 6 | 59 |

APPENDIX continued

Table 5. 2022 and 2023 Membership

| MEMBERSHIP | | American Indian or Alaska Native, % | Asian or Asian American, % | Black or African American, % | Hispanic, LatinX, or Spanish, % | Middle Eastern or North African, % | More than one race and ethnicity, % | Native Hawaiian or other Pacific Islander, % | Not listed, % | Prefer not to respond or missing, % | White, % |
|--|----------------|-------------------------------------|----------------------------|------------------------------|---------------------------------|------------------------------------|-------------------------------------|--|---------------|-------------------------------------|----------|
| Adolescent Sexual and Repro Health SIG | 2023 (N=97) | 0 | 11 | 13 | 3 | 3 | 7 | 0 | 2 | 0 | 60 |
| | 2022 (N=63) | 0 | 8 | 14 | 2 | 2 | 6 | 0 | 2 | 3 | 63 |
| Advocacy SIG | 2023 (N=86) | 0 | 16 | 12 | 6 | 1 | 5 | 0 | 2 | 1 | 57 |
| | 2022 (N=71) | 0 | 17 | 11 | 6 | 0 | 6 | 0 | 3 | 0 | 58 |
| BIPOC SIG | 2023 (N=86) | 0 | 42 | 27 | 9 | 2 | 16 | 1 | 2 | 0 | 0 |
| | 2022 (N=30) | 0 | 43 | 20 | 13 | 3 | 13 | 3 | 3 | 0 | 0 |
| Early Pregnancy Assessment SIG | 2023 (N=87) | 0 | 13 | 6 | 2 | 1 | 2 | 0 | 0 | 7 | 69 |
| | 2022 (N=80) | 0 | 14 | 5 | 3 | 1 | 1 | 0 | 0 | 4 | 73 |
| Family Medicine SIG | 2023 (N=49) | 0 | 16 | 6 | 4 | 4 | 6 | 0 | 0 | 2 | 61 |
| | 2022 (N=34) | 0 | 15 | 3 | 6 | 3 | 56 | 0 | 0 | 3 | 65 |
| Medical Education SIG | 2023 (N=67) | 0 | 22 | 4 | 7 | 1 | 1 | 0 | 0 | 1 | 61 |
| | 2022 (N=54) | 0 | 19 | 4 | 7 | 2 | 2 | 0 | 0 | 2 | 63 |
| Membership | 2023 (N=1,694) | 0.2 | 12 | 8 | 3 | 1 | 7 | 0.1 | 1 | 3 | 64 |
| | 2022 (N=1,308) | 0 | 11 | 7 | 3 | 1 | 6 | 0 | 1 | 3 | 67 |
| Research Implementation SIG | 2023 (N=89) | 0 | 6 | 11 | 2 | 2 | 11 | 0 | 0 | 2 | 65 |
| | 2022 (N=50) | 0 | 8 | 10 | 2 | 0 | 12 | 0 | 0 | 2 | 66 |
| SIG Chair | 2023 (N=22) | 0 | 14 | 9 | 14 | 9 | 5 | 0 | 0 | 5 | 45 |
| | 2022 (N=21) | 0 | 19 | 5 | 19 | 0 | 5 | 0 | 5 | 5 | 43 |
| Substance Use Disorder SIG | 2023 (N=33) | 0 | 24 | 6 | 3 | 3 | 6 | 0 | 0 | 3 | 55 |
| | 2022 (N=24) | 0 | 29 | 4 | 0 | 0 | 8 | 0 | 0 | 4 | 54 |
| Telehealth Practitioner SIG | 2023 (N=52) | 0 | 17 | 2 | 0 | 0 | 4 | 0 | 0 | 10 | 67 |
| | 2022 (N=49) | 0 | 18 | 0 | 0 | 0 | 6 | 0 | 0 | 2 | 73 |

APPENDIX continued

Table 6. 2022 and 2023 Operations

| OPERATIONS | | American Indian or Alaska Native, % | Asian or Asian American, % | Black or African American, % | Hispanic, LatinX, or Spanish, % | Middle Eastern or North African, % | More than one race and ethnicity, % | Native Hawaiian or other Pacific Islander, % | Not listed, % | Prefer not to respond or missing, % | White, % |
|-----------------------------------|-------------|-------------------------------------|----------------------------|------------------------------|---------------------------------|------------------------------------|-------------------------------------|--|---------------|-------------------------------------|----------|
| Board Members | 2023 (N=15) | 0 | 20 | 20 | 7 | 0 | 7 | 0 | 0 | 0 | 47 |
| | 2022 (N=17) | 0 | 12 | 24 | 6 | 0 | 6 | 0 | 0 | 0 | 53 |
| Annual Meeting Committee | 2023 (N=12) | 0 | 8 | 17 | 17 | 8 | 8 | 0 | 0 | 0 | 42 |
| | 2022 (N=17) | 0 | 24 | 18 | 12 | 0 | 0 | 0 | 0 | 0 | 47 |
| Award Committee | 2023 (N=8) | 0 | 25 | 25 | 13 | 0 | 0 | 0 | 0 | 0 | 38 |
| | 2022 (N=7) | 0 | 14 | 43 | 14 | 0 | 0 | 0 | 0 | 0 | 29 |
| Clinical Affairs Committee | 2023 (N=15) | 0 | 40 | 7 | 0 | 0 | 13 | 0 | 0 | 0 | 40 |
| | 2022 (N=23) | 0 | 26 | 9 | 0 | 4 | 4 | 0 | 0 | 0 | 56 |
| Complex Family Planning Committee | 2023 (N=11) | 0 | 27 | 18 | 9 | 0 | 9 | 0 | 0 | 0 | 36 |
| | 2022 (N=11) | 0 | 27 | 27 | 0 | 0 | 9 | 0 | 0 | 0 | 36 |
| DEI Committee | 2023 (N=8) | 0 | 13 | 38 | 13 | 0 | 13 | 0 | 0 | 0 | 25 |
| | 2022 (N=24) | 0 | 21 | 33 | 8 | 4 | 4 | 0 | 0 | 0 | 29 |
| Education Committee | 2023 (N=11) | 0 | 18 | 9 | 0 | 0 | 9 | 0 | 0 | 0 | 64 |
| | 2022 (N=8) | 0 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 75 |
| Executive Committee | 2023 (N=4) | 0 | 25 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 50 |
| | 2022 (N=6) | 0 | 17 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 50 |
| Finance Committee | 2023 (N=8) | 0 | 13 | 25 | 25 | 0 | 0 | 0 | 0 | 0 | 38 |
| | 2022 (N=9) | 0 | 0 | 33 | 22 | 0 | 0 | 0 | 0 | 11 | 33 |
| Governance Committee | 2023 (N=6) | 0 | 17 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 67 |
| | 2022 (N=8) | 0 | 13 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 75 |
| Membership Committee | 2023 (N=8) | 0 | 63 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 25 |
| | 2022 (N=5) | 0 | 80 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Research Committee | 2023 (N=9) | 0 | 22 | 11 | 0 | 11 | 11 | 0 | 0 | 0 | 44 |
| | 2022 (N=8) | 0 | 13 | 13 | 0 | 0 | 13 | 0 | 0 | 0 | 63 |
| Society liaisons | 2023 (N=6) | 0 | 17 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 67 |
| | 2022 (N=5) | 0 | 20 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 60 |
| Staff | 2023 (N=22) | 0 | 0 | 14 | 9 | 0 | 18 | 0 | 0 | 5 | 55 |
| | 2022 (N=17) | 0 | 0 | 12 | 6 | 0 | 18 | 0 | 0 | 6 | 59 |

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Race and ethnicity descriptions shared under “not listed” and “more than one race and ethnicity”

In order to honor the many identities of program participants, the following tables list the identities reported by individuals categorized under “not listed” or “more than one race and ethnicity”.

Table 7. Race and ethnicity descriptions shared by individuals who selected “not listed”.

| |
|---------------------|
| South Asian |
| Habesha |
| Other/not Hispanic |
| Del Mar, from India |
| Filipina/Italian |
| Chinese Canadian |
| Asian-Indian |
| Punjabi |
| Eurasian- Turkey |

Table 8. Race and ethnicity descriptions shared by individuals who selected more than one race and ethnicity.

| |
|--|
| American Indian or Alaska Native, Hispanic, LatinX, or Spanish |
| American Indian or Alaska Native, Hispanic, LatinX, or Spanish, White |
| American Indian or Alaska Native, White |
| Asian or Asian American, Black or African American, Hispanic, LatinX, or Spanish, Native Hawaiian or other Pacific Islander, White |
| Asian or Asian American, Black or African American, Native Hawaiian or other Pacific Islander |
| Asian or Asian American, Black or African American, White |
| Asian or Asian American, Hispanic, LatinX, or Spanish |
| Asian or Asian American, Hispanic, LatinX, or Spanish, Native Hawaiian or other Pacific Islander |
| Asian or Asian American, Hispanic, LatinX, or Spanish, White |
| Asian or Asian American, Middle Eastern or North African |
| Asian or Asian American, Native Hawaiian or other Pacific Islander |
| Asian or Asian American, Native Hawaiian or other Pacific Islander, White |
| Asian or Asian American, Not listed |
| Asian or Asian American, White |
| Black or African American, Hispanic, LatinX, or Spanish |
| Black or African American, Hispanic, LatinX, or Spanish, White |
| Black or African American, Middle Eastern or North African |
| Black or African American, Native Hawaiian or other Pacific Islander |
| Black or African American, Not listed |
| Black or African American, White |
| Hispanic, LatinX, or Spanish, Middle Eastern or North African |
| Hispanic, LatinX, or Spanish, Native Hawaiian or other Pacific Islander, White |
| Hispanic, LatinX, or Spanish, Not listed |
| Hispanic, LatinX, or Spanish, White |
| Middle Eastern or North African, White |
| Native Hawaiian or other Pacific Islander, White |
| Not listed (Write-in response was “Multiracial”) |
| Not listed, Prefer not to respond |
| Not listed, White |