REPORT ON THE RACE AND ETHNICITY OF 2024 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 toward serving as an organization accountable for **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 2024 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, Latine/X, 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 the type of programming individuals engage 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 downloaded data was shared with program teams for quality assurance before the analysis began. 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 who engaged in the relevant program between January 1, 2024, and December 31, 2024. Data for the Society's membership reflects those that were members on December 31, 2024.

Data analysis

Descriptive analysis of program data from 7,605 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 2024 program was identified by searching for the term "2024," and then the individual was recoded as "Yes" if this term was present and a "No" if it was not. Occasionally, 2024 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 2024 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 figure for comparison.[2]

[1] Please see the Appendix for descriptions shared under "not listed" and "more than one race and ethnicity."
[2] Please see the Appendix for tables that display the race and ethnicity of program participants in 2022, 2023, and 2024, where years of data are available.

RACE AND ETHNICITY OF 2024 PROGRAM PARTICIPANTS

The following are figures and tables presenting the race and ethnicity of 2024 program participants (including staff and Board members), organized by program area.

Clinical Affairs

Race and ethnicity of participants: 2024 Clinical Affairs

CLINICAL AFFAIRS	American Indian or Alaska Native, n (%)	Asian or Asian American, n (%)	Black or African American, n (%)	Hispanic, Latine/X, 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 (%)
Authors of clinical guidance published in 2024 (N=12)	0 (0)	0 (0)	0 (0)	0 (0)	2 (17)	0 (0)	1 (8)	0 (0)	0 (0)	1 (8)	8 (67)
2024 membership (N=1,771)	1 (0.1)	214 (12)	144 (8)	76 (4)	14 (1)	13 (1)	150 (9)	1 (0.1)	14 (1)	34 (2)	1,110 (63)

Complex Family Planning Fellowship

Race and ethnicity of participants: 2024 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, Latine/X, 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=95)	0 (0)	19 (20)	7 (7)	4 (4)	0 (0)	0 (0)	6 (6)	0 (0)	0 (0)	3 (3)	56 (59)
New (204) fellows only (N=37)	0 (0)	9 (24)	2 (5)	1 (3)	0 (0)	0 (0)	3 (8)	0 (0)	0 (0)	2 (5)	20 (54)
2024 membership (N=1,771)	1 (0.1)	214 (12)	144 (8)	76 (4)	14 (1)	13 (1)	150 (9)	1 (0.1)	14 (1)	34 (2)	1,110 (63)

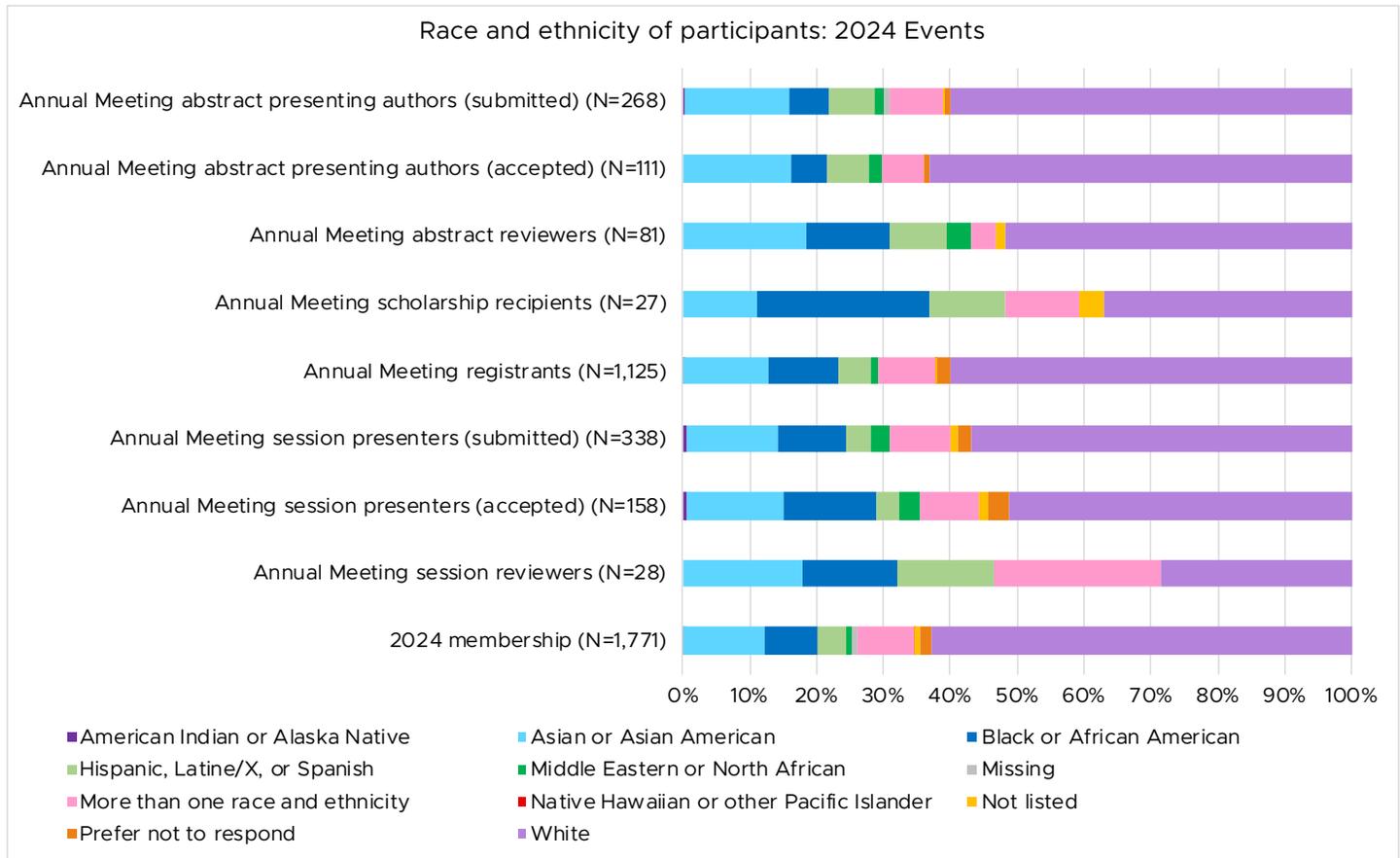## Events

Race and ethnicity of participants: 2024 Events

Events	American Indian or Alaska Native, n (%)	Asian or Asian American, n (%)	Black or African American, n (%)	Hispanic, Latine/X, 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=268)	1 (0.4)	42 (16)	16 (6)	18 (7)	4 (2)	2 (1)	21 (8)	0 (0)	1 (0.4)	2 (1)	161 (60)
Annual Meeting abstract presenting authors (accepted) (N=111)	0 (0)	18 (16)	6 (5)	7 (6)	2 (2)	0 (0)	7 (6)	0 (0)	(0)	1 (1)	70 (63)
Annual Meeting abstract reviewers (N=81)	0 (0)	15 (19)	10 (12)	7 (9)	3 (4)	0 (0)	3 (4)	0 (0)	1 (1)	0 (0)	42 (52)
Annual Meeting scholarship recipients (N=27)	0 (0)	3 (11)	7 (26)	3 (11)	0 (0)	0 (0)	3 (11)	0 (0)	1 (4)	0 (0)	10 (37)
Annual Meeting registrants (N=1,125)	1 (0.1)	144 (13)	117 (10)	53 (5)	15 (1)	0 (0)	94 (8)	1 (0.1)	4 (0.4)	21 (2)	675 (60)
Annual Meeting session presenters (submitted) (N=338)	2 (1)	46 (14)	35 (10)	12 (4)	10 (3)	0 (0)	30 (9)	0 (0)	4 (1)	7 (2)	192 (57)
Annual Meeting session presenters (accepted) (N=158)	1 (0.6)	23 (15)	22 (14)	5 (3)	5 (3)	0 (0)	14 (9)	0 (0)	2 (1)	5 (3)	81 (51)
Annual Meeting session reviewers (N=28)	0 (0)	5 (18)	4 (14)	4 (14)	0 (0)	0 (0)	7 (25)	0 (0)	0 (0)	0 (0)	8 (29)
2024 membership (N=1,771)	1 (0.1)	214 (12)	144 (8)	76 (4)	14 (1)	13 (1)	150 (9)	1 (0.1)	14 (1)	34 (2)	1,110 (63)

Executive

Race and ethnicity of participants: 2024 Executive

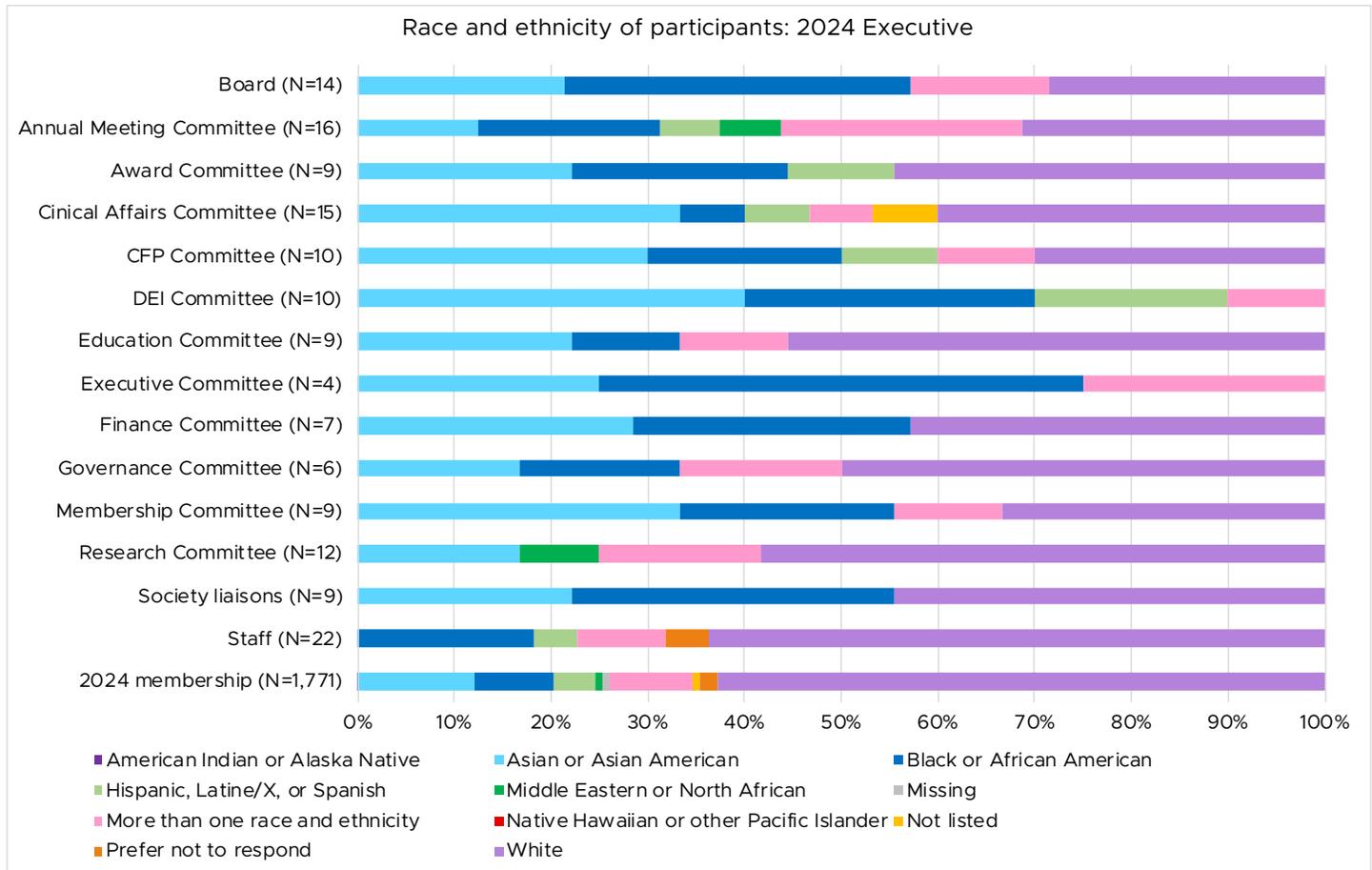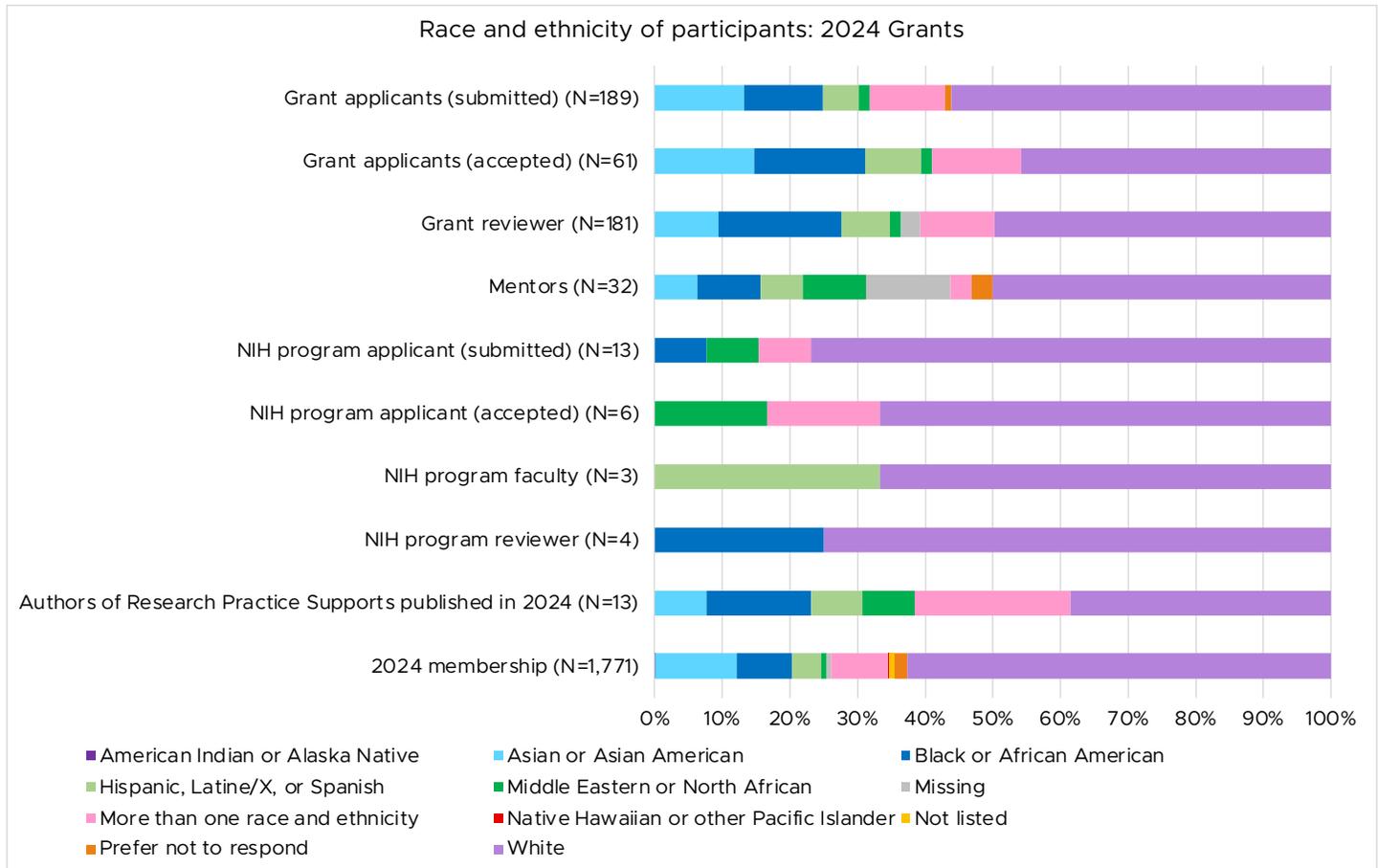| Executive	American Indian or Alaska Native, n (%)	Asian or Asian American, n (%)	Black or African American, n (%)	Hispanic, Latine/X, or Spanish, n (%)	Middle Eastern or North African, n (%)	Missing, n (%)	More than one race and ethnicity, n (%)	Native Hawaiian or other Pacific Islander, n (%)	Not listed, n (%)	Prefer not to respond, n (%)	White, n (%)
Board (N=14)	0 (0)	3 (21)	5 (36)	0 (0)	0 (0)	0 (0)	2 (14)	0 (0)	0 (0)	0 (0)	4 (29)
Annual Meeting Committee (N=16)	0 (0)	2 (13)	3 (19)	1 (6)	1 (6)	0 (0)	4 (25)	0 (0)	0 (0)	0 (0)	5 (31)
Award Committee (N=9)	0 (0)	2 (22)	2 (22)	1 (11)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	4 (44)
Clinical Affairs Committee (N=15)	0 (0)	5 (33)	1 (7)	1 (7)	0 (0)	0 (0)	1 (7)	0 (0)	1 (7)	0 (0)	6 (40)
Complex Family Planning Committee (N=10)	0 (0)	3 (30)	2 (20)	1 (10)	0 (0)	0 (0)	1 (10)	0 (0)	0 (0)	0 (0)	3 (30)
DEI Committee (N=10)	0 (0)	4 (40)	3 (30)	2 (20)	0 (0)	0 (0)	1 (10)	0 (0)	0 (0)	0 (0)	0 (0)
Education Committee (N=9)	0 (0)	2 (22)	1 (11)	0 (0)	0 (0)	0 (0)	1 (11)	0 (0)	0 (0)	0 (0)	5 (56)
Executive Committee (N=4)	0 (0)	1 (25)	2 (50)	0 (0)	0 (0)	0 (0)	1 (25)	0 (0)	0 (0)	0 (0)	0 (0)
Finance Committee (N=7)	0 (0)	2 (29)	2 (29)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	3 (43)
Governance Committee (N=6)	0 (0)	1 (17)	1 (17)	0 (0)	0 (0)	0 (0)	1 (17)	0 (0)	0 (0)	0 (0)	3 (50)
Membership Committee (N=9)	0 (0)	3 (33)	2 (22)	0 (0)	0 (0)	0 (0)	1 (11)	0 (0)	0 (0)	0 (0)	3 (33)
Research Committee (N=12)	0 (0)	2 (17)	0 (0)	0 (0)	1 (8)	0 (0)	2 (17)	0 (0)	0 (0)	0 (0)	7 (58)
Society liaisons (N=9)	0 (0)	2 (22)	3 (33)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	4 (44)
Staff (N=22)	0 (0)	0 (0)	4 (18)	1 (5)	0 (0)	0 (0)	2 (9)	0 (0)	0 (0)	1 (5)	14 (64)
2024 membership (N=1,771)	1 (0.1)	214 (12)	144 (8)	76 (4)	14 (1)	13 (1)	150 (9)	1 (0.1)	14 (1)	34 (2)	1,110 (63)

Grants

Race and ethnicity of participants: 2024 Grants

Grants	American Indian or Alaska Native, n (%)	Asian or Asian American, n (%)	Black or African American, n (%)	Hispanic, Latine/X, 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=189)	0 (0)	25 (13)	22 (12)	10 (5)	3 (2)	0 (0)	21 (11)	0 (0)	0 (0)	2 (1)	106 (56)
Grant applicants (accepted) (N=61)	0 (0)	9 (15)	10 (16)	5 (8)	1 (2)	0 (0)	8 (13)	0 (0)	0 (0)	0 (0)	28 (46)
Grant reviewer (N=181)	0 (0)	17 (9)	33 (18)	13 (7)	3 (2)	5 (3)	20 (11)	0 (0)	0 (0)	0 (0)	90 (50)
Mentors (N=32)	0 (0)	2 (6)	3 (9)	2 (6)	3 (9)	4 (13)	1 (3)	0 (0)	0 (0)	1 (3)	16 (50)
NIH program applicant (submitted) (N=13)	0 (0)	0 (0)	1 (8)	0 (0)	1 (8)	0 (0)	1 (8)	0 (0)	0 (0)	0 (0)	10 (77)
NIH program applicant (accepted) (N=6)	0 (0)	0 (0)	0 (0)	0 (0)	1 (17)	0 (0)	1 (17)	0 (0)	0 (0)	0 (0)	4 (67)
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=4)	0 (0)	0 (0)	1 (25)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	3 (75)
Authors of Research Practice Supports published in 2024 (N=13)	0 (0)	1 (8)	2 (15)	1 (8)	1 (8)	0 (0)	3 (23)	0 (0)	0 (0)	0 (0)	5 (38)
2024 membership (N=1,771)	1 (0.1)	214 (12)	144 (8)	76 (4)	14 (1)	13 (1)	150 (9)	1 (0.1)	14 (1)	34 (2)	1,110 (63)

Membership

Race and ethnicity of participants: 2024 Membership

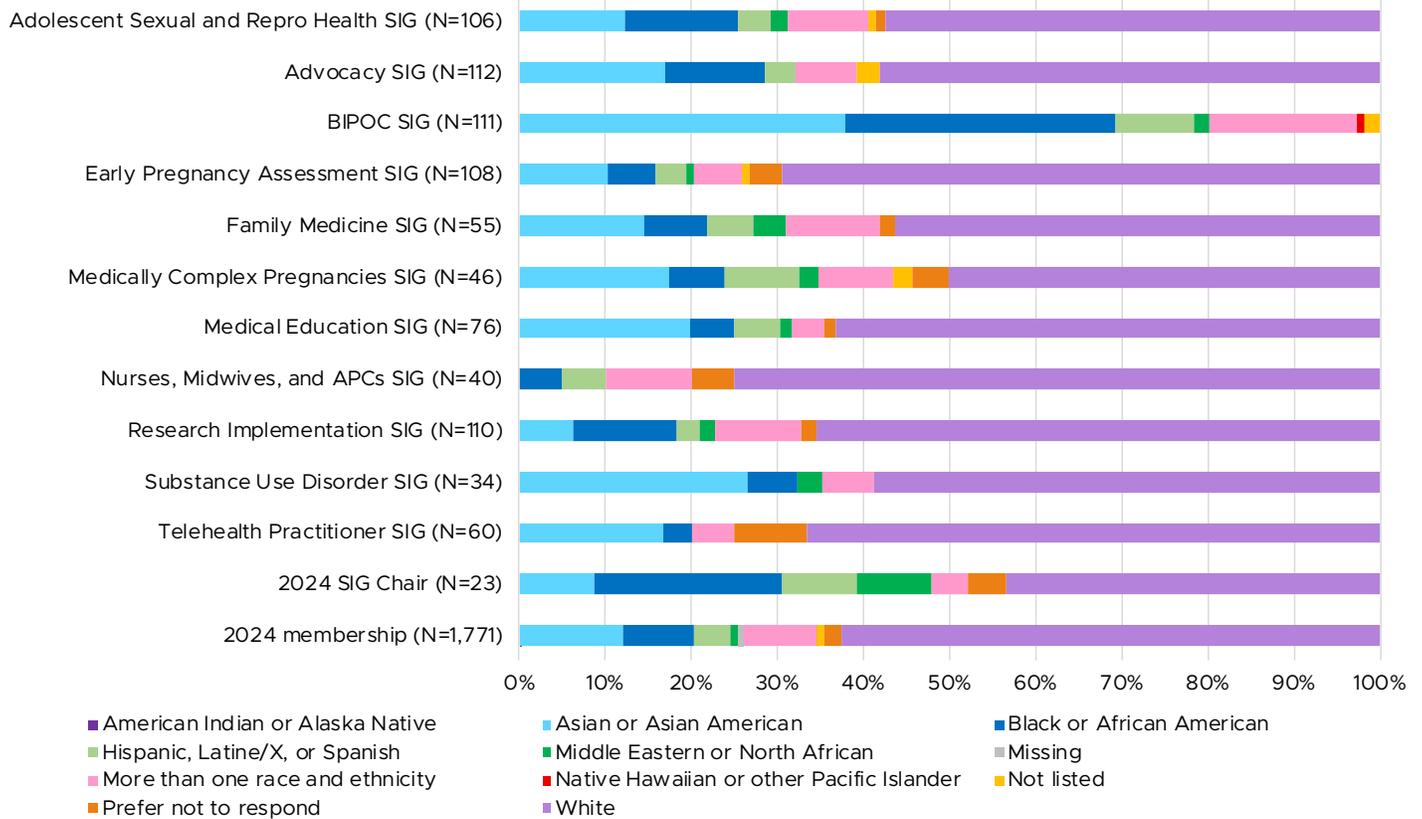| Membership	American Indian or Alaska Native, n (%)	Asian or Asian American, n (%)	Black or African American, n (%)	Hispanic, Latine/X, or Spanish, n (%)	Middle Eastern or North African, n (%)	Missing, n (%)	More than one race and ethnicity, n (%)	Native Hawaiian or other Pacific Islander, n (%)	Not listed, n (%)	Prefer not to respond, n (%)	White, n (%)
Adolescent Sexual and Repro Health SIG (N=106)	0 (0)	13 (12)	14 (13)	4 (4)	2 (2)	0 (0)	10 (9)	0 (0)	1 (1)	1 (1)	61 (58)
Advocacy SIG (N=112)	0 (0)	19 (17)	13 (12)	4 (4)	0 (0)	0 (0)	8 (7)	0 (0)	3 (3)	0 (0)	65 (58)
BIPOC SIG (N=111)	0 (0)	42 (38)	35 (32)	10 (9)	2 (2)	0 (0)	19 (17)	1 (1)	2 (2)	0 (0)	0 (0)
Early Pregnancy Assessment SIG (N=108)	0 (0)	11 (10)	6 (6)	4 (4)	1 (1)	0 (0)	6 (6)	0 (0)	1 (1)	4 (4)	75 (69)
Family Medicine SIG (N=55)	0 (0)	8 (15)	4 (7)	3 (5)	2 (4)	0 (0)	6 (11)	0 (0)	0 (0)	1 (2)	31 (56)
Medically Complex Pregnancies SIG (N=46)	0 (0)	8 (17)	3 (7)	4 (9)	1 (2)	0 (0)	4 (9)	0 (0)	1 (2)	2 (4)	23 (50)
Medical Education SIG (N=76)	0 (0)	15 (20)	4 (5)	4 (5)	1 (1)	0 (0)	3 (4)	0 (0)	0 (0)	1 (1)	48 (63)
Nurses, Midwives, and APCs SIG (N=40)	0 (0)	0 (0)	2 (5)	2 (5)	0 (0)	0 (0)	4 (10)	0 (0)	0 (0)	2 (5)	30 (75)
Research Implementation SIG (N=110)	0 (0)	7 (6)	13 (12)	3 (3)	2 (2)	0 (0)	11 (10)	0 (0)	0 (0)	2 (2)	72 (65)
Substance Use Disorder SIG (N=34)	0 (0)	9 (26)	2 (6)	0 (0)	1 (3)	0 (0)	2 (6)	0 (0)	0 (0)	0 (0)	20 (59)
Telehealth SIG (N=60)	0 (0)	10 (17)	2 (3)	0 (0)	0 (0)	0 (0)	3 (5)	0 (0)	0 (0)	5 (8)	40 (67)
2024 SIG Chair (N=23)	0 (0)	2 (9)	5 (22)	2 (9)	2 (2)	0 (0)	1 (4)	0 (0)	0 (0)	1 (4)	10 (43)
2024 membership (N=1,771)	1 (0.1)	214 (12)	144 (8)	76 (4)	14 (1)	13 (1)	150 (9)	1 (0.1)	14 (1)	34 (2)	1,110 (63)

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, 2023, and 2024.

The following tables display the race and ethnicity of program participants in 2022, 2023, and 2024 where the years' 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, 2023, and 2024 Clinical Affairs

CLINICAL AFFAIRS		American Indian or Alaska Native, %	Asian or Asian American, %	Black or African American, %	Hispanic, Latine/X, 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	2024 (N=12)	0	0	0	0	17	8	0	0	8	67
	2023 (N=15)	0	13	20	0	0	7	0	0	7	53
	2022 (N=24)	0	25	8	0	4	4	0	0	0	58

Table 2. 2022, 2023, and 2024 Complex Family Planning Fellowship

COMPLEX FAMILY PLANNING FELLOWSHIP		American Indian or Alaska Native, %	Asian or Asian American, %	Black or African American, %	Hispanic, Latine/X, 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	2024 (N=95)	0	20	7	4	0	6	0	0	3	59
	2023 (N=84)	0	20	11	6	0	7	0	0	1	55
	2022 (N=84)	0	20	7	8	0	6	0	0	2	56
New fellows only	2024 (N=37)	0	24	5	3	0	8	0	0	5	54
	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

[3]In 2022, the response options "prefer not to respond" and "missing" were combined. For comparability across years, these categories were also combined in these tables.

APPENDIX continued

Table 3. 2022, 2023, and 2024 Events

EVENTS		American Indian or Alaska Native, %	Asian or Asian American, %	Black or African American, %	Hispanic, Latine/X, 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)	2024 (N=268)	0.4	16	6	7	2	8	0	0.4	1	60
	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)	2024 (N=111)	0	16	5	6	2	6	0	0	1	63
	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	2024 (N=81)	0	19	12	9	4	4	0	1	0	52
	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	2024 (N=27)	0	11	26	11	0	11	0	4	0	37
	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	2024 (N=1,125)	0.1	13	10	5	1	8	0.1	0.4	2	60
	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)	2024 (N=338)	1	14	10	4	3	9	0	1	2	57
	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)	2024 (N=158)	0.6	15	14	3	3	9	0	1	3	51
	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	2024 (N=28)	0	18	14	14	0	25	0	0	0	29
	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

APPENDIX continued

Table 6. 2022, 2023, and 2024 Executive

EXECUTIVE		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	2024 (N=14)	0	21	36	0	0	14	0	0	0	29
	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	2024 (N=16)	0	13	19	6	6	25	0	0	0	31
	2023 (N=12)	0	8	17	17	8	8	0	0	0	42
	2022 (N=18)	0	22	17	11	0	0	0	0	0	50
Award Committee	2024 (N=9)	0	22	22	11	0	0	0	0	0	44
	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	2024 (N=9)	0	22	22	11	0	0	0	0	0	44
	2023 (N=15)	0	40	7	0	0	13	0	0	0	40
	2022 (N=29)	0	34	3	0	0	2	0	0	0	55
Complex Family Planning Committee	2024 (N=10)	0	30	20	10	0	10	0	0	0	30
	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	2024 (N=10)	0	40	30	20	0	10	0	0	0	0
	2023 (N=8)	0	13	38	13	0	13	0	0	0	25
	2022 (N=25)	0	20	36	4	4	8	0	0	0	28
Education Committee	2024 (N=9)	0	22	11	0	0	11	0	0	0	56
	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	2024 (N=9)	0	25	50	0	0	25	0	0	0	0
	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	2024 (N=7)	0	29	29	0	0	0	0	0	0	43
	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	2024 (N=6)	0	17	17	0	0	17	0	0	0	50
	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
Program Committee, Membership	2024 (N=9)	0	33	22	0	0	11	0	0	0	33
	2023 (N=8)	0	63	13	0	0	0	0	0	0	25
	2022 (N=5)	0	83	17	0	0	0	0	0	0	0
Program Committee, Research	2024 (N=12)	0	17	0	0	8	17	0	0	0	58
	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	2024 (N=9)	0	22	33	0	0	0	0	0	0	44
	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	2024 (N=22)	0	0	18	5	0	9	0	0	5	64
	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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Table 4. 2022, 2023, and 2024 Grants[4]

GRANTS		American Indian or Alaska Native, %	Asian or Asian American, %	Black or African American, %	Hispanic, Latine/X, 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)	2024 (N=189)	0	13	12	5	2	11	0	0	1	56
	2023 (N=116)	1	13	10	7	1	9	0	0	2	58
	2022 (N=158)	1	11	22	7	0	9	0	0	6	44
Grant applicants (accepted)	2024 (N=61)	0	15	16	8	2	13	0	0	0	46
	2023 (N=59)	2	15	15	10	0	12	0	0	2	44
	2022 (N=51)	2	14	18	8	0	16	0	0	0	43
Grant reviewer	2024 (N=181)	0	9	18	7	2	11	0	0	3	50
	2023 (N=119)	0	13	19	5	1	6	1	0	2	54
	2022 (N=98)	0	13	22	6	1	11	1	1	3	41
Mentors	2024 (N=32)	0	6	9	6	9	3	0	0	16	50
	2023 (N=28)	0	11	43	4	4	7	0	0	7	25
	2022 (N=26)	0	8	23	4	4	4	0	0	8	50
NIH program applicant (submitted)	2024 (N=13)	0	0	8	0	8	8	0	0	0	77
	2023 (N=12)	0	17	17	0	0	17	0	0	0	50
NIH program applicant (accepted)	2024 (N=6)	0	0	0	0	17	17	0	0	0	67
	2023 (N=9)	0	22	22	0	0	11	0	0	0	44
NIH program faculty	2024 (N=3)	0	0	0	33	0	0	0	0	0	67
	2023 (N=3)	0	0	0	33	0	0	0	0	0	67
NIH program reviewer	2024 (N=4)	0	0	25	0	0	0	0	0	0	75
	2023 (N=5)	0	40	40	0	0	0	0	0	0	20

[4]During the quality assurance process, the 2022 and 2023 data was updated, leading to some variations from previous reports.

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Table 5. 2022, 2023, and 2024 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	2024 (N=106)	0	12	13	4	2	3	0	1	1	58
	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	2024 (N=112)	0	17	12	4	0	7	0	3	0	58
	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	2024 (N=111)	0	38	32	9	2	17	1	0	0	0
	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	2024 (N=108)	0	10	6	4	1	6	0	1	4	69
	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	2024 (N=55)	0	15	7	5	4	11	0	0	2	56
	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	2024 (N=76)	0	20	5	5	1	4	0	0	1	63
	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	2024 (N=1,771)	0.1	12	8	4	1	9	0.1	1	3	63
	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	2024 (N=110)	0	6	12	3	2	10	0	0	2	65
	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	2024 (N=23)	0	9	22	9	9	4	0	0	4	43
	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	2024 (N=34)	0	26	6	0	3	6	0	0	0	59
	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	2024 (N=60)	0	17	3	0	0	5	0	0	8	67
	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

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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"

African	Eurasian- Turkey	India
Ashkenazi Jewish	Filipina/Italian	Jewish
Asian - Indian	French Canadian	Kashmiri
Asian Indian	From India	Panjabi Sikh
Asian Indian, second generation immigrant	Greek	Punjabi
Black African	Habesha	South Asian
Black or African American and Hispanic, Latine/X, or Spanish	Human	West African
Chinese Canadian	I am a Nigeria (black)	

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

American Indian or Alaska Native, Asian or Asian American, and White	Black or African American, and Hispanic, Latine/X, or Spanish
American Indian or Alaska Native, and Black or African American	Black or African American, Hispanic, Latine/X, or Spanish, and White
American Indian or Alaska Native, Black or African American, Hispanic, Latine/X, or Spanish, and White	Black or African American, and Middle Eastern or North African
American Indian or Alaska Native, and Hispanic, Latine/X, or Spanish	Black or African American, Middle Eastern or North African, and White
American Indian or Alaska Native, Hispanic, Latine/X, or Spanish, and White	Black or African American, and Native Hawaiian or other Pacific Islander
American Indian or Alaska Native, and White	Black or African American, and Not listed (No description offered)
Asian or Asian American, and Black or African American	Black or African American, Not listed (Description: Biracial) , and White
Asian or Asian American, Black or African American, Hispanic, Latine/X, or Spanish, Native Hawaiian or other Pacific Islander, and White	Black or African American, and White
Asian or Asian American, Black or African American, and Native Hawaiian or other Pacific Islander	Hispanic, Latine/X, or Spanish, and Middle Eastern or North African
Asian or Asian American, Black or African American, and White	Hispanic, Latine/X, or Spanish, and Native Hawaiian or other Pacific Islander
Asian or Asian American, and Hispanic, Latine/X, or Spanish	Hispanic, Latine/X, or Spanish, Native Hawaiian or other Pacific Islander, and White
Asian or Asian American, Hispanic, Latine/X, or Spanish, and Native Hawaiian or other Pacific Islander	Hispanic, Latine/X, or Spanish, and Not listed (Description: Mixed race)
Asian or Asian American, Hispanic, Latine/X, or Spanish, and White	Hispanic, Latine/X, or Spanish, and White
Asian or Asian American, and Middle Eastern or North African	Middle Eastern or North African, and White
Asian or Asian American, Middle Eastern or North African, and White	Native Hawaiian or other Pacific Islander, and White
Asian or Asian American, and Native Hawaiian or other Pacific Islander	Not listed (Description: Biracial)
Asian or Asian American, Native Hawaiian or other Pacific Islander, and White	Not listed (Description: Multiracial)
Asian or Asian American, and Not listed (Description: Asian Indian)	Not listed (Description: Mixed Race--White and West Indies)
Asian or Asian American, and Not listed (Description: Pakistani Muslim)	Not listed (No description offered), and White
Asian or Asian American, and White	Not listed (Description: Filipina), and White