

## Demographic Data Frequently Asked Questions

### ***What information will you be collecting?***

Beginning September 2023, the following voluntary demographic data will be requested in the [AAHPM Member Profile](#) from all AAHPM members:

- Age
- Race/Ethnicity
- Sexual Orientation
- Gender Identity

The questions to be asked include, “Which of the following best represents your race/ethnicity?”, “Which of the following best represents your gender identity?” and “Which of the following best describes your sexual orientation?”.

### ***Why is this information important?***

AAHPM strives to include diversity, equity, and inclusion (DEI) in all aspects of our organization. Collecting demographic data for members is an essential tool to inform AAHPM’s DEI work and efforts. Sharing certain information about yourself can help us continue our commitment to DEI, to create a welcoming environment in which all members can see themselves reflected in the work of the organization, and to create an organization where all individuals and communities can join together to support one another. We are committed to building a community and field that is diverse across many dimensions, including but not limited to: age, gender identity, sexual orientation, disability status, education, race/ethnicity.

### ***Who will see this information?***

Your information will become part of your member profile and will be on a voluntary basis and confidential. Individual information will never be shared. The collection of this data will help the organization get to know our members better and support our diversity, equity and inclusion work. Overall member data would be grouped together and reported with respect to anonymity (i.e., a table showing \_\_\_% of members as women, men, agender, etc.).

### ***Why is AAHPM collecting this information?***

Having more current and accurate demographic data will allow our organization to:

- Learn more about who our members are and what needs exist.
- Pursue greater equity by being able to identify groups that are underrepresented or underserved.

- Provide valuable insight regarding the impact of prior DEI efforts and inform decisions regarding future initiatives.
- Make informed decisions as to how to support our diverse membership.
- Customize and enhance membership resources and programs to ensure everyone feels included and valued.
- Better determine steps for growing our membership.

***What if I do not want to answer the questions?***

Information is collected on a voluntary basis; it is not required. You also have the option to select “Prefer Not to Answer”.