

**Race, Gender and Ethnicity Analysis  
FL-501 - FY 2021 HUD CoC Program Competition - Applicant / Subrecipient (if applicable)**

Purpose: Homeless Service Providers and funded projects need a diverse staff at all organizational and project levels to ensure that compassionate staff are able to provide quality services necessary to help individuals and households exit homelessness to permanent housing. HUD has continued their focus on helping ensure funded organizations and projects are operating in an equitable manner when compared to the demographics of the individuals and households they are servicing. This tool provides an analysis for the organization's decision-making levels as well as the day-to-day operations of the funded project.

Racial, Ethnicity and Gender Equity Analysis - Having a racially, ethnicity, and gender diverse staff is paramount to ensuring organizations are working to meet the needs of all clients and in a proportion that is equitable to the client demographics being assisted by the organization.

Instructions: Using the table below, please indicate the number of employees that meet the gender, ethnicity and racial categories by the staff category. The first 3 staff categories are for the entire organization; the last 3 staff categories for specific to the funded project. DO NOT PROVIDE NAMES AND/OR TITLES OF STAFF.

	Gender	Race and Ethnicity									
		Hispanic/Latinx	Non-Hispanic/Non-Latinx			Black			White		
		Asian	AI/AN	Black	NH/PI	White	Asian	AI/AN	Black	NH/PI	White
Executive Management	Cismen										
	Ciswomen										
	Transmen										
	Transwomen										
	Non-binary										
Senior Management	Questioning										
	Cismen										
	Ciswomen										
	Transmen										
	Transwomen										
Finance	Non-binary										
	Questioning										
	Cismen										
	Ciswomen										
	Transmen										
Clerical Staff	Transwomen										
	Non-binary										
	Questioning										
	Cismen										
	Ciswomen										
Program Supervisors	Transmen										
	Transwomen										
	Non-binary										
	Questioning										
	Cismen										
Case Managers	Ciswomen										
	Transmen										
	Transwomen										
	Non-binary										
	Questioning										

**Gender Definitions:**

Cis = a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.  
 Trans = a person who experience or express their gender in a way that does not necessarily align with what they were assigned at birth.  
 Non-Binary = a person who does not identify exclusively as a man or a woman.  
 Questioning = people who are in the process of exploring their sexual orientation or gender identity.

Definitions obtained from the Human Rights Campaign Glossary of Terms - <https://www.hrc.org/resources/glossary-of-terms>

	Total Employees	Count	Percentage
Executive Management	Total Employees	0	
	Black	0	#DIV/0!
	Asian	0	#DIV/0!
	Hispanic or Latinx	0	#DIV/0!
Senior Management	Total Employees	0	
	Black	0	#DIV/0!
	Asian	0	#DIV/0!
	Hispanic or Latinx	0	#DIV/0!
Finance	Total Employees	0	
	Black	0	#DIV/0!
	Asian	0	#DIV/0!
	Hispanic or Latinx	0	#DIV/0!
Clerical Staff	Total Employees	0	
	Black	0	#DIV/0!
	Asian	0	#DIV/0!
	Hispanic or Latinx	0	#DIV/0!
Program Supervisors	Total Employees	0	
	Black	0	#DIV/0!
	Asian	0	#DIV/0!
	Hispanic or Latinx	0	#DIV/0!
Case managers	Total Employees	0	
	Black	0	#DIV/0!
	Asian	0	#DIV/0!
	Hispanic or Latinx	0	#DIV/0!
	Gender	Count	Percentage
Executive Management	Cismen	0	#DIV/0!
	Ciswomen	0	#DIV/0!
	Transmen	0	#DIV/0!
	Transwomen	0	#DIV/0!
	Non-binary	0	#DIV/0!
Senior Management	Questioning	0	#DIV/0!
	Cismen	0	#DIV/0!
	Ciswomen	0	#DIV/0!
	Transmen	0	#DIV/0!
	Transwomen	0	#DIV/0!
Finance	Non-binary	0	#DIV/0!
	Questioning	0	#DIV/0!
	Cismen	0	#DIV/0!
	Ciswomen	0	#DIV/0!
	Transmen	0	#DIV/0!
Clerical Staff	Transwomen	0	#DIV/0!
	Non-binary	0	#DIV/0!
	Questioning	0	#DIV/0!
	Cismen	0	#DIV/0!
	Ciswomen	0	#DIV/0!

<b>Race/Ethnicity Key</b>														
AI/AN = American Indian / Native American														
NH/PI = Native Hawaiian/ Pacific Islander														

<b>Program Supervisors</b>	Questioning	0	#DIV/0!
	Cismen	0	#DIV/0!
	Ciswomen	0	#DIV/0!
	Transmen	0	#DIV/0!
	Transwomen	0	#DIV/0!
<b>Case Managers</b>	Non-binary	0	#DIV/0!
	Questioning	0	#DIV/0!
	Cismen	0	#DIV/0!
	Ciswomen	0	#DIV/0!
	Transmen	0	#DIV/0!
	Transwomen	0	#DIV/0!
	Non-binary	0	#DIV/0!
Questioning	0	#DIV/0!	











EXAMPLE

## QuickFacts

### Hillsborough County, Florida


QuickFacts provides statistics for all states and counties, and for cities and towns with a *population of 5,000 or more*.


#### Table

Race and Hispanic Origin 	Hillsborough County, Florida
Population estimates, July 1, 2019, (V2019)	1,471,968
 PEOPLE	
<b>Race and Hispanic Origin</b>	
White alone, percent	 74.1%
Black or African American alone, percent (a)	 18.0%
American Indian and Alaska Native alone, percent (a)	 0.5%
Asian alone, percent (a)	 4.4%
Native Hawaiian and Other Pacific Islander alone, percent (a)	 0.1%
Two or More Races, percent	 2.9%
Hispanic or Latino, percent (b)	 29.7%
White alone, not Hispanic or Latino, percent	 47.7%

About datasets used in this table

### Value Notes

 Estimates are not comparable to other geographic levels due to methodology differences that may exist between different data sources.

Some estimates presented here come from sample data, and thus have sampling errors that may render some apparent differences between geographies statistically indistinguishable. Click the Quick Info  icon to the left of each row in TABLE view to learn about sampling error.

The vintage year (e.g., V2019) refers to the final year of the series (2010 thru 2019). *Different vintage years of estimates are not comparable.*

### Fact Notes

- (a) Includes persons reporting only one race
- (b) Hispanics may be of any race, so also are included in applicable race categories
- (c) Economic Census - Puerto Rico data are not comparable to U.S. Economic Census data

### Value Flags

- D** Suppressed to avoid disclosure of confidential information
- F** Fewer than 25 firms
- FN** Footnote on this item in place of data
- NA** Not available
- S** Suppressed; does not meet publication standards
- X** Not applicable
- Z** Value greater than zero but less than half unit of measure shown
- Either no or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest or upper interval of an open ended distribution.
- N** Data for this geographic area cannot be displayed because the number of sample cases is too small.

QuickFacts data are derived from: Population Estimates, American Community Survey, Census of Population and Housing, Current Population Survey, Small Area Health Insurance Estimates, Small Area Income and Poverty Estimates, State and County Housing Unit Estimates, County Business Patterns, Nonemployer Statistics, Economic Census, Survey of Business Owners, Building Permits.

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