



2023 Reisenbach Philanthropies Impact Report

Reisenbach Philanthropies

Reisenbach Philanthropies Inc. / Public Charity: 501(c)(3) / New York City, New York, United States / Contact point for questions about the report: info@reisenbachphilanthropies.org



Contents

About Us	7
Message from our President and Board Chair	9
Governance	10
Financials	12
Programs: Summary	15
Programs: Grantee Portfolio	17
Programs: Grantee Impact	18
Programs: Incubation Program: Amplify Your Impact™	20
Programs: Incubation Program: Accelerate Your Impact™	22
Dear New York™ 2023	25
Appendix	26

**We create a better
and safer New York -
a place where
everyone can thrive.**

Dear New York,
**Help us create a
better and safer
New York for all.**

 **Reisenbach
Philanthropies**
www.DearNY.org



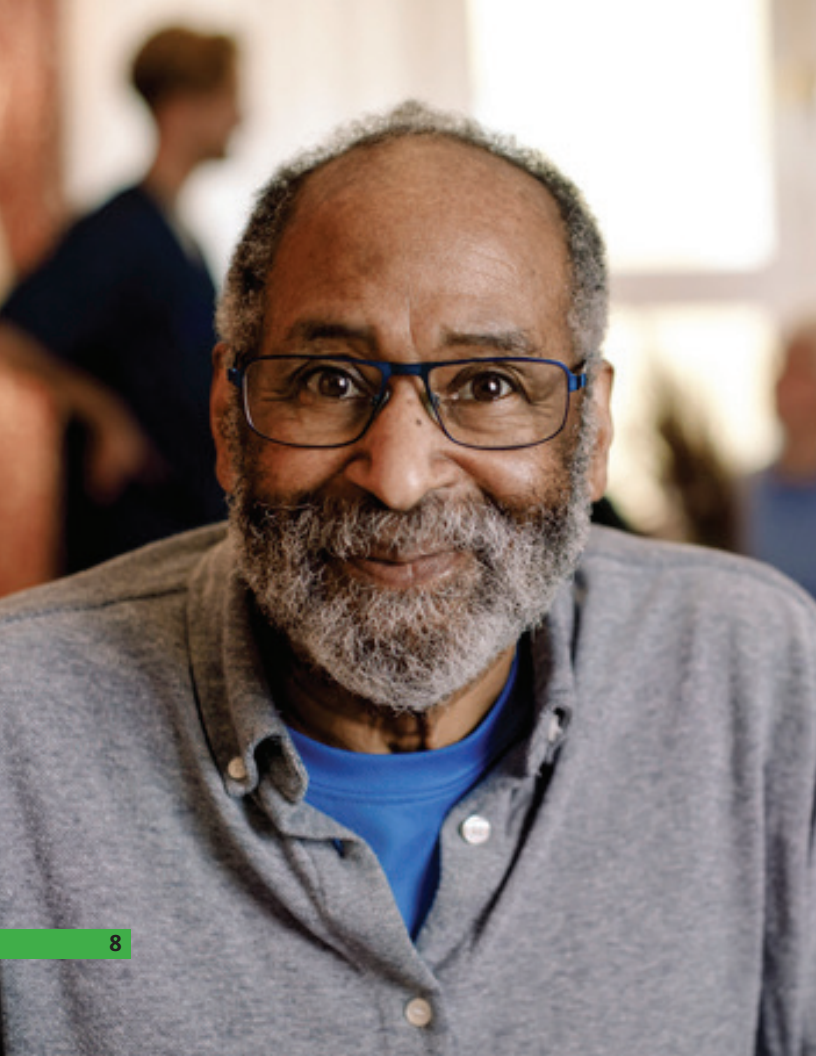
About us

Reisenbach Philanthropies' mission of making New York City a better and safer place to live, work, and visit, has remained unchanged since its founding in 1991. We believe that all of New York City's residents, workers, and visitors deserve safety, security, and a high quality of life.

In 2023, we underwent a name change, evolving from the John A. Reisenbach Foundation to Reisenbach Philanthropies. The new name communicates our transformation from a traditional grantmaking foundation with a pass-through structure to a **NONPROFIT INCUBATOR AND VENTURE PHILANTHROPY**. Reisenbach Philanthropies amplifies frontline solutions for tackling the city's most intractable problems. We don't simply pass money from one hand to another. **WE COUPLE THE PASSION TO MAKE A DIFFERENCE WITH THE NETWORK THAT KNOWS HOW TO DO IT—ALL IN SERVICE OF BUILDING A BETTER CITY, BLOCK BY BLOCK.** Our evolution as an organization continues to adapt to the needs of New York City and always in line with our mission of a better and safer New York City.

Reisenbach Philanthropies honors the memory of advertising executive John A. Reisenbach, who was the victim of a random and senseless murder in Greenwich Village in 1990. In the wake of this tragedy, John's friends and colleagues in the advertising and media industries created the foundation to promote safety, security, and a high quality of life throughout New York. The foundation remains rooted in the advertising and media communities, and with the generous support of these industries, our reach has grown to encompass partnerships with donors and grantees across the city.

AS NEW YORKERS' MOST URGENT NEEDS HAVE EVOLVED OVER THE PAST THREE DECADES, SO HAS OUR APPROACH TO FINDING AND SUPPORTING LONG-TERM, SUSTAINABLE SOLUTIONS.



Message

from our President and Board Chair

To our supporters and partners: On behalf of Reisenbach Philanthropies, thank you for your generous support this past year. Because of you - our 72 corporate donors, 360 individual donors, and 10 program volunteer mentors, facilitators, and advisors - 2023 was a momentous year for our organization as we:

Served over **23,500 NEW YORKERS** across **20+ GRANTEE PARTNERSHIPS**;

Rebranded to **REISENBACH PHILANTHROPIES**;

Held a **SOLD OUT ANNUAL BENEFIT**;

Broadcast our **FOURTH INSTALLMENT OF DEAR NEW YORK™**, across seven local news channels, more than any prior year;

Established a **JUNIOR BOARD**;

Hit a **FUNDRAISING RECORD**;

Rolled out a new nonprofit incubator program: **ACCELERATE YOUR IMPACT™**.

Our transition from the John A. Reisenbach Foundation to Reisenbach Philanthropies furthers our mission by prioritizing our important programmatic purpose. Our purpose is twofold:

1> INCUBATING SMALL, NEW, GRASSROOTS NONPROFITS THAT ARE WORKING IN AND WITH THE COMMUNITY in innovative ways to make a difference in the quality of life and safety for New Yorkers - **TO INCREASE IMPACT, GENERATE MORE AWARENESS, AND STRATEGIZE GROWTH**

2> IDENTIFYING A NEW HIGH-POTENTIAL IDEA within existing organizations **THAT WILL GREATLY IMPROVE LIVES OF NEW YORKERS** and provide dedicated expertise necessary to secure funding and get the programs off the ground

As we enter our second year as Reisenbach Philanthropies, we look forward to investing in the future of New York through our nonprofit incubation and philanthropic programs by making connections, providing resources, and financial support, and elevating our communities greatest strengths.

With gratitude,
Naomi Ryan, President
Allison Arden, Board Chair

To learn more, please visit <https://www.reisenbachphilanthropies.org> and follow us on social:

LinkedIn @Reisenbach Philanthropies
Facebook @Reisenbach Philanthropies
Instagram @reisenbach_nyc



Governance

The all-volunteer Board of Directors sets the strategic direction of Reisenbach Philanthropies and oversees its management and affairs. The Board meets on a monthly basis. The Board is comprised of several committees, as follows: Executive, Programs, Governance, Finance, Communications & Branding, Fundraising, Audit, and the Business Planning Task Force. We also have a Junior Board, to further the goal of broadening awareness of Reisenbach Philanthropies and its mission among the next generation of leaders. Each year, the full board completes a general feedback, improvement, and DEI survey. Refer to the “Appendix” on Page 26 to view the complete list of our Board of Directors and the annual board survey.

While we remain heavily rooted in the media/advertising industry, we continue to value the unique strengths and perspectives that each industry professional brings to our organization.

The Board of Directors holds an annual vote to nominate the highest governance body and its committees.

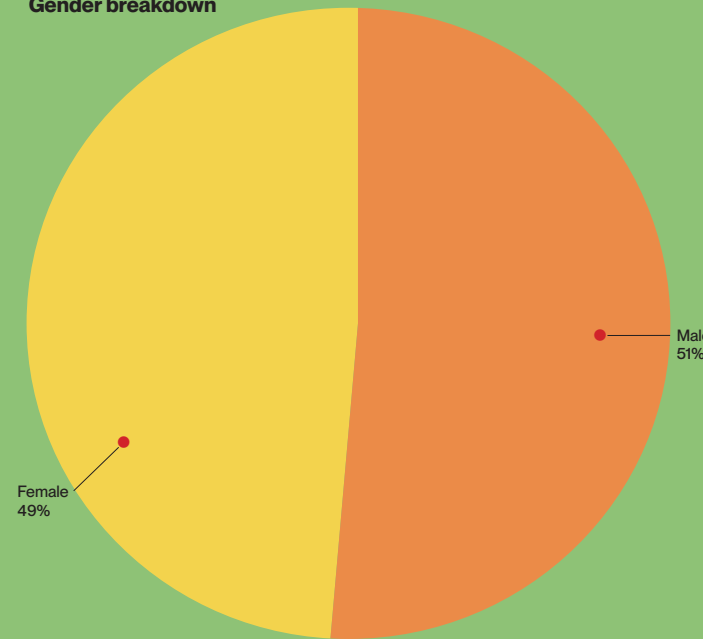
Each board member completes a “Conflict of Interest” form to ensure that conflicts of interest are prevented and mitigated.

Donors (corporate and individual) and nonprofit grantee partners are the categories of stakeholders the foundation engages with, and how they are identified. The purpose of the stakeholder engagement is to raise funds and awareness in order to fund our grantee programs and keep the foundation financially stable. The foundation ensures meaningful engagement with stakeholders by recognition of its donors and by funding and raising awareness about grantee partners.

All reported percentages are based on survey responses

Our board has 35 total members, boasting a vibrant and diverse assembly, as seen below in our demographics:

Gender breakdown



“Venture Philanthropy aims to foster innovation and impact in the civic economy given small and early stage non-profits often serve as frontline solutions, but are challenged by lack of resources, staff, and training. Reisenbach Philanthropies enables these organizations to carry on and scale their work. I’m privileged to be a board director.”

—RADINA RUSSELL - PROGRAMS COMMITTEE - U.S. CHAIR, CORPORATE AFFAIRS ADVISORY & GENERAL MANAGER, SOUTHEAST, EDELMAN

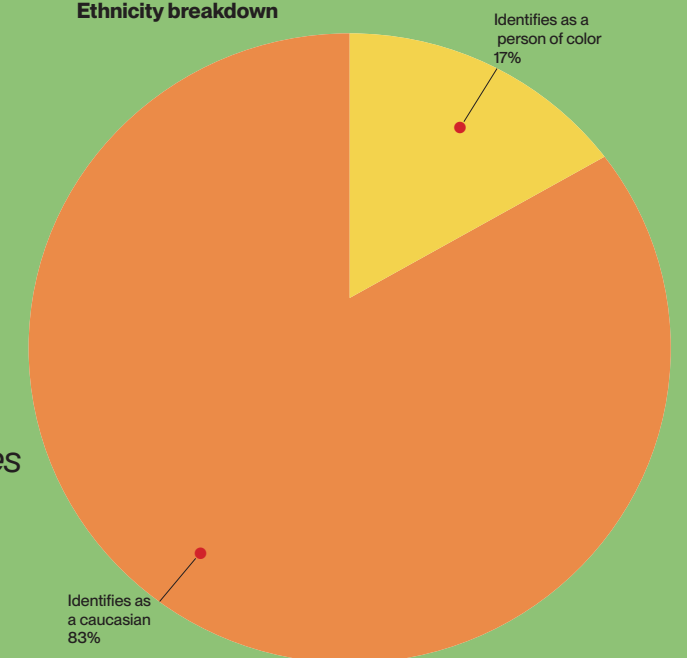
“What makes Reisenbach Philanthropies unique is our longevity (over 30 years), and the consistency of our fundraising, supporters, mission and board.”

—JON STEINLAUF - FUNDRAISING COMMITTEE - CHIEF US ADVERTISING SALES OFFICER, WARNER BROS. DISCOVERY

“Having worked for New York City for seven years, I have some idea just how challenging it is to reach our city’s most vulnerable people. By fostering grassroots organizations that are implementing some of New York’s most innovative programs, Reisenbach Philanthropies is making an enormously positive impact on our city in new and uncommon ways.”

—ANDREW BRENT - EXECUTIVE COMMITTEE - SVP, HEAD OF COMMUNICATIONS, BROOKFIELD PROPERTIES

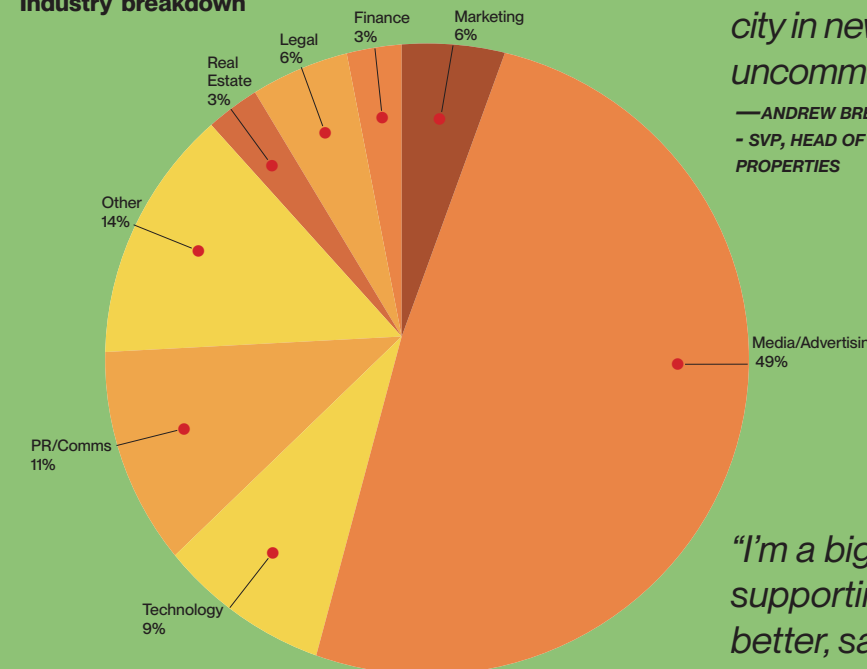
Ethnicity breakdown



“I’m a big believer in from-the-ground-up action. Identifying and supporting grassroots efforts in the five boroughs to help make a better, safer NYC is a brilliant mission.”

—SUSAN CREDLE - COMMUNICATIONS AND BRANDING COMMITTEE - CHAIR AND GLOBAL CHIEF CREATIVE OFFICER, FCB

Industry breakdown





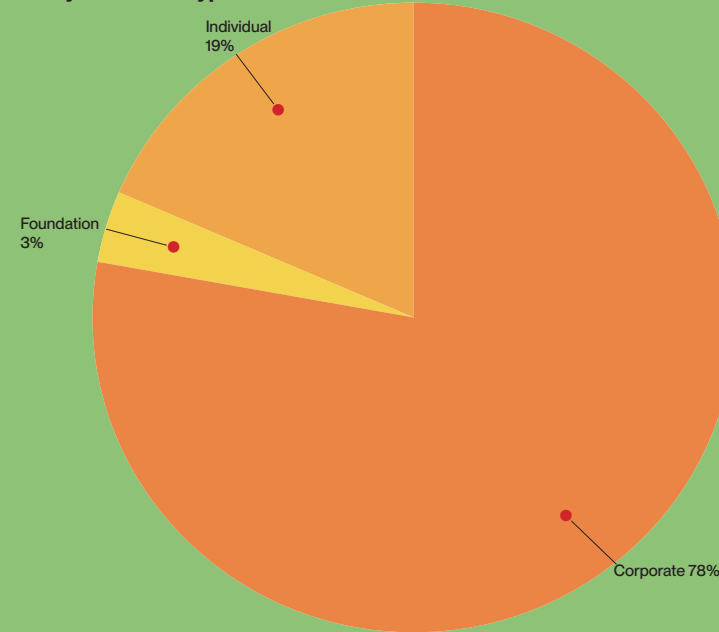
Financials

“We have had banner years for annual giving, seeing increased revenue for the last four years. Over the same time period, we have supported 43 unique nonprofit grantee partners.”

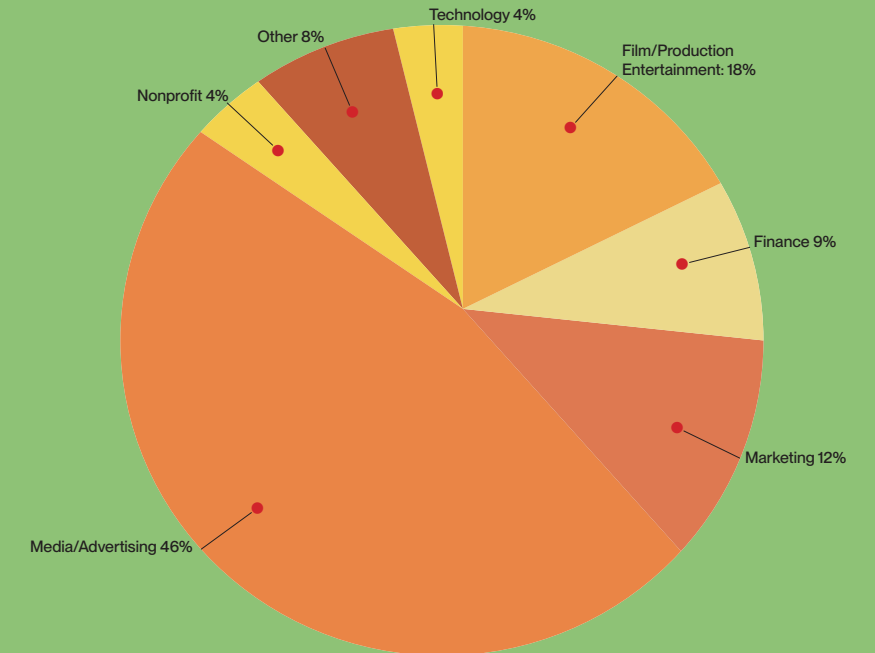
—NAOMI RYAN, PRESIDENT, REISENBACH PHILANTHROPIES

Our annual revenue comes from a diverse donor portfolio, including corporate sponsors, individual donors, and foundation support.

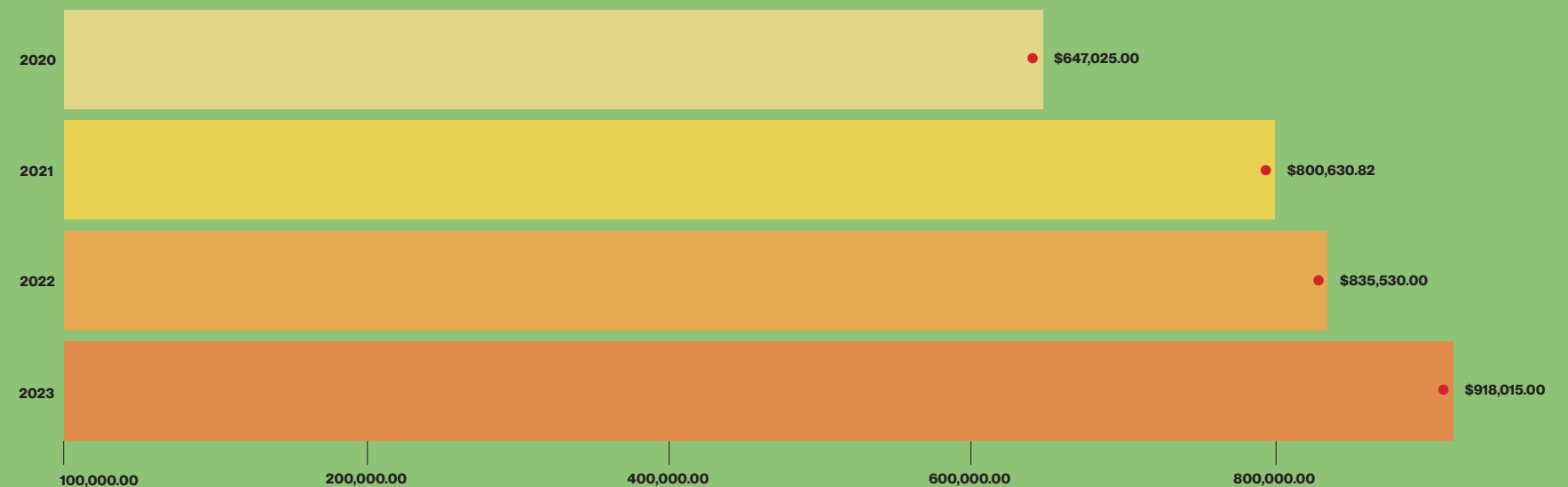
2023 Breakdown of Total \$ Raised By Percent of Type of Donor



2023 Corporate Donors By Industry



2020-2023 Annual Revenue



Sustainability and Inclusion: Reisenbach Philanthropies is committed to being a sustainable nonprofit. To the greatest extent possible, we rely on our board members and donor communities for resources.

IRS Non-Profit Status: <https://apps.irs.gov/app/eos/details/>



Programs: Summary

From 2022-2023, we supported 22 nonprofits, touching the lives of 23,701 New Yorkers. We invest in a better and safer city for all.

Under our new identity as Reisenbach Philanthropies, we are unique in the New York philanthropic arena serving as a nonprofit incubator and venture philanthropy. Our name and brand now better **ILLUMINATES OUR FOCUSED PROGRAMMATIC STRATEGY OF INVESTING BOTH FINANCIAL SUPPORT AND ESSENTIAL RESOURCES AND CONNECTIONS TO INNOVATIVE PROGRAMS AND GRASSROOTS ORGANIZATIONS**, ultimately having a multiplier effect on our investments and the positive future of all New Yorkers. Through the lens of our three program pillars: Youth & Education, Housing & Community, and Justice & Safety, we support solutions led by New York City based organizations that focus on the community's most pressing needs, both immediate and ongoing. Our nonprofit support includes financial funding and resource connection to make the greatest impact on our investment in nonprofits across the city.

In 2023, we launched a new incubation program named **ACCELERATE YOUR IMPACT™**. Accelerate is our second incubation program, a sister program of Amplify Your Impact™, which is currently in its third cohort. As the first funder of a new high-potential idea within an existing organization that will greatly improve lives of New Yorkers, we provide dedicated expertise through mentorship opportunities to secure greater funding and awareness to make the idea into a sustainable program.

We also continue to partner with John Jay College of Criminal Justice, a partnership spanning over three decades, in which we invest in the next generation of New Yorkers that will advance safety and quality of life in New York City.

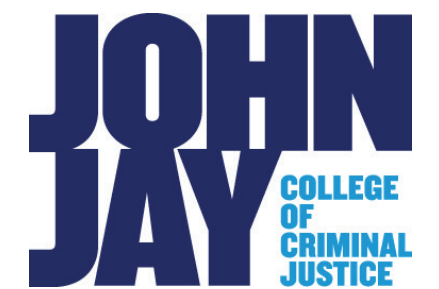
As we look to 2024, our programmatic focus will continue to lean into growing and strengthening our incubation programs, making our positive footprint on New York communities greater than ever before.

John Jay College of Criminal Justice Scholarships

Each year, Reisenbach Philanthropies supports the educational expenses of high-achieving John Jay College students working in areas relevant to our mission.

The Reisenbach Master's Scholarship Program is an investment in high-potential graduate students at John Jay College who are planning careers advancing safety and quality of life in New York City. Winners of this scholarship express their intention to work in relevant fields in New York City for at least five years after graduation. Past scholarship recipients work as social workers, NYPD officers, federal law enforcement agents, lawyers, nonprofit leaders, and forensic scientists, among other service-oriented professions.

The Judith Bronfman Memorial Scholarship is available to both undergraduate and graduate students at John Jay. It is awarded to students who have already made a significant contribution to safety and quality of life in New York City via work, volunteering, or academic study. This scholarship honors the life and achievements of long-time Reisenbach Philanthropies board member Judith Bronfman, who was a professor of English at John Jay and a driving force behind the foundation's master's scholarships.





Programs: Grantee Portfolio

In 2023, we partnered with the following nonprofit grantees making better, stronger, and safer communities across New York City's five boroughs.



AMERICA SCORES
New York

Foster Pride
CREATING BRIGHTER FUTURES



FOUNTAIN HOUSE
Inspiring Communities for Mental Health



BAM

GOOD CALL
ARREST SUPPORT HOTLINE



CITIZENS COMMITTEE FOR NEW YORK CITY

Jeremiah Program
NEW YORK

THE POINT
WHERE COMMUNITY AND CREATIVITY CONNECT

The Jewish Board
Health and Human Services for All New Yorkers



COMEDY GIVES BACK

NATIONAL DOMESTIC WORKERS ALLIANCE

safehorizon

win
Breaking the Cycle of Homelessness for Women and their Children



New York City Police Foundation
Building a Safer City Together

eliminating racism
empowering women
ywca
brooklyn



Programs: Grantee Impact



Reisenbach Philanthropies Supported:

23,701 New Yorkers

22 nonprofit organizations serving all five boroughs

Demographic Data:

Based on 90% of respondents reporting data, **71%** of New Yorkers served by our grantees identify as a person of color

Based on 75% of respondents reporting data, **49%** of our grantees serve New York youth, ages 0-24

73% of our grantees serve New Yorkers living in poverty

Inclusive Leadership Among Grantee Portfolio:

100% of grantees have people of color in leadership positions

100% of grantees have individuals who identify with a marginalized gender in leadership positions

50% of grantees have individuals that identify with the LGBTQIA+ community in leadership positions

Grantees defined leadership as any of the following:

- Executive Level Staff
- Other Staff (Ex.: Program Directors, Teachers, Full-Time employees, etc.)
- Board of Directors

All reported percentages are based on grantee responses

Examples of populations served

Youth & Education

19,719 public school youth

999 homeless youth

117 foster youth

744 first gen college students

With the support from the Reisenbach Philanthropies, 15 interns were able to host a Youth Empowerment Panel Discussion and networking event. The event hosted current interns and alumni from the program. Each intern was able to network and make connections with prominent community organizers. The internship program had a 98% completion rate during the funding period.

— GOOD CALL'S REISENBACH PHILANTHROPIES FUNDED PROGRAM: YOUTH JUSTICE INTERNSHIP PROGRAMS



Housing & Community

311 single mothers and their children

400 individuals living with serious mental illness

423 young adults living in shelter

313 women impacted by gender-based violence, poverty and homelessness



With funding from Reisenbach Philanthropies, this past year, 423 youth living in Win homeless shelters, ages 14-21, participated program-specific to their age/grade-level, interests, and needs—with an emphasis on STEAM (Science, Technology, Engineering, Art, Math) subjects and career and college exploration activities.

— WIN'S REISENBACH PHILANTHROPIES FUNDED PROGRAM: YOUNG ADULT INCOME BUILDING PROGRAM

Justice & Safety

14 EMS workers at risk of homelessness

210 New Yorkers through local, neighborhood improvement grants

With Reisenbach Philanthropies' support, housing security support was provided to fourteen active EMS or Paramedics in the Fire Department of NYC. In some cases, our support prevented homelessness for entire EMS families, in other cases, we moved EMS clients out of homelessness by providing first month's rent and security to a landlord. In all cases, we enabled EMS to continue their vital work.

—EMS FDNY HELP FUND'S REISENBACH PHILANTHROPIES FUNDED PROGRAM: HOUSING SECURITY FOR EMS





Programs: Incubation Program: Amplify Your Impact™ 2023

Amplify Your Impact™ is a one-year grant program that invests in young, high impact, and dynamic NYC based nonprofits that are ready to grow. Participating organizations receive a cash grant and a series of media strategy and nonprofit management training workshops to guide program growth, increase awareness and fundraising efforts. Workshops are led by volunteer field experts and include: leadership development, basic legal issues for nonprofits, strategic planning, fundraising and relationship management, creating marketing materials, effective volunteer management, media engagement, and connecting with consumers in an age of change.

This year marks our third Amplify Your Impact™ cohort. The participating organizations are:

Brooklyn Book Bodega: Works to increase the number of 100+ book homes for kids 0-18 in NYC. Brooklyn Book Bodega provides access to and ownership of books, builds community, and creates a passion for learning through free events and literacy-based community programming.



Thompson Drive: A Coney Island-based nonprofit youth development organization that is a place for youth to feel seen, safe, and listened to, all the while learning the skills they'll need for a successful transition to adult life.



**Past Cohorts include:
2021-2022**

- Black Feminist Project
- Brooklyn Community Kitchen
- Technology for Families in Need
- The W.O.W. Project

**2019-2020 Dream Deferred
Harlem Girls Cheer**

Notable Impact:

100% Satisfaction with program participation

100% Would recommend to other organizations

100% Experienced growth in the grant year by raising more money, increasing online engagement, programmatically with new programs and increased number of participants, attracting new funders, and having greater media coverage.



Backed by the support of Amplify Your Impact, Harlem Girls Cheer was able to secure gym space and equipment and the Harlem Roar won 3rd place at the UCA Cheerleading Championship

“We’ve seen growth programmatically and through increased online engagement.”

—BLACK FEMINIST PROJECT

“This grant truly gave us a boost right as we needed it from growth in our service.”

—BROOKLYN COMMUNITY KITCHEN

“In the 9 months since receiving the AYI award, we have deployed 1,062 computers into the homes of low-income families throughout the 5 boroughs of NYC and Long Island. The AYI award represents over 10% of our annual budget and it is the single largest source of funding for TechFIN.”

—TECHF.I.N.

“The AYI grant gave us more breadth to our program. We were able to pay our participating youth full salaries for their time and work on the program.”

—THE W.O.W. PROJECT



Programs: Incubation Program: Accelerate Your Impact™ 2023

This year marked our launch of the Accelerate Your Impact™ program. Accelerate is a one-year grant program that seeds high-potential pilot programs within successful nonprofits that tackle an identified and underserved need.

Participating organizations receive a cash grant and mentorships with volunteer industry experts who support the pilot program in becoming a long term, sustainable program. The participating organizations and their Reisenbach Philanthropies supported pilot programs are as follows on page 23.



With thanks to our 2023 Amplify Your Impact™ and Accelerate Your Impact™ volunteer mentors, facilitators, and Advisory Council:

- Allison Arden, The Elements of Us
- Blake Babbitt, 383 Productions
- Molly Barreca, N27 Productions
- Charon Darris, The Reading Team
- Cathy Frankel, Law Offices of Cathy J. Frankel
- Jesse Fundtleyder, John Jay College Psychology Department
- Kacey Koepfel, Copper Penny Strategic Events
- Charlotte Lipman, DIRECTV
- Danielle Nemeth, J.P. Morgan Corporate & Investment Bank
- Debra Scher, Manny Cantor Center



De La Salle Academy: The only private, independent day school in New York City for academically talented, economically less advantaged students in grades six through eight.

Seventh and Eighth Grade Support Groups: Groups will focus on specific topics for 8-12 weeks at a time, and are largely in response to the needs of the groups. They will be available during after-school so the students have yet another option for engagement for support. The two areas of greatest need: “facing and understanding trauma” and “building healthy relationships with others.”



NYC Outward Bound Schools: Operates over 70 NYC public schools a year joining together demanding and engaging learning, community, and character in ways that lead to high achievement for all.

Youth Crew Leadership Program: A new student-led and student-designed program connected to Crew, the proven advisory structure used in our partner schools. Through Crew, groups of 12-15 students meet regularly with an adult Crew Advisor to build a sense of community and belonging at their schools, focusing on building essential academic and social-emotional skills through a combination of team building, student-centered academic support, conflict resolution, and self-reflection. Youth Crew Leadership will incorporate more student voice and agency to this structure, giving students an opportunity to lead parts of the Crew experience for peers at their schools.



Of Home, Family, and Future: The Educational Mentoring Program helps motivated students in NYC’s foster care system achieve their goals of completing college. The program pairs young people who possess the desire and drive to succeed, with the financial assistance, essential resources and personal guidance to help them graduate from 4-year colleges.

Mental Health Support: The EMP will begin to create the infrastructure needed to address our students’ immediate mental health needs. This means EMP students who experience mental health emergencies can bypass waiting lists and bureaucracy and get immediate access to high quality care.



Young New Yorkers: Restorative art diversion program that allows young people to exit the criminal legal system, have their cases dismissed and sealed, and avoid a life-long criminal record. The graduate program offers long-term opportunities for young people to transform the criminal justice system through advocacy forums, public art exhibitions, and other events.

R.A.R.E. at Queens: A trauma-informed diversion program which empowers NYC youth with art and leadership skill-building which results in youth-led advocacy forums, public art exhibitions (in MoMA PS1, The Swiss Institute and public buildings), and other events in which we create dialogue between youth and criminal justice professionals and leaders.



Dear New York™ 2023

Dear New York™ is an annual 30-minute television fundraiser broadcast, a love letter to New York City, featuring inspiring stories of Reisenbach Philanthropies grantees.

It first aired in summer 2020 during the height of the COVID-19 pandemic to engage all of us to help the newly vulnerable New Yorker communities (i.e. artists and actors, domestic workers, healthcare and emergency services workers, and more). The broadcast has grown in prominence and remains a way to showcase the utterly important and urgent work of the organizations that we support on a city-wide scale. *Dear New York™* forges partnerships with local TV broadcast stations and media companies to bring visibility to Reisenbach Philanthropies supported nonprofit programs that might not otherwise be promoted on such a large scale. The show shines a light on the incredible impact and change makers that we invest in and are proud to call grantee partners.

Number of views: 450,000

Number of broadcast partners: Aired on 7 local television stations:



Featured Grantees:



A huge thanks to our media and education partners for the incredible promotional space to spread awareness about our work and grantee partnerships:





Appendix

FULL BOARD

Allison Arden: Board Chair, Executive Committee, Programs Committee, Governance Committee, Communications and Branding Committee
CEO & Founder, The Elements of Us

Andrew Brent: Vice Chair, Executive Committee, Audit Committee Co-Chair
SVP, Head of Communications, Brookfield Properties

Steve Grubbs: Vice Chair, Executive Committee, Fundraising Committee
Founder, Second Act Media

Lou Festa: Treasurer, Executive Committee, Finance Committee Co-Chair
EVP, Fin. & Bus. Affairs, ZeroPointZero Production

Cathy J. Frankel: Legal Counsel, Executive Committee, Programs Committee Co-Chair, Communications and Branding Committee
Law Offices of Cathy J. Frankel

Michelle Aragon: Board Secretary, Executive Committee, Governance Chair
VP, Brand Marketing & Strategy, Spectrum Reach

Mindy Rubinstein: Communications Chair, Executive Committee, Communications and Branding Co-Chair, Programs Committee
Director, US PR & Communications, Latham & Watkins

Gerry Byrne: Chairman Emeritus, Executive Committee
Vice Chairman, PMC

Robert W.C. Lilley: Chairman Emeritus, Executive Committee, Governance Committee

James H. Rosenfield: Chairman Emeritus, Executive Committee
JHR & Associates

Larry Schatz: Chairman Emeritus, Executive Committee, Programs Committee, Finance Committee, Audit Committee Co-Chair
Tessier Associates

Jim Beloyianis: Fundraising Committee
Beloyianis Design LLC

Lauren Busch: Communications and Branding Committee
Global Head of Media, BlackRock

Kasha Cacy: Fundraising Committee Co-Chair
Chief Media Officer, Known

Susan Credle: Communications and Branding Committee Co-Chair
Chair and Global Chief Creative Officer, FCB

Ed Erhardt: Audit Committee
CEO and Founder, Erhardt Media Advisors

Rebecca Foy: Fundraising Committee
Director, People Planning | Head of NY Office, Meta

Monique Gaynor: Communications and Branding Committee
Associate, Trailrunner International

Raymond Goulbourne: Fundraising Committee
EVP, Broadcast Media Sales, BET Networks

Bill Koenigsberg: Fundraising Committee
President & CEO, Horizon Media Inc.

Kacey Koepfel: Fundraising Committee
Founder, Copper Penny Strategic Events

Liz Koman: Programs Committee, Finance Committee Co-Chair

Scott Kushner: Programs Committee Co-Chair, Communications and Branding Committee
CEO & Exec. Producer, MediaPlace

Lew Leone: Communications and Branding Committee
VP & General Manager Fox 5/My9

Tara Walpert Levy: Fundraising Committee
VP, Americas, YouTube

Jon Mandel: Fundraising Committee
Dogsled Enterprises, Inc.

Rhonda Powell: Governance Committee
General Counsel and Corporate Secretary, Strada Education Network

Amy Reisenbach: Fundraising Committee
CBS Entertainment President, CBS

Jo Ann Ross: Fundraising Committee
Ad-Sales Chairman, Paramount

Radina Russell: Programs Committee
U.S. Chair, Corporate Affairs Advisory & General Manager, Southeast, Edelman

Charlie Rutman: Fundraising Committee

Arnie Semskey: Communications and Branding Committee
Arnie Semskey Consulting Group

Jodi Senese: Communications and Branding Committee
EVP, Chief Marketing Officer, OUTFRONT Media

Jon Steinlauf: Fundraising Committee Co-Chair
Chief US Advertising Sales Officer, Warner Bros. Discovery

JUNIOR BOARD

Charlotte Lipman: Co-Chair
Director of Research & Insights, DIRECTV Advertising

Jesse Funtleyder: Co-Chair
Professor, Psychology Department, John Jay College

Blake Babbitt: Founder, 383 Productions

Molly Barreca: Director of Development, NY27 Productions

Leah Frankel-Bonacci: Senior Associate Project Management & People Ops, ACEUM ADVISORS & SEARCH

Max Kushner: Program and Project Management Senior Analyst, Accenture

Danielle Nemeth: Associate, External Communications - Corporate & Investment Bank, JP Morgan

STAFF

Naomi Ryan, President
Korenet Brown, Director of Programs
Nirmala Laljie, Operations Officer

Annual Board Survey

How many years have you served on the board?

Less than 3
3-5
6-9
10-19
20-30

Age

18-24
25-34
35-44
45-54
55-64
65+

Current professional industry

Arts
Consumer/Retail
Education
Government
Finance
Hospitality
Legal
Nonprofit

Media/Advertising
Marketing
PR/Communications
Real Estate
Technology

Education attainment

PhD
JD
MBA
Masters
Bachelors
Associate
Some college, but no degree
High school diploma/ GED

Immigration/Citizenship Status

DACA recipient
DREAMer
First generation American
Forcibly displaced person (refugee)
Immigrant
US citizen
Visa holding
US resident
Other

Ethnicity that you most closely identify with

Black or African-American
Asian
Hispanic
White
Mixed Ethnicity
Native American
Caribbean
Other

Gender Identity

Male
Female
Transgender
Gender Non-Conforming

Do you identify with the LGBTQIA+ community?

Yes
No