The experiences and voices of Native American/Indigenous staff and non-binary staff are often omitted from research and data because of low "n" sizes. While our sample also did not include enough Native American/Indigenous or non-binary respondents to make representative claims, given the US history of forced assimilation, violence, and erasure of these communities, we feel it is critically important to amplify the experiences of individuals who hold these identities.

**Amplifying Native American/Indigenous and Non-Binary Staff Experience**

- **Native American/Indigenous Staff Experience**
  - n=86

- **Non-binary Staff Experience**
  - n=399

**Native American/Indigenous staff are the most likely racial/ethnic sub-group to experience bias and are far above national average on this metric.**

<table>
<thead>
<tr>
<th></th>
<th>Native American/Indigenous</th>
<th>National Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bias</td>
<td>44%</td>
<td>33%</td>
</tr>
</tbody>
</table>

**Non-binary staff report the least positive experiences of any gender identity group across all three indices of DEI.**

**Non-binary staff are much more likely to experience bias, and much less likely to intend to stay than other gender identity groups.**

**Do Better:**

- Access resources
- Find support