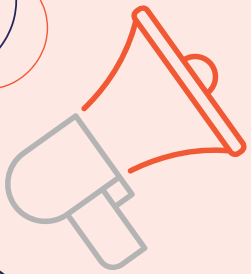


# Historically Silenced Voices

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



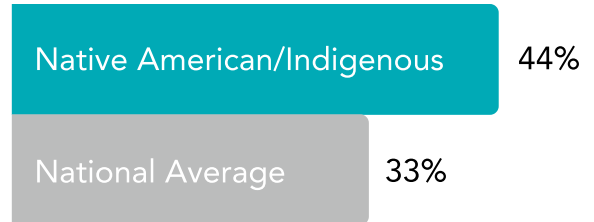
The experiences and voices of Native American/Indigenous staff and non-binary staff are often omitted from research and data because of low "n" sizes. While our sample also did not include enough Native American/Indigenous or non-binary respondents to make representative claims, given the US history 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 Staff  
Experience  
n=86

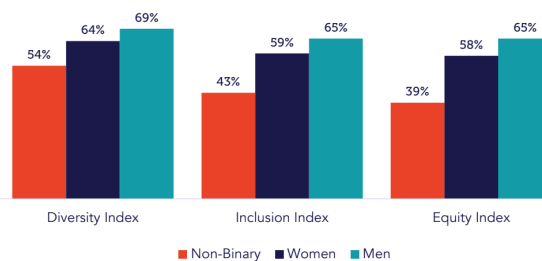
Native American/Indigenous staff are the **most likely** racial/ethnic sub-group to experience bias and are **far above national average** on this metric.

Bias



Amplifying  
Non-binary  
Staff  
Experience  
n=399

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.

