**Diversity Categories for SEC-DEI Survey**

From last Meeting:
Categories of Diversity: difficult question. Strange to just say just: 'not white male'.
- Career development
- LGBT
- Gender
- Enthoraciality
- Sexual orientation,
- People with disabilities
- Neurodiversity
- Mostly post-docs: how do we define a clear reason and way to include different career levels.
- Educational Institutes/experiments - not a problem in early career but perhaps in Snowmass as a whole. Easy to be skewed by large experiments. May need to make sure smaller experiments have a voice. Or people from smaller institutions with fewer resources.

Short field instead of options

Improve the box or eliminate the box: For example, gender - should we ask for two things (gender identification and gender presentation) or just a single entry (gender)
      -- Danger of post-analysis re-boxing
      -- Listing all entries is an opportunity to learn and educate
LGBT vs separating gender identity/presentation (also prompt: e.g. Gender-fluid, male-identifying and female-presenting, etc.)
      -- Gender Identification/Presentation
      -- Sexual Orientation
      -- Any other identifier we missed? (not part of LGBT, but at the end of survey)

Consent in the form: aggregate only or any purpose or partial (to be defined)

Explain in short form what this is for. We want to have prompts that call for more specific answers. For example in Career Development: please indicate the position you currently hold (e.g. Ph.D student, 2nd postdoc, Cyrogenics Engineer, etc.)
Similarly for ethno-racial prompt: (We encourage inter-sectional identifiers e.g. afro-jewish, Navajo, central-american, etc.)

Would like to understand non-traditional career paths. For example, age or breaks in research, institution transfers. But unsure how to ask this question.

Types of Universities/Institutes, PhD-granting and Current: short field of university names

Home Upbringing (e.g. Military Family Includes veterans, first-generation immigrant, first-generation college, low-income, rural,non-traditional home, etc.)

Home Country (Encourage multiple countries)

Current Family Circumstance (e.g. Spouse in academia, caretaker, single-parent, etc.)

Additional field: Any identifiers we missed