

**Race/Racialized Identity,
Settler/Indigenous Identity**

Educational Background

Health Status

Vaccination Status

Essential Worker Status

**Position & Level in the
Organizational Hierarchy;
Faculty/Staff/Administrator/
Post Doc/Graduate Student**

**Immigration Status;
Refugee Status**

**Religion/Spirituality/Ways of
Knowing**

Age

Veteran/Military Status

Disability Identity

**Socio-Economic Class
(of origin; current)**

**Size/Appearance/
Athleticism**

**Relationship/Marital/
Parental Status**

FAMILY MAKE-UP (of origin,
current members)

Years of Experience
(in the field, organization)

Geographic Region

Sexual Orientation/Sexuality

Housing Status

**Language Proficiency/
Use of English/ “Accents”**

Care Giver Status

Gender Identity
(cisgender, transgender,
gender nonbinary, gender
non-conforming)

Work Style
(extrovert or introvert, results
or process oriented, etc.)

Sex
(male, female, intersex)

Ethnicity/Culture

Nationality/Citizenship Status

Food Availability/Security

**Revenue producing/not
revenue producing**

Mental Health Status

Political Affiliation

**Customer facing/Back
office**

Transportation Status









