



Robert Wood Johnson Foundation



Participant Demographic Data Appendix Dashboard Report 2021

Data for Program Years 2017-2021

July 2022



This 2021 Demographic Report contains a set of tables that show demographics across time on the participants of each of the four Change Leadership Initiative programs.

The purpose of this dashboard is to inform and advance strategic learning for RWJF across its four national leadership development programs.

CLINICAL SCHOLARS

Dashboard #1 (pg. 3)

- Who participates in the Clinical Scholars program?

CULTURE OF HEALTH LEADERS

Dashboard #2 (pg. 13)

- Who participates in the Culture of Health Leaders program?

HEALTH POLICY RESEARCH SCHOLARS

Dashboard #3 (pg. 23)

- Who participates in the Health Policy Research Scholars program?

INTER DISCIPLINARY RESEARCH LEADERS

Dashboard #4 (pg. 33)

- Who participates in the Interdisciplinary Research Leaders program?

Dashboard #1



CLINICAL
SCHOLARS

Who participates in the Clinical Scholars program?

How many people participate in the CS program?

Table 1: Participants

Cohort	Currently Active Participants	Current Alumni	Dropped out (%)
2021	n/a	n/a	n/a
2020	35	n/a	2 (5.4%)
2019	35	n/a	0
2018	31	n/a	4 (11.4%)
2017	0	33	2(5.7%)
2016	0	29	1 (3.3%)

The program has accepted 35 **participants** per cohort, with the exception of the 2016 Cohort which took in 30 scholars.

The 2019 Cohort is the only cohort where no participants have dropped out, while the 2018 Cohort had the most dropouts (4).

Notes:

- *Clinical Scholars did not recruit a 2021 cohort.*

Source: NPC Reports

What is the breakdown of genders that participate in the CS program?

Table 2: Gender

Cohort	Participants		
	Woman	Man	Additional Identities
2021	n/a	n/a	n/a
2020	74%	26%	0%
2019	80%	20%	0%
2018	86%	14%	0%
2017	71%	29%	0%
2016	58%	42%	0%

The gender makeup of **participants** has stayed consistent over since the 2016 cohort.

Notes:

- CS did not recruit a 2021 cohort
- The category "Additional Identities" includes the options Transgender (2016 & 2017); Transgender, genderqueer or non-binary (2018 & 2019); Non-binary, Gender non-conforming, and Other (2020 & 2021).
- N (participants): 27 (2016), 31 (2018), 29 (2017), 25 (2019), 30 (2020).

Source: NPC Reports

What types of geography are represented in the participant pool of the CS program?

Table 3: Geography

Cohort	Participants		
	Urban	Suburban	Rural
2021	n/a	n/a	n/a
2020	60%	35%	4%
2019	67%	19%	14%
2018	65%	17%	18%
2017	75%	14%	11%
2016	59%	22%	19%

2020 saw the lowest percentage of rural **participants** since the beginning of the program

2020 also had the greatest percentage of suburban **participants** and the second lowest percentage of urban **participants**.

Notes:

- CS did not recruit a 2021 cohort
- The 2010 Census data indicates that 81% of the U.S. population is urban. In terms of the CLI, it is likely that the combined proportion of the categories urban and suburban is similar to that of the urban U.S. population.
- N (participants): 30 (2016), 34 (2018), 36 (2017), 24 (2019), 30 (2020).

Source: NPC Reports

What percentage of CS participants identify as Latinx or Hispanic?

Table 4: Latinx or Hispanic

Cohort	Participants	
	Latinx or Hispanic	Not Latinx or Hispanic
2021	n/a	n/a
2020	6%	94%
2019	9%	91%
2018	9%	91%
2017	2%	98%
2016	4%	96%

The proportion of Latinx of Hispanic **participants** has stayed consistent since the beginning of the program.

Notes:

- CS did not recruit a 2021 cohort
- Data in this chart correspond to the question: Do you identify as Hispanic?
- N (participants): 29 (2016), 31 (2018), 30 (2017), 24 (2019), 30 (2020)

Source: NPC Reports

What is the racial breakdown of participants in the CS program?

Table 5: Race

Cohort	Participants						
	Bi-racial or Multi-racial	White or Caucasian	Black or African American	Asian	American Indian or Alaskan Native	Native Hawaiian or Pacific Islander	Additional Races
2021	n/a	n/a	n/a	n/a	n/a	n/a	n/a
2020	7%	63%	15%	13%	0%	0%	2%
2019	4%	69%	5%	13%	0%	9%	0%
2018	0%	78%	7%	6%	4%	0%	4%
2017	6%	60%	16%	11%	4%	4%	0%
2016	0%	49%	25%	13%	3%	0%	11%

The 2020 cohort had a significant shift from the previous year in which the percentage of Black/African American **participants** increased by 10%.

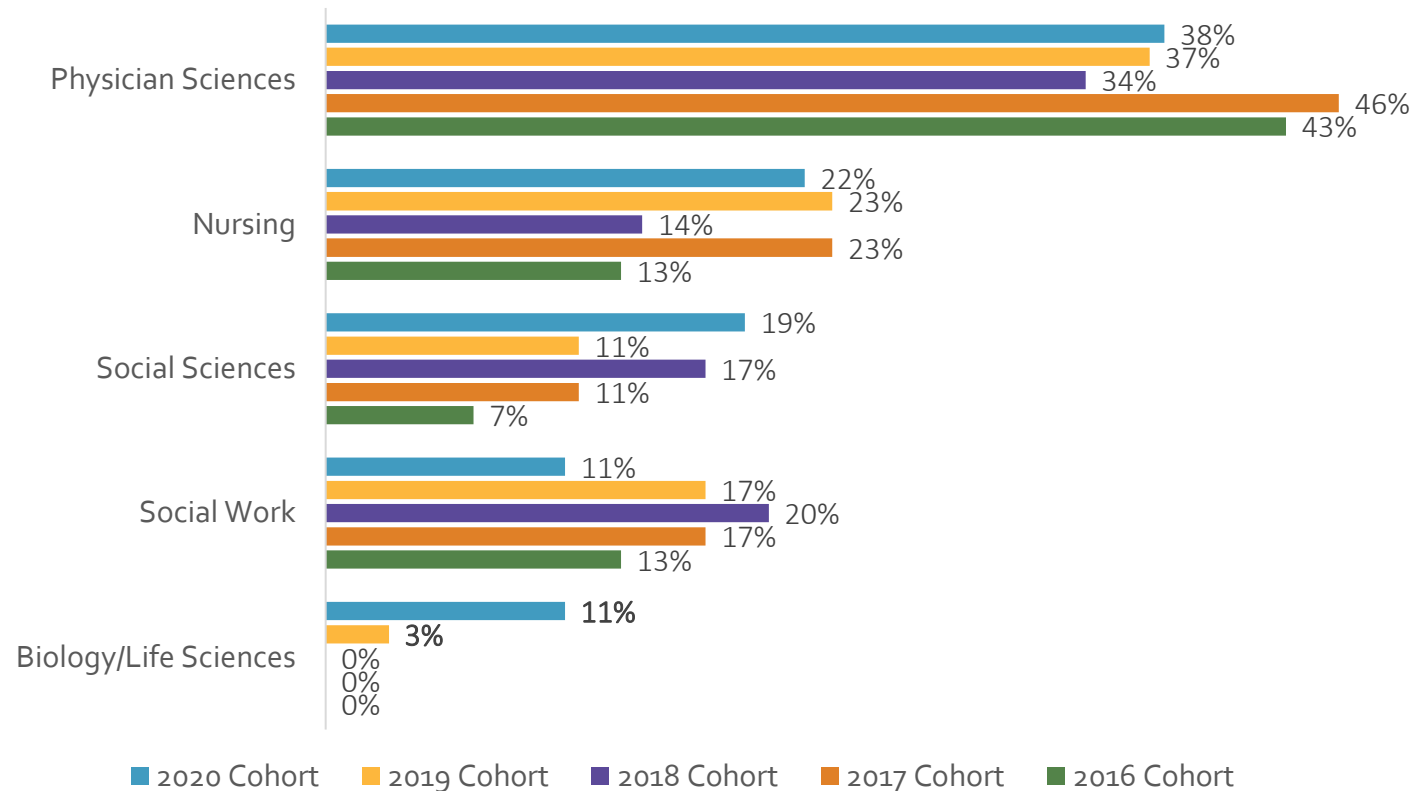
Notes:

- CS did not recruit a 2021 cohort
- The bi-racial or multi-racial category was not provided in the 2020 or 2021 survey. The percentage was calculated considering respondents that selected more than one race category.
- N (participants): 29 (2016), 31 (2018), 30 (2017), 24 (2019), 30 (2020)

Source: NPC Reports

What professional disciplines are represented in the participant pool of the CS program?

Chart 2: Participants by Discipline



Physician Sciences, followed by Nursing are the disciplines most represented within the Clinical Scholars participant pool.

The past two cohorts (2019 & 2020) have seen an increase in the percentage of **participants** in nursing.

Biology and life sciences also grew 8% from the previous year for **participants**.

Notes:

- The chart shows the 5 most responded, TCC defined, categories of disciplines. Field of work in which the participant is currently working/studying) has no pre-determined categories.
- Social sciences includes those working in anthropology, psychology, and sociology.
- CS did not recruit a 2021 cohort
- N (participants): 29 (2016), 33 (2018), 33 (2017), 35 (2019), 30 (2020).

Source: NPC Reports

What sectors are represented in the participant pool of the CS program?

Table 6: Sector

Cohort	Participants						
	Academic	Faith based Org.	Health Care	Private Sector	Public Sector	Social enterprise/ benefit corporation	Social Sector
2021	n/a	n/a	n/a	n/a	n/a	n/a	n/a
2020	0%	0%	100%	0%	0%	0%	0%
2019	0%	0%	100%	0%	0%	0%	n/a
2018	0%	0%	100%	0%	0%	0%	0%
2017	0%	0%	100%	0%	0%	0%	0%
2016	3%	0%	97%	0%	0%	0%	0%

By design, all **participants** belong to the cohort health care sector.

Notes:

- *Clinical Scholars did not recruit a 2021 cohort.*
- *The chart shows 7 categories of sectors where participants responded. By design, all Clinical Scholars participants work in healthcare*
- *N (participants): 29 (2016), 33 (2018), 33 (2017), 35 (2019), 30 (2020).*

Source: NPC Reports

What is the career level of participants in the CS program?

Table 7: Career Level

Cohort	Early Career	Mid Career	Advanced Career
2021	n/a	n/a	n/a
2020	14%	41%	46%
2019	9%	44%	47%
2018	0%	74%	26%
2017	0%	66%	34%
2016	0%	40%	60%

Most Clinical Scholars are in their mid or advance career stages.

The 2020 cohort had the highest percentage of **participants** in their early career.

Notes:

- *Clinical Scholars did not recruit a 2021 cohort.*
- *Early career: 5 years or less of professional experience.*
- *Mid-career: 6 to 15 years of professional experience.*
- *Advanced career: more than 15 years of professional experience.*
- *N (participants): 30 (2016), 33 (2018), 33 (2017), 34 (2019), 30 (2020).*

Source: NPC Survey

CS participants work the most on individual and organizational projects.

Table 8: Number and Types of Projects

Cohort	Participant Status	Individual	Interpersonal	Organizational	Community	Policy
2020	In Program	5	1	4	5	0
2019	In Program	4	3	4	3	0
2018	Exiting	6	2	2	2	0
2017	Complete	5	3	6	2	1
2016	Complete	4	1	3	5	0
Total		24	10	19	17	1

- **Individual projects:** Project directly works to affect individual behavior such as increasing knowledge/understanding or influencing beliefs/attitudes.
- **Interpersonal projects:** Project focuses on social groups that influence individual behavior such as friends, family, coworkers, etc.
- **Organizational projects:** Project focuses on the structures, customs and policies of organizations such as community organizations, religious institutions, businesses, etc.
- **Community projects:** Project focuses on the settings or norms within a defined boundary such as the built environment, community norms, and traditions.
- **Policy projects:** Project focuses on creating or reforming federal, state, or local policies and laws.

Notes:

- Clinical Scholars did not recruit a 2021 cohort.
- Projects could be coded into multiple categories.
- CS projects:
 - 2017 cohort=10 teams
 - 2018 cohort=9 teams
 - 2019 cohort=9 teams
 - 2020 cohort=8 teams

Dashboard #2

CULTURE
OF HEALTH
LEADERS

Who participates in the Culture of Health Leaders program?

How many people participate in the CoHL program?

Table 1: Participants

Cohort	Currently Active Participants	Current Alumni	Dropped out (%)
2021	n/a	n/a	n/a
2020	39	n/a	0
2019	40	n/a	0
2018	39 (exiting)	n/a	1 (2.5%)
2017	0	39	1 (2.5%)
2016	0	39	0

The Culture of Health Leaders program has had around 40 **participants** for each cohort.

The program has retained almost all its **participants**. Three out of the 5 cohorts have retained all their participants, while the 2017 and 2018 cohorts have only had one dropout.

Notes:

- *Data for the 2021 cohort of CoHL was not available for this report.*

Source: NPC Reports

What is the breakdown of genders that participate in the CoHL program?

Table 2: Gender

Cohort	Participants		
	Woman	Man	Additional Identities
2021	n/a	n/a	n/a
2020	61%	32%	7%
2019	78%	17%	6%
2018	61%	31%	9%
2017	64%	33%	3%
2016	58%	37%	6%

The gender makeup of participants has stayed roughly consistent over apart from the 2019 cohort, which had the greatest percentage of **participants** who identify as women, and the smallest who identify as men.

Notes:

- Data for the 2021 cohort of CoHL was not available for this report.
- The category "Other" includes the options Transgender (2016 & 2017); Transgender, genderqueer or non-binary (2018 & 2019); Non-binary, Gender non-conforming, and Other (2020 & 2021).
- N (participants): 33 (2016), 33 (2017), 36 (2018), 35 (2019), 25 (2020)

Source: NPC Reports

What types of geography are represented in the participant pool of the CoHL program?

Table 3: Geography

Cohort	Participants		
	Urban	Suburban	Rural
2021	n/a	n/a	n/a
2020	73%	14%	14%
2019	65%	8%	27%
2018	85%	5%	10%
2017	65%	22%	13%
2016	76%	10%	14%

2020 saw the percentage of rural **participants** dropped, while the percentage of urban and suburban **participants** increased.

Notes:

- Data for the 2021 cohort of CoHL was not available for this report.
- The 2010 Census data indicates that 81% of the U.S. population is urban. In terms of the CLI, it is likely that the combined proportion of the categories urban and suburban is similar to that of the urban U.S. population.
- N (participants): 39 (2016), 36 (2017), 37 (2018), 35 (2019), 25 (2020)

Source: NPC Reports

What percentage of CoHL participants identify as Latinx or Hispanic?

Table 4: Latinx or Hispanic

Cohort	Participants	
	Latinx or Hispanic	Not Latinx or Hispanic
2021	n/a	n/a
2020	18%	82%
2019	28%	72%
2018	12%	88%
2017	21%	79%
2016	3%	97%

The 2020 cohort had 10% fewer Latinx or Hispanic participants than in 2019.

Notes:

- Data for the 2021 cohort of CoHL was not available for this report.
- Data in this chart correspond to the question: Do you identify as Hispanic?
- N (participants): 34 (2016), 36 (2017), 37 (2018), 39 (2019), 29 (2020).

Source: NPC Reports

What is the racial breakdown of participants in the CoHL program?

Table 5: Race

Cohort	Participants						
	Bi-racial or Multi-racial	White or Caucasian	Black or African American	Asian	American Indian or Alaskan Native	Native Hawaiian or Pacific Islander	Additional Races
2021	n/a	n/a	n/a	n/a	n/a	n/a	n/a
2020	9%	19%	50%	9%	3%	0%	9%
2019	10%	31%	21%	8%	8%	5%	18%
2018	5%	35%	38%	14%	5%	0%	3%
2017	11%	22%	47%	6%	0%	3%	11%
2016	3%	35%	44%	6%	0%	0%	12%

The 2020 cohort also had a significant shift from the previous year in which the percentage of Black/African American **participants** increased by 29% and decrease by 12% for White/Caucasian **participants**.

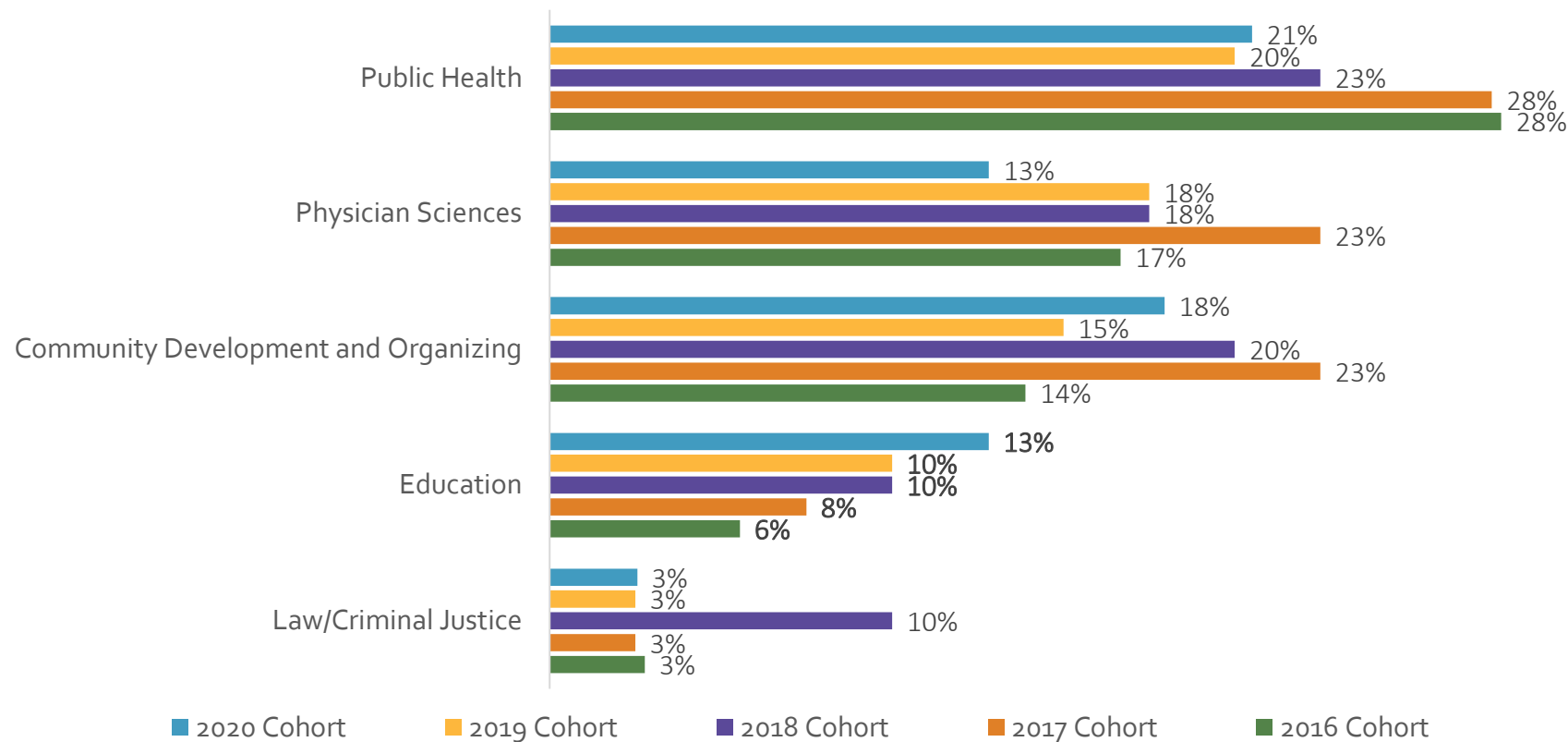
Notes:

- Data for the 2021 cohort of CoHL was not available for this report.
- The bi-racial or multi-racial category was not provided in the 2020 or 2021 survey. The percentage was calculated considering respondents that selected more than one race category.
- N (participants): 34 (2016), 36 (2017), 37 (2018), 39 (2019), 29 (2020).

Source: NPC Reports

What professional disciplines are represented in the participant pool of the CoHL program?

Chart 2: Participants by Discipline



The percentage of **participants** working in education has risen every year.

Notes:

- The chart shows the 5 most responded, TCC defined, categories of disciplines. Field of work in which the participant is currently working/studying) has no pre-determined categories.
- Social sciences includes those working in anthropology, psychology, and sociology.
- Data for the 2021 cohort of CoHL was not available for this report.
- N (participants): 36 (2016), 37 (2017), 39 (2018), 40 (2019), 25 (2020).

Source: NPC Reports

What sectors are represented in the participant pool of the CoHL program?

Table 6: Sector

Cohort	Participants						
	Academic	Faith based Org.	Health Care	Private Sector	Public Sector	Social enterprise/ benefit corporation	Social Sector
2021	n/a	n/a	n/a	n/a	n/a	n/a	n/a
2020	17%	5%	15%	8%	8%	5%	41%
2019	5%	0%	8%	10%	23%	3%	53%
2018	15%	5%	13%	5%	13%	5%	45%
2017	0%	0%	3%	3%	13%	13%	70%
2016	11%	0%	17%	14%	14%	3%	42%

Participants in the CoHL program come mostly from the social sector.

Notes:

- Data for the 2021 cohort of CoHL was not available for this report.
- The chart shows 7 categories of sectors where participants responded.
- N (participants): 37 (2016), 38 (2017), 39 (2018), 40 (2019), 25 (2020).

Source: NPC Reports

What is the career level of participants in the CoHL program?

Table 7: Career Level

Cohort	Early Career	Mid Career	Advanced Career
2021	n/a	n/a	n/a
2020	28%	64%	8%
2019	13%	63%	25%
2018	23%	56%	21%
2017	n/a	n/a	n/a
2016	41%	35%	24%

Most Culture of Health Leaders are in their mid career stages. The 2020 Cohort had the lowest percentage of participants in their advanced career out of any cohort.

Notes:

- Data for the 2021 cohort of CoHL was not available for this report.
- Information from CoHL 2017 cohort participants was not available for this slide
- Early career: 5 years or less of professional experience.
- Mid-career: 6 to 15 years of professional experience.
- Advanced career: more than 15 years of professional experience.
- N (participants): 37 (2016), 39 (2018), 40 (2019), 25 (2020).

Source: NPC Reports

CoHL participants work the most on organizational and community though interpersonal projects were the most popular for the 2020 Cohort.

Table 8: Number and Types of Projects

Cohort	Participant Status	Individual	Interpersonal	Organizational	Community	Policy
2020	In Program	n/a	n/a	n/a	n/a	n/a
2019	In Program	2	13	9	7	8
2018	Exiting	4	3	22	19	10
2017	Complete	2	3	15	23	1
2016	Complete	6	1	9	20	6
Total		14	20	55	69	25

- **Individual projects:** Project directly works to affect individual behavior such as increasing knowledge/understanding or influencing beliefs/attitudes.
- **Interpersonal projects:** Project focuses on social groups that influence individual behavior such as friends, family, coworkers, etc.
- **Organizational projects:** Project focuses on the structures, customs and policies of organizations such as community organizations, religious institutions, businesses, etc.
- **Community projects:** Project focuses on the settings or norms within a defined boundary such as the built environment, community norms, and traditions.
- **Policy projects:** Project focuses on creating or reforming federal, state, or local policies and laws.

Notes:

- **Projects could be coded into multiple categories.**
- CoHL does not begin projects until the 2nd year so project types were not available for the 2019 and 2020 cohorts.
- Data for the 2021 cohort of CoHL was not available for this report.

Source: NPC Reports

Dashboard #3

The logo consists of an orange square with the text "HEALTH POLICY RESEARCH SCHOLARS" in white, stacked vertically.

HEALTH
POLICY
RESEARCH
SCHOLARS

Who participates in the Health Policy Research Scholars program?

How many people participate in the HPRS program?

Table 1: Participants

Cohort	Currently Active Participants	Current Alumni	Dropped out (%)
2021	40	n/a	0
2020	60	n/a	0
2019	n/a	n/a	n/a
2018	40	n/a	1 (2.5%)
2017	35	4	1 (2.6%)
2016	0	36	4 (11.1%)

In 2020 the program recruited and accepted more participants since 2019 was not a recruitment year. In 2021 the program returned to its regular cohort size of 40 participants per cohort.

The 2016 cohort has seen the highest dropout rate at 11%. Subsequent cohorts have had minimal, if any, dropout thus far.

Notes:

- HPRS did not recruit a 2019 cohort

Source: NPC Reports

What is the breakdown of genders that participate in the HPRS program?

Table 2: Gender

Cohort	Participants		
	Woman	Man	Additional Identities
2021	58%	33%	9%
2020	66%	30%	4%
2019	n/a	n/a	n/a
2018	67%	28%	5%
2017	61%	35%	5%
2016	73%	27%	0%

2021 had the lowest percentage of **participants** identify as women and highest percentage of participants identify with an additional identity.

Notes:

- HPRS did not recruit a 2019 cohort
- The category "Additional Identities" includes the options Transgender (2016 & 2017); Transgender, genderqueer or non-binary (2018 & 2019); Non-binary, Gender non-conforming, and Other (2020 & 2021).
- N (participants 29 (2016), 36 (2017), 39 (2018), 60 (2020), 33 (2021).

Source: NPC Reports

What types of geography are represented in the participant pool of the HPRS program?

Table 3: Geography

Participants			
Cohort	Urban	Suburban	Rural
2021	67%	24%	9%
2020	65%	27%	8%
2019	n/a	n/a	n/a
2018	71%	23%	6%
2017	64%	25%	11%
2016	76%	18%	6%

This year saw no large changes in the geography of **participants** in the program.

Notes:

- The 2010 Census data indicates that 81% of the U.S. population is urban. In terms of CLI, it is likely that the combined proportion of the categories urban and suburban is similar to that of the urban U.S. population.
- N (participants): 36 (2016), 40 (2018), 40 (2017), 60 (2020), 33 (2021).

Source: NPC Reports

What percentage of HPRS participants identify as Latinx or Hispanic?

Table 4: Latinx or Hispanic

Cohort	Participants	
	Latinx or Hispanic	Not Latinx or Hispanic
2021	30%	70%
2020	21%	79%
2019	n/a	n/a
2018	30%	70%
2017	32%	68%
2016	23%	77%

2021 had a higher percentage of Latinx participants than the previous year.

Notes:

- Data in this chart correspond to the question: Do you identify as Hispanic?
- N (participants): 33 (2016), 45 (2017), 44 (2018), 74 (2020), 33 (2021).

Source: NPC Reports

What is the racial breakdown of participants in the HPRS program?

Table 5: Race

Cohort	Participants						
	Bi-racial or Multi-racial	White or Caucasian	Black or African American	Asian	American Indian or Alaskan Native	Native Hawaiian or Pacific Islander	Additional Races
2021	0%	9%	64%	18%	0%	0%	9%
2020	12%	21%	38%	11%	8%	2%	6%
2019	n/a	n/a	n/a	n/a	n/a	n/a	n/a
2018	8%	26%	43%	6%	5%	2%	10%
2017	11%	15%	34%	11%	16%	8%	6%
2016	7%	20%	48%	9%	9%	3%	3%

2021 had a shift in percentage of **participants** in almost every category. There were 12% fewer participants who identify as White or Caucasian, 7% more who identify as Asian, and 26% more participants who identify as Black/African American than the previous year.

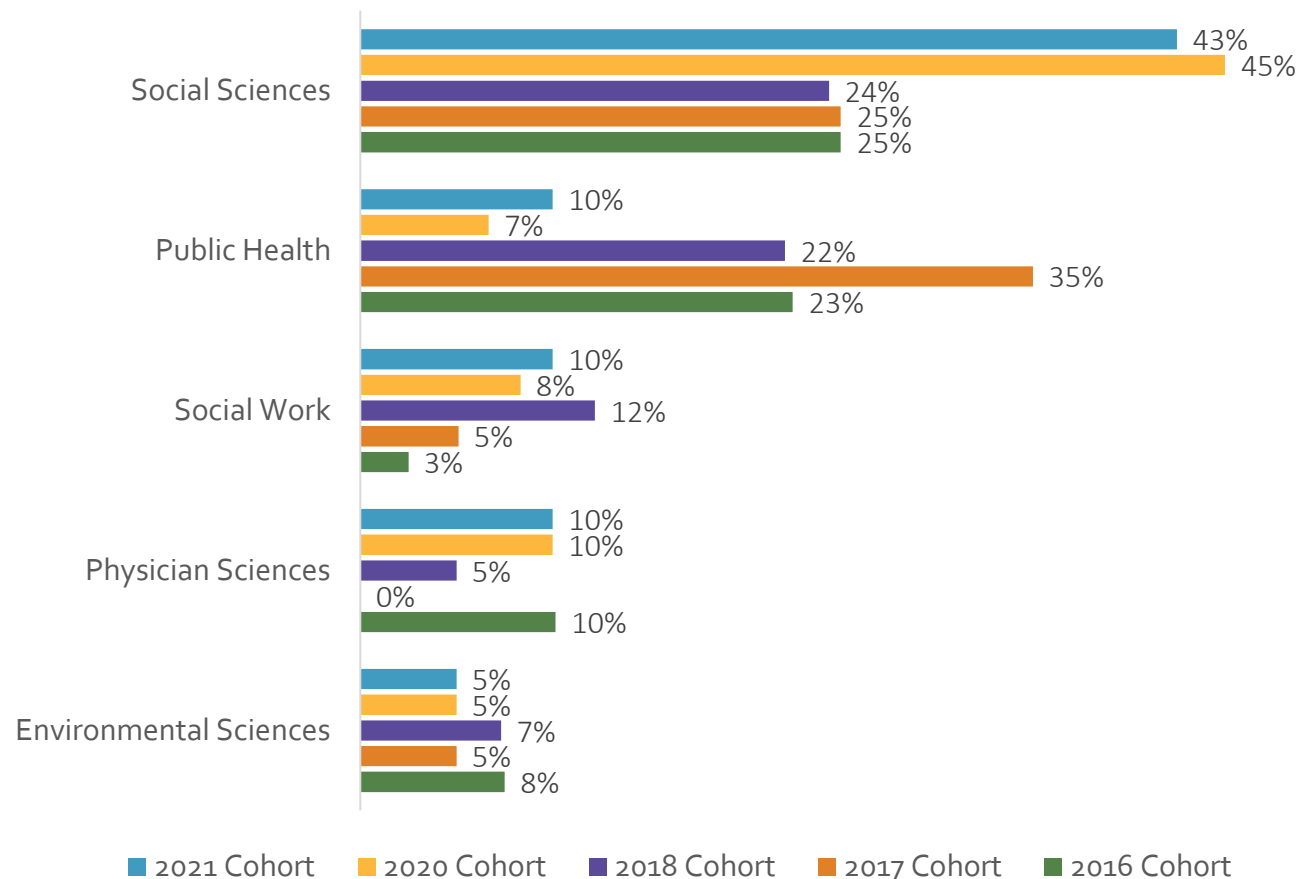
Notes:

- The bi-racial or multi-racial category was not provided in the 2020 or 2021 survey. The percentage was calculated considering respondents that selected more than one race category.
- N (participants): 33 (2016), 45 (2017), 44 (2018), 74 (2020), 11 (2021).

Source: NPC Reports

What professional disciplines are represented in the participant pool of the HPRS program?

Chart 2: Participants by Discipline



The percentage of participants working in social sciences has nearly doubled over the past 2 cohorts when compared to the earlier 3.

Notes:

- The chart shows the 5 most responded, TCC defined, categories of disciplines. Field of work in which the participant is currently working/studying has no pre-determined categories.
- Social sciences includes those working in anthropology, psychology, and sociology.
- N (participants): 38 (2016), 39 (2017), 41 (2018), 60 (2020), 40 (2021)

Source: NPC Reports

What sectors are represented in the participant pool of the HPRS program?

Table 6: Sector					
Cohort	Participants				
	Academic	Community Based/Non-profit/NGO	Government/Public Sector Agency	Health Care	Other
2021	100%	0%	0%	0%	0%
2020	100%	0%	0%	0%	0%
2019	n/a	n/a	n/a	n/a	n/a
2018	100%	0%	0%	0%	0%
2017	100%	0%	0%	0%	0%
2016	100%	0%	0%	0%	0%

By design, **participants** to the HPRS program have exclusively been part of the academic sector. This is expected due to the design of the program

Notes:

- *N (participants): 38 (2016), 39 (2017), 41 (2018), 60 (2020), 40 (2021).*

Source: NPC Reports

What is the career level of participants in the HPRS program?

Table 7: Career Level

Cohort	Early Career	Mid Career	Advanced Career
2021	73%	23%	5%
2020	78%	22%	0%
2019	n/a	n/a	n/a
2018	72%	27%	1%
2017	65%	34%	1%
2016	48%	52%	0%

Given that HPRS participants are students, it is unsurprising that their career level is generally early or mid career.

2021 had the most advanced career participants out of any other cohort.

The majority of participants throughout the program have been in their early career, except for the 2016 cohort which saw slightly more mid career participants.

Notes:

- *Early career: 5 years or less of professional experience.*
- *Mid-career: 6 to 15 years of professional experience.*
- *Advanced career: more than 15 years of professional experience.*
- *N (participants): 38 (2016), 39 (2017), 41 (2018), 60 (2020), 40 (2021).*

Source: NPC Reports

HPRS participants work the most on community and policy projects while the 2016 cohort tend to work on more organizational projects.

Table 8: Number and Types of Projects

Cohort	Individual	Interpersonal	Organizational	Community	Policy	Total
2018	8	10	5	19	18	60
2017	3	14	9	17	14	57
2016	5	7	12	9	9	40
Total	16	31	26	45	41	157

- **Individual projects:** Project directly works to affect individual behavior such as increasing knowledge/understanding or influencing beliefs/attitudes.
- **Interpersonal projects:** Project focuses on social groups that influence individual behavior such as friends, family, coworkers, etc.
- **Organizational projects:** Project focuses on the structures, customs and policies of organizations such as community organizations, religious institutions, businesses, etc.
- **Community projects:** Project focuses on the settings or norms within a defined boundary such as the built environment, community norms, and traditions.
- **Policy projects:** Project focuses on creating or reforming federal, state, or local policies and laws.

Notes:

- HPRS does not require a separate program project. HPRS uses dissertations in place of projects.
- HPRS projects:
 - 2016 cohort=28 individuals (alumni)
 - 2017 cohort=34 individuals (current); 3 individuals (exiting)
 - 2018 cohort=38 individuals; 3 individuals (exiting)
- Projects could be coded into multiple categories.
- HPRS did not recruit a 2019 cohort.

Source: NPC Reports

Dashboard #4

INTER
DISCIPLINARY
RESEARCH
LEADERS

Who participates in the Interdisciplinary Research Leaders program?

How many people participate in the IRL program?

Table 1: Participants

Cohort	Currently Active Participants	Current Alumni	Dropped out (%)
2021	36	n/a	0
2020	44	n/a	0
2019	42	n/a	2 (4.4%)
2018 (exiting in 2021)	44	n/a	1 (2.2%)
2017 (alumni)	0	44	0
2016 (alumni)	0	44	0

2021 had fewer **participants** compared to other years.

The 2019 Cohort has seen the highest dropout rate at 4.4%, but 4 out of the 6 cohorts have had no dropouts thus far.

Notes:

- The 2019 cohort has an inactive participant who will return to the program .

Source: NPC Reports

What is the breakdown of genders that participate in the IRL program?

Table 2: Gender

Cohort	Participants		
	Woman	Man	Additional Identities
2021	73%	19%	8%
2020	69%	31%	0%
2019	77%	23%	0%
2018	82%	18%	0%
2017	84%	12%	4%
2016	77%	23%	0%

The gender makeup of participants has stayed roughly consistent over the past 6 cohorts. The 2021 Cohort had the highest percentage of **participants** who did not identify as a man or woman.

Notes:

- The category “Additional Identities” includes the options Transgender (2016 & 2017); Transgender, genderqueer or non-binary (2018 & 2019); Non-binary, Gender non-conforming and Other (2020 and 2021).
- N (participants): 37 (2016), 32 (2018), 37 (2018), 30 (2019), 35 (2020), 29 (2021).

Source: NPC Reports

What types of geography are represented in the participant pools of the IRL program?

Table 3: Geography

Cohort	Participants		
	Urban	Suburban	Rural
2021	58%	27%	15%
2020	77%	14%	9%
2019	75%	4%	21%
2018	46%	15%	39%
2017	87%	7%	6%
2016	84%	6%	10%

The percentage of suburban **participants** has risen over the past 3 cohorts to have its highest percentage in 2021.

2021 also saw the lowest share of urban **participants** since 2018.

Notes:

- The 2010 Census data indicates that 81% of the U.S. population is urban. In terms of the CLI, it is likely that the combined proportion of the categories urban and suburban is similar to that of the urban U.S. population.
- N (participants): 41 (2016), 41 (2018), 44 (2018), 31 (2019), 35 (2020), 29 (2021).

Source: NPC Reports

What percentage of IRL participants identify as Latinx or Hispanic?

Table 4: Latinx or Hispanic

Cohort	Participants	
	Latinx or Hispanic	Not Latinx or Hispanic
2021	12%	88%
2020	17%	83%
2019	4%	96%
2018	8%	92%
2017	3%	97%
2016	15%	85%

2020 had the highest share of Latinx or Hispanic participants out of all cohorts.

Notes:

- Data in this chart correspond to the question: Do you identify as Hispanic?
- N (participants): 38 (2016), 34 (2018), 39 (2018), 34 (2019), 37 (2020), 29 (2021).

Source: NPC Reports

What is the racial breakdown of participants in the IRL program?

Table 5: Race

Cohort	Participants						
	Bi-racial or Multi-racial	White or Caucasian	Black or African American	Asian	American Indian or Alaskan Native	Native Hawaiian or Pacific Islander	Additional Races
2021	7%	37%	48%	4%	0%	0%	4%
2020	11%	35%	30%	16%	5%	0%	3%
2019	5%	73%	10%	5%	3%	0%	3%
2018	9%	56%	14%	6%	6%	4%	6%
2017	0%	59%	30%	0%	7%	0%	5%
2016	8%	61%	15%	10%	3%	0%	2%

Almost half of the **participants** in the 2021 Cohort identified themselves as Black or African American, the greatest amount for this demographic in program history.

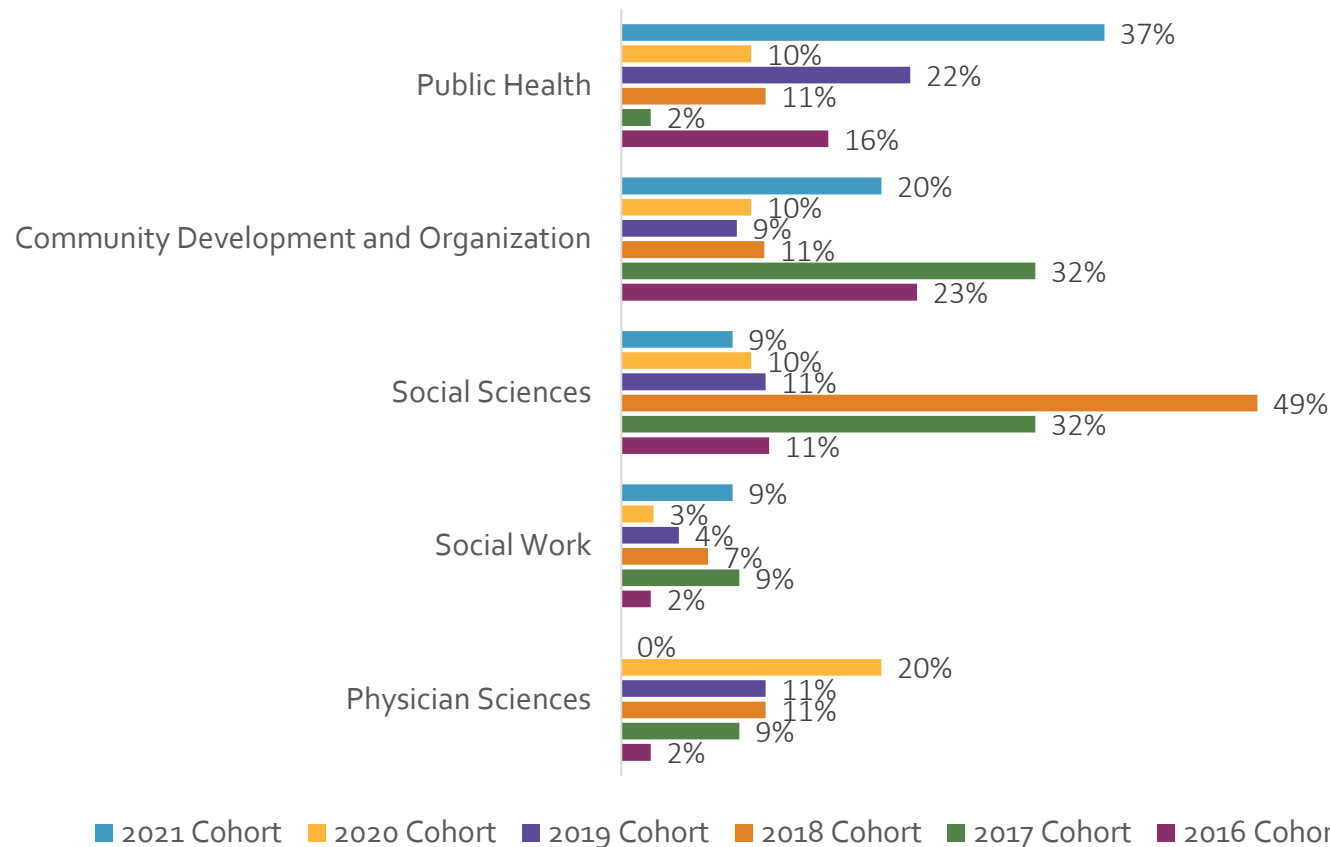
Notes:

- The bi-racial or multi-racial category was not provided in the 2020 or 2021 survey. The percentage was calculated considering respondents that selected more than one race category.
- N (participants): 38 (2016), 34 (2018), 39 (2018), 34 (2019), 37 (2020), 29 (2021).

Source: NPC Reports

What professional disciplines are represented in the participant pool of the IRL program?

Chart 2: Participants by Discipline



2021 had 27% more **participants** in public health, 10% more in community development and organization, and for the first time, no participants who work in physician sciences.

Notes:

- The chart shows the 5 most responded, TCC defined, categories of disciplines. Field of work in which the participant is currently working/studying) has no pre-determined categories.
- Social sciences includes those working in anthropology, psychology, and sociology.
- N (participants): 44 (2016), 45 (2017), 45 (2018), 45 (2019), 41 (2020), 36 (2021).

Source: NPC Reports

What sectors are represented in the participant pool of the IRL program?

Table 6: Sector

Cohort	Participants						
	Academic	Faith based Org.	Health Care	Private Sector	Public Sector	Social enterprise/ benefit corporation	Social Sector
2021	63%	9%	6%	3%	6%	3%	19%
2020	66%	2%	5%	2%	2%	2%	20%
2019	68%	0%	4%	2%	2%	4%	29%
2018	53%	0%	7%	9%	7%	2%	22%
2017	57%	0%	2%	2%	11%	0%	27%
2016	59%	7%	7%	0%	5%	0%	22%

Participants to the IRL program largely come from the academic and social sector.

2021 had the largest percentage **participants** in a Faith based Organization out of all the cohorts.

Notes:

- The chart shows 7 categories of sectors where participants responded.
- N (participants): 44 (2016), 45 (2018), 45 (2018), 45 (2019), 35 (2020), 32 (2021)

Source: NPC Reports

What is the career level of participants in the IRL program?

Table 7: Career Level (not collected for IRL)

Cohort	Early Career	Mid Career	Advanced Career
2021	0%	100%	0%
2020	0%	100%	0%
2019	0%	100%	0%
2018	0%	100%	0%
2017	0%	100%	0%
2016	0%	100%	0%

By design, 100% of the IRL program participants are mid-career professionals.

Notes:

- *Early career: 5 years or less of professional experience.*
- *Mid-career: 6 to 15 years of professional experience.*
- *Advanced career: more than 15 years of professional experience.*
- *N (participants): 44 (2016), 45 (2018), 45 (2018), 45 (2019), 35 (2020), 36(2021).*

Source: NPC Reports

IRL participants work the most on community and policy projects.

Table 8: Number and Types of Projects

Cohort	Participant Status	Individual	Interpersonal	Organizational	Community	Policy
2021	In Program	3	2	7	9	12
2020	In Program	9	5	2	13	11
2019	In Program	7	3	9	12	7
2018	Exiting	9	4	7	12	8
2017	Alumni	7	5	10	13	7
2016	Alumni	3	1	3	10	7
Total		38	20	38	69	52

- **Individual projects:** Project directly works to affect individual behavior such as increasing knowledge/understanding or influencing beliefs/attitudes.
- **Interpersonal projects:** Project focuses on social groups that influence individual behavior such as friends, family, coworkers, etc.
- **Organizational projects:** Project focuses on the structures, customs and policies of organizations such as community organizations, religious institutions, businesses, etc.
- **Community projects:** Project focuses on the settings or norms within a defined boundary such as the built environment, community norms, and traditions.
- **Policy projects:** Project focuses on creating or reforming federal, state, or local policies and laws.

Notes:

- IRL projects:
 - 2017 cohort=15 teams
 - 2018 cohort=15 teams
 - 2019 cohort=15 teams
 - 2020 cohort=15 teams
 - 2021 cohort=12 teams
- Projects could be coded into multiple categories.

Source: NPC Reports