

Census Results

NACIS 2023

Identity of Racial or Ethnic Groups

(207 members participated in the survey)

- 170 (82.1%) White
- 16 (7.7%) White and one other race/ethnicity
- 15 (7.2%) Non-white only

186 White *(16 also one other)*

15 Asian or Asian American *(4 also white)*

9 Hispanic or Latino/a *(7 also white)*

3 Black or African American *(2 also white)*

2 Native Hawaiian or Pacific Islander *(also white)*

2 Middle Eastern or North African *(also white)*

1 American Indian, Alaska Native, First Nations *(also white)*

Financial Burden

On a scale of 1 to 5 (1 = not at all a burden; 5 = Very burdensome)

- The average number was **2**

Gender Identity

(207 members participated in the survey)

112 (54.1%) Men

78 (37.7%) Women

13 (6.3%) Other gender identity (mostly non-binary or gender non-conforming)

1.9% identify as transgender.

Years of experience working with Maps and Geospatial Data

Average = 19.2 years

Median = 15 years

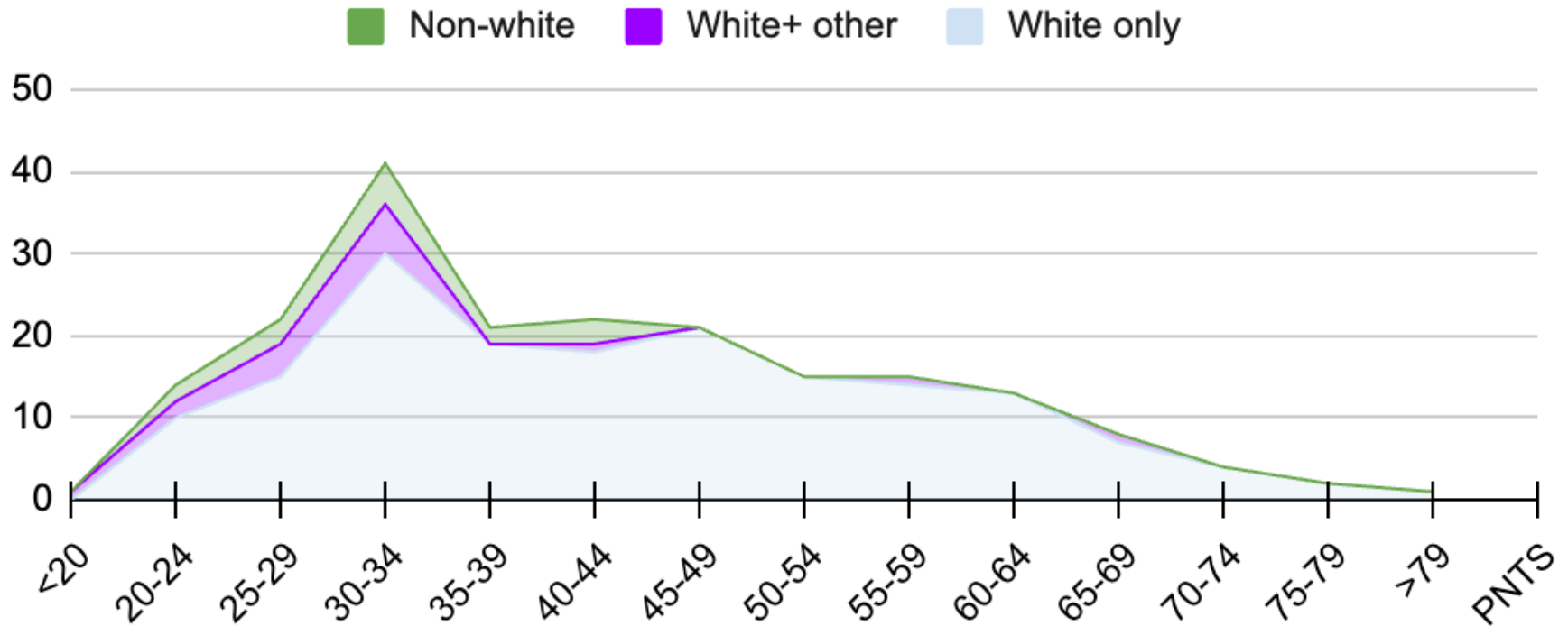
Primary Language

English - 94.7%

28 (13.5%) would feel comfortable listening to or reading NACIS content in **Spanish**

19 (9.2%) would feel comfortable listening to or reading NACIS content in **French**

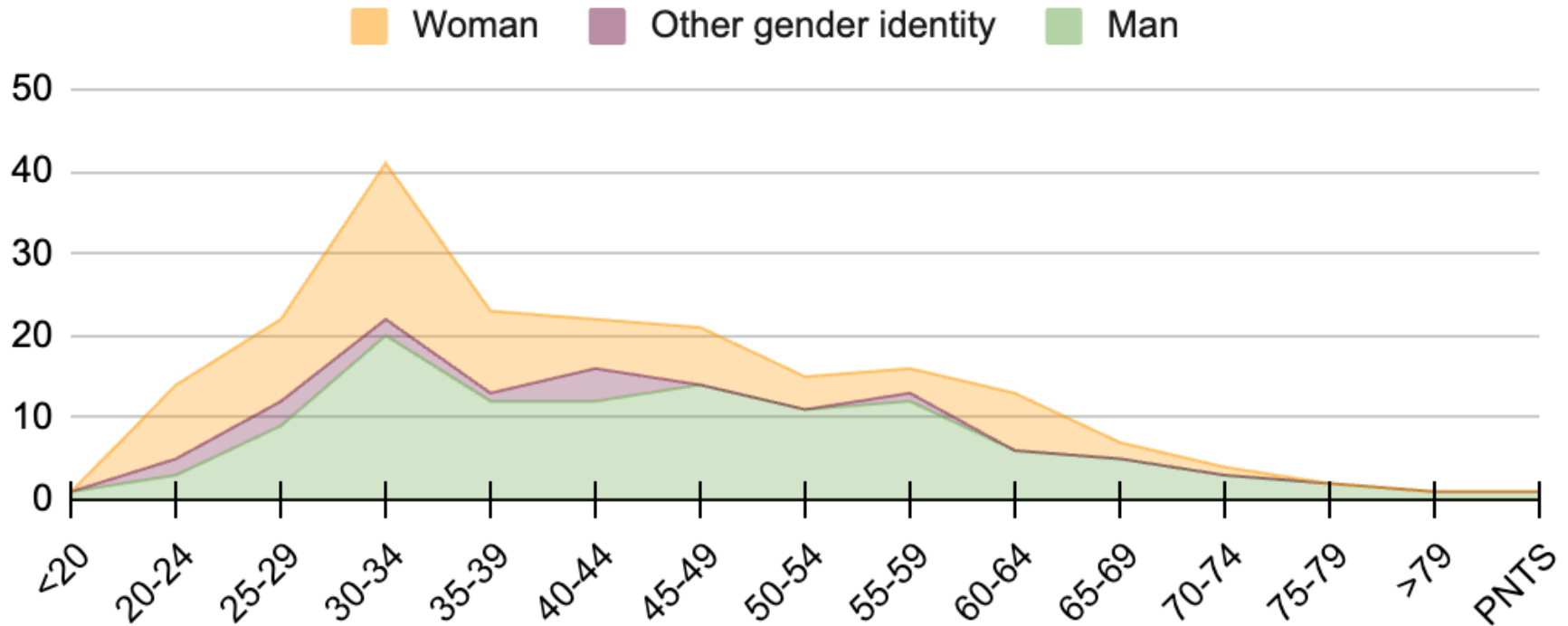
Racial or Ethnic Group by Age



Above age 50, most members identify as White only.

A majority of the members who responded are age 25-44, with 30-34 as the most represented age group.

Gender Identity by Age



Up to age 40, the gender identities are fairly even between men and women. Above age 40, there are more men represented, and less people that identify as neither a man or a woman.

Disabilities

AGE	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	>79	PNTS	TOTAL	
NONE (or prefer not to say)	1	8	15	30	18	12	19	12	13	12	6	4	1	0	3	154	74.4%
<i>(OVERLAPPING CATEGORIES BELOW)</i>																	
Blind or low visions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Deaf or hard of hearing	0	0	2	0	0	0	0	0	1	1	1	0	0	0	0	5	2.4%
Physical or mobility disability	0	0	1	0	0	0	0	0	0	0	1	0	1	0	0	3	1.4%
Food or enviro disabling allergy	0	0	1	0	1	2	0	1	0	0	0	0	0	0	0	5	2.4%
Chronic illness or medical condition	0	0	2	1	1	3	0	0	0	0	2	0	0	1	0	10	4.8%
Learning disability (ADD, ADHD)	0	3	1	5	3	4	1	1	2	0	0	0	0	0	0	20	9.7%
Mental health or psych condition	0	4	3	6	3	5	1	1	1	0	0	0	0	0	0	24	11.6%
Autism spectrum disorder	0	2	1	1	1	0	0	0	0	0	0	0	0	0	0	5	2.4%
Neurological disability	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	3	1.4%
Speech or communication disability	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0.5%
PNTS	0	0	0	1	0	0	1	1	1	0	0	1	0	0	1	6	
Disability of any kind % of age group	0.0%	42.9%	31.8%	28.6%	21.7%	45.5%	9.5%	20.0%	18.8%	7.7%	25.0%	0.0%	50.0%	100.0%	0.0%	25.6%	

26 (12.5%) of participants indentify as a person with a disability.

11.6% have a mental health or psychological condition

9.7% have a learning disability/ADHD

4.8% live with chronic illness or a medical condition

(these members are mostly age 20-44)

How many years have you been a NACIS Member?

Average = 9 years

Median = 6 years

Slack Readers & Contributors tend to be members for 2-10 years.

Members of all years have read **NACIS News emails**, viewed **NACIS content on Social Media**, or have watched **YouTube videos**.

New members haven't read the **Atlas of Design** or **Cartographic Perspectives** as much and long standing members.

More people comfortable reading **French** have read **CP**.

More people comfortable reading and listening to **Spanish** have read and contributed to **Slack**.

How many times have you attended the NACIS conference?

Average = 6.9 years

Median = 5 years

33 members offered suggestions for **changes** that NACIS could implement to ensure they felt more value, respected or safe

9 members: provide more opportunities to **meet** new people, because of the **cliques**. Offer mixers, affinity groups, events for **newcomers** (also helpful for **introverts**)

4 members: improve **safety for off-site events**. Have the walk from the conference hotel to the site safe to walk at night, offer meeting times in lobby and at site for walking with a group, have the off-site location closed/private event

Has engaging with any of the following parts of NACIS ever caused you to feel uncomfortable, disrespected, threatened, harassed, or marginalized?

27 (13%) of survey participants across ALL groups have felt **uncomfortable at social events**.

- 14% of women and 31% of other gender identities have **avoided social events**. Only 6% of men have avoided avoided social events. Those members who avoided social events have attended NACIS 2-5 times.

11 (5%) of survey participants have felt uncomfortable during a **live presentation**. Most of these people have been to NACIS 6-10 times.

Most who have **avoided the annual conference, social events, field trips or workshops** are not men.

Positive Feedback

As a newcomer and international student, I felt quite comfortable and welcomed at NACIS last year and I could not have made it to NACIS both last year and this year without the travel grant. Thank you.

I have found the YouTube videos really helpful for both myself and students! Especially the practical cartography day videos. So many good tips and tricks to look back on!

While nothing is perfect, I do think NACIS is just about the most welcoming and accepting professional association out there. Nothing else has come close in my experience.

I truly love this community and feel enthusiastic about recommending it to others, including people with marginalized identities.

NACIS is still number one among its peer organizations for covering theory, business, and practice at all (especially being outside of ESRI's direct control).

This is my favorite professional conference. It is unfortunate any time I am unable to attend.

I have felt welcomed and respected at NACIS conferences.

NACIS truly is nicest! I have only ever had great experiences. My avoidance of social functions and workshops is solely on me - I am generally uncomfortable in social situations. Keep up the great work making folks feel welcome.

Without NACIS, my career would not be where it is now. The willingness of members to share techniques, encourage others, and not be judgemental is what I respect the most.

Even More Positive Feedback!

I love NACIS and the NACIS community and it's great so many people care about continuing to grow together

Obviously, I'm a bit biased, but I think the community is doing a good job. There's always more to be done, but the leadership team is engaged and committed in moving in the right directions. It's visible and appreciated.

My experiences were always enjoyable, although it's been forever since I attended in person.

Overall my experience is positive. In the past I didn't always feel like I'm up to par some folks with my background and particular skills, but that was me trying to find my particular niche in the membership.

Honored to be part of this organization and the work that is put in to always do and be better.

It's good that the organization is trying to be more self-aware about how it operates.

I have always felt it was a welcoming, friendly but professional environment.

As a professor, I love how welcoming NACIS members are toward the students I encourage to attend the meeting. If I can get them to come, the group does the rest and they keep on coming!

NACIS has always seemed to pride itself on being a welcoming and friendly group.