

Table S1. Sample Characteristics ¹.

	Frequency
<u>Organizational Characteristics</u>	
Type of Organization	
Campus Based	8
Public	11
Total	19
Racial Scope of Targeted Membership	
All Groups welcome	17
Targets specific Multiracial group	2
Total	
<u>Respondent Characteristics (N=21)</u>	
Race (Self-Identified)	
Multiracial	17
Asian	1
Black	2
White	1
Total	21
Gender (Self-identified)	
Female	14
Male	7
Total	21

¹ One respondent was interviewed per organization with the exception of two organizations where two officers were interviewed.

Race reports reflects identity that is described throughout the interview. "Multiracial" encompasses any respondent who described their identity as "mixed" or "multiracial" at any point of the interview. All others consistently referred to themselves as members of single-race groups.