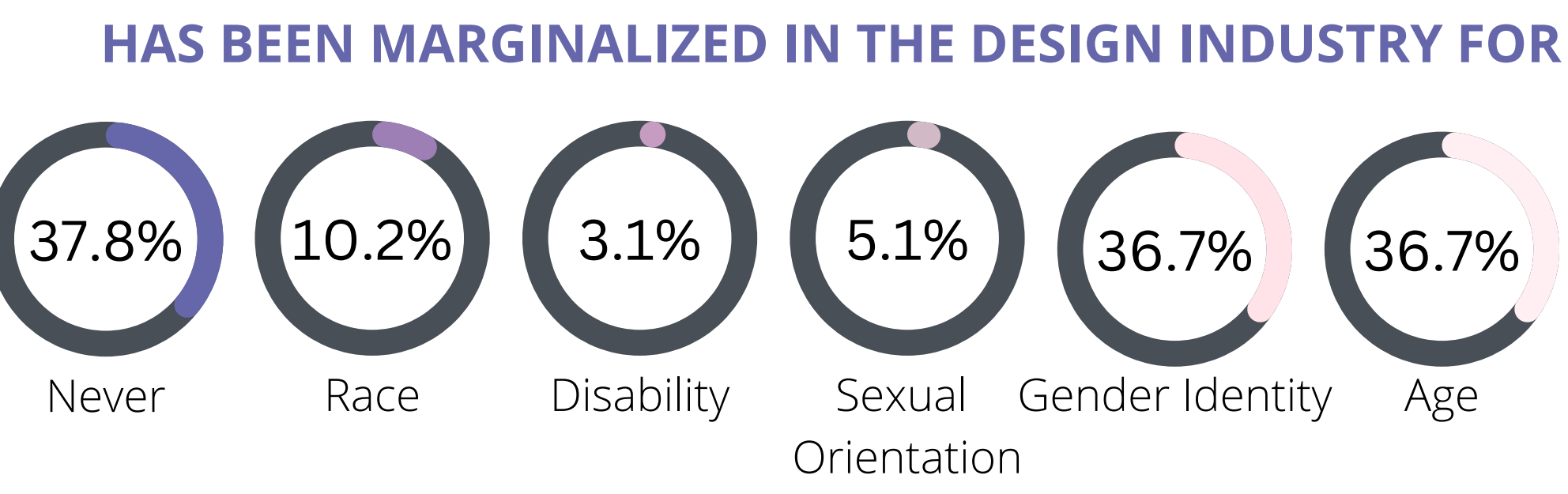
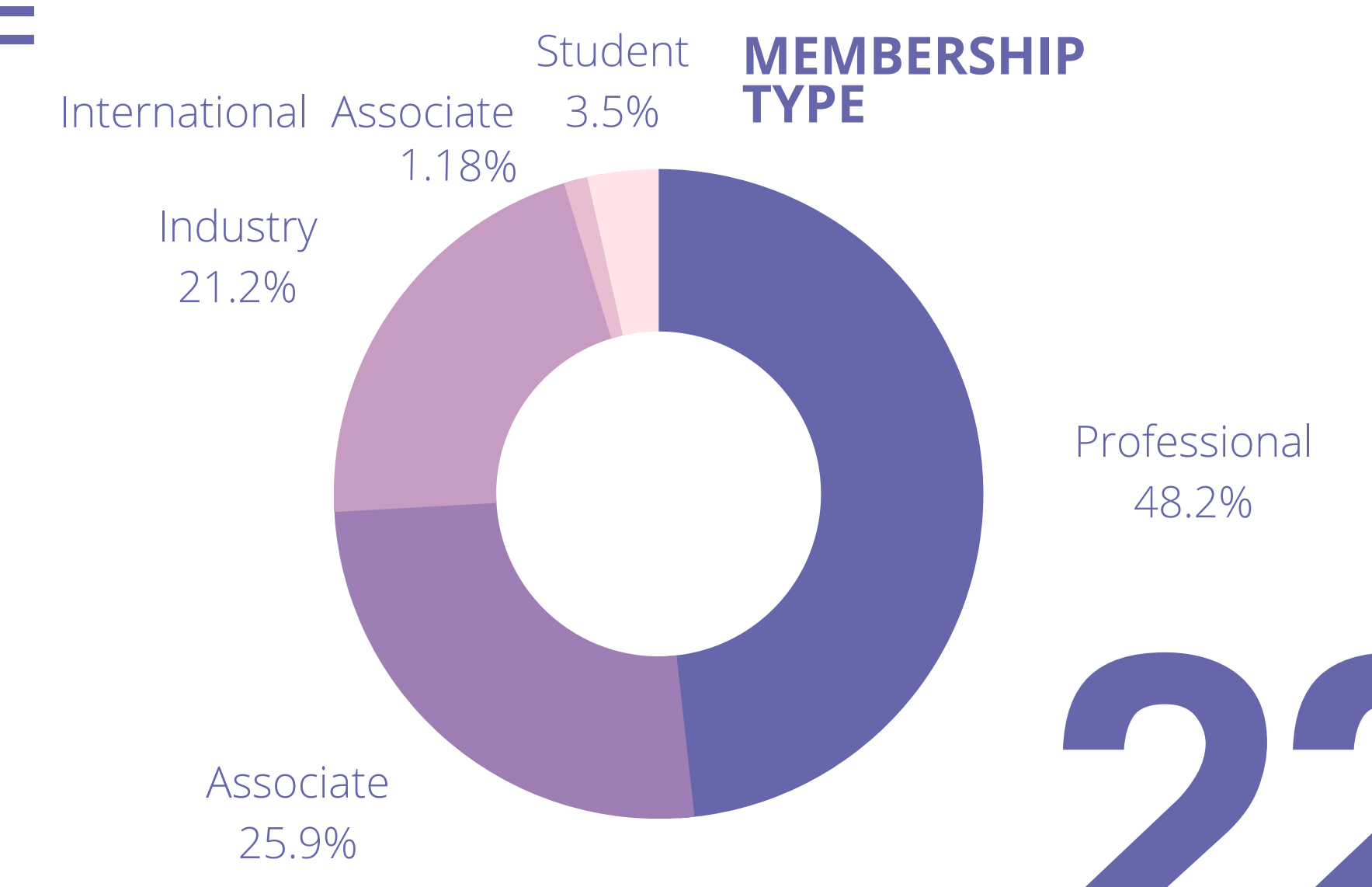
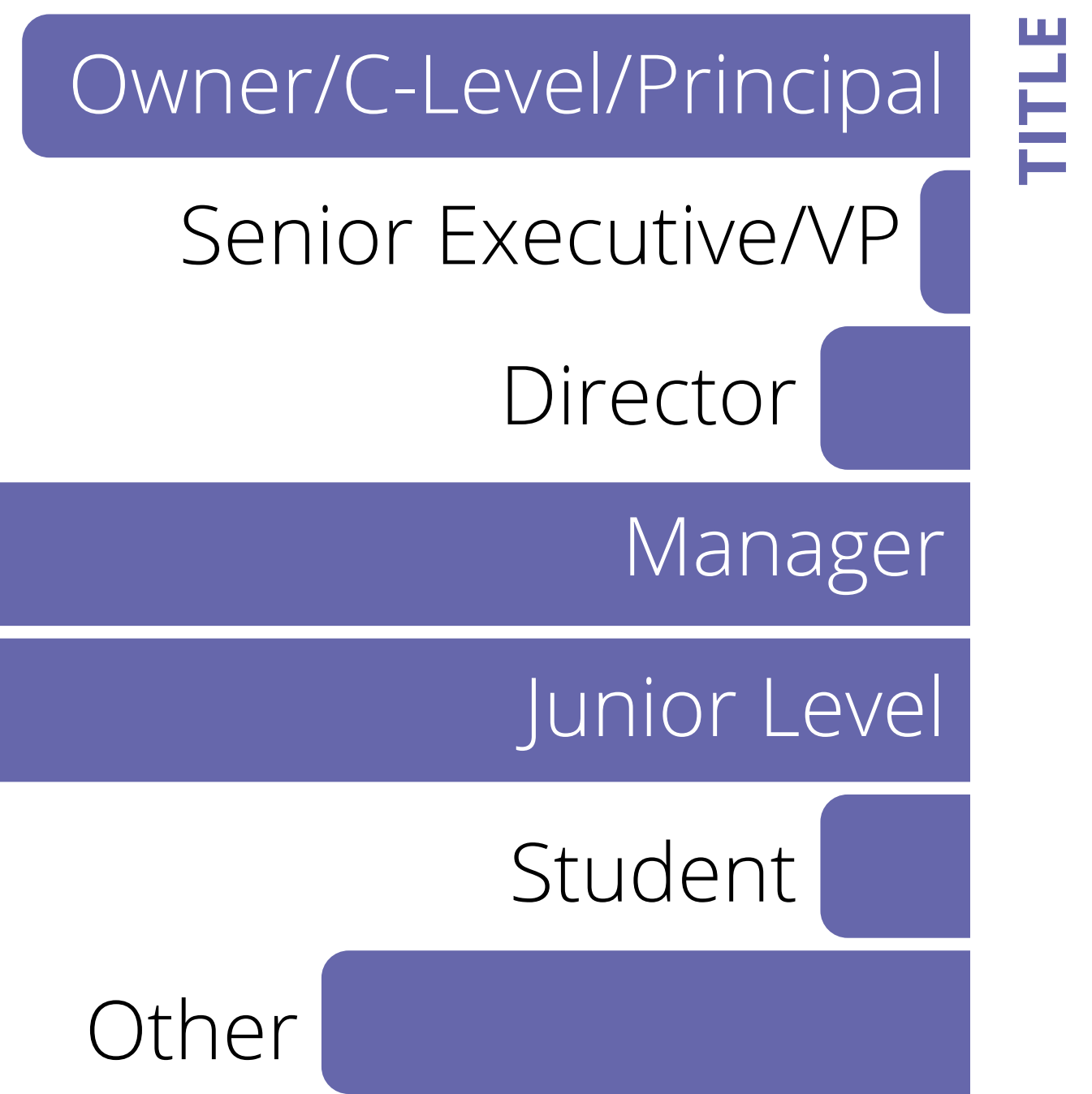
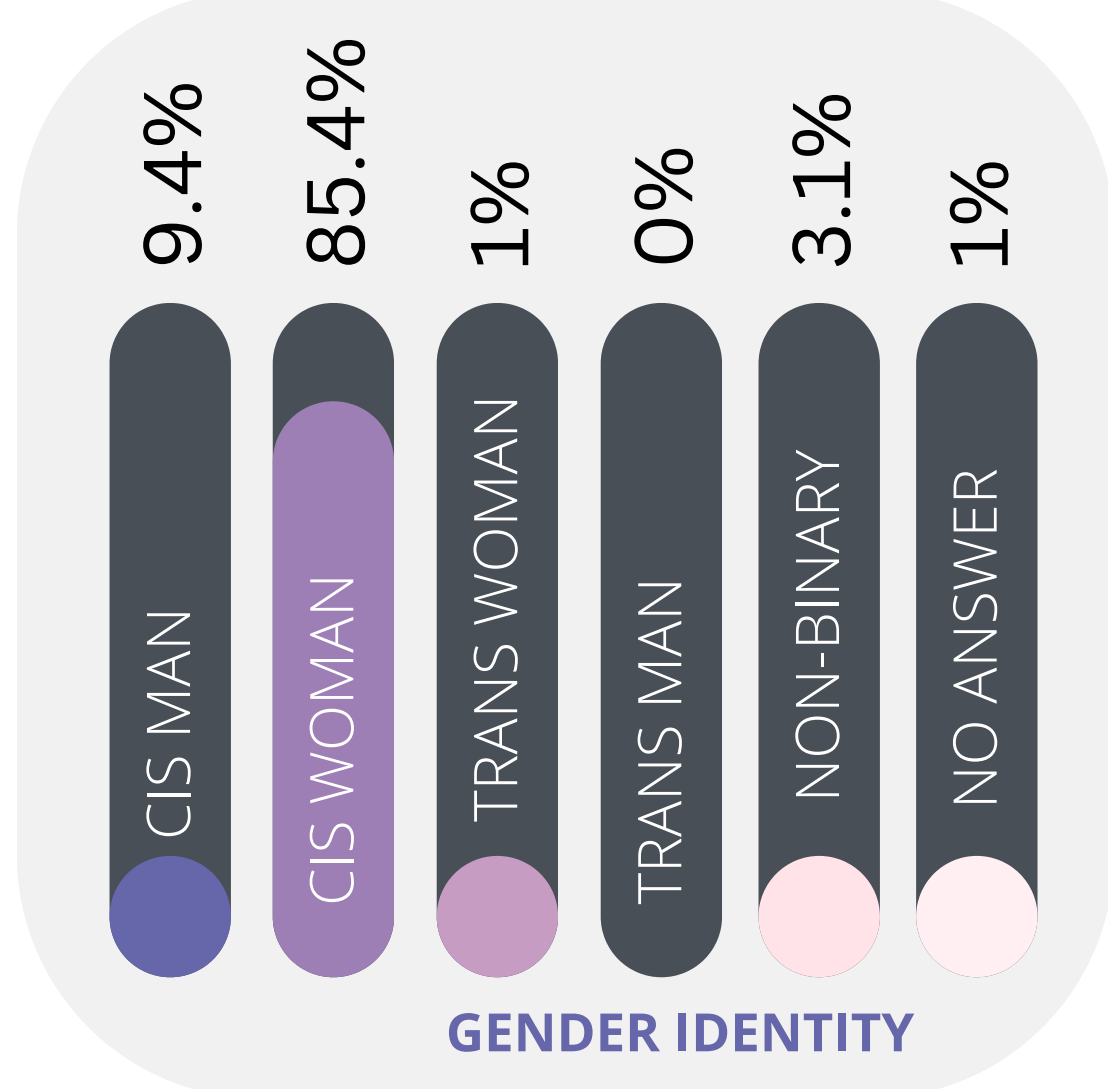
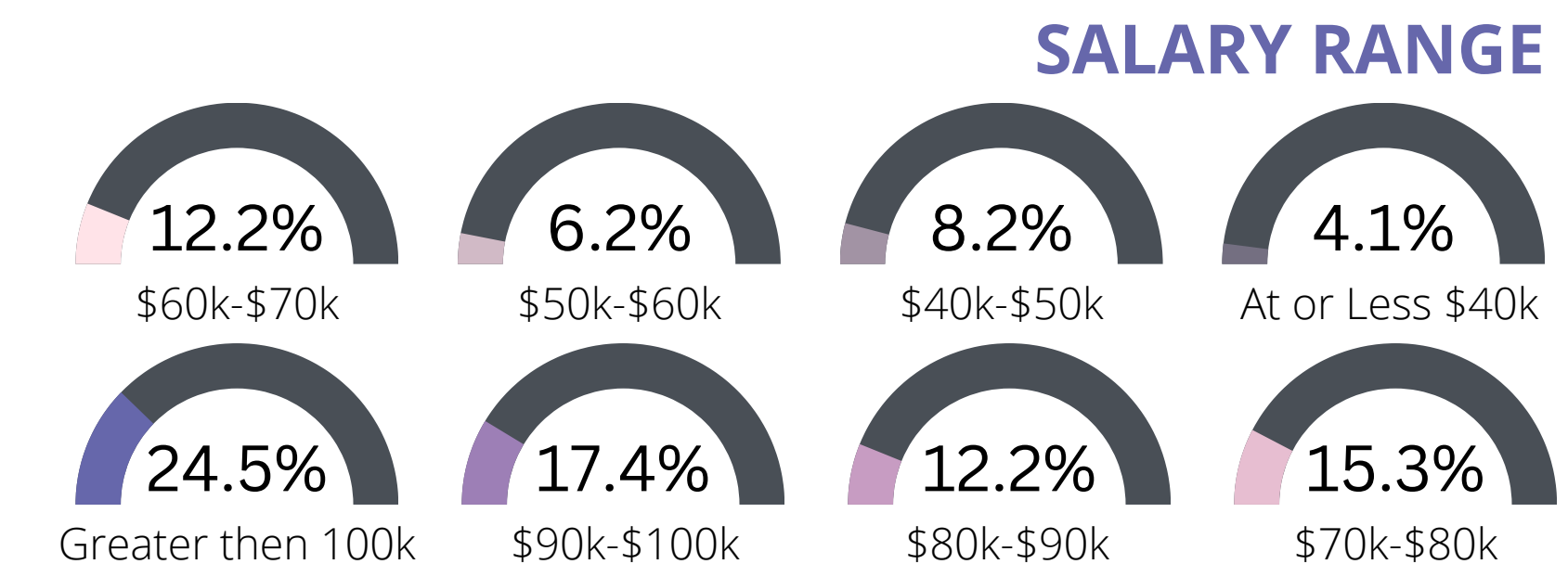
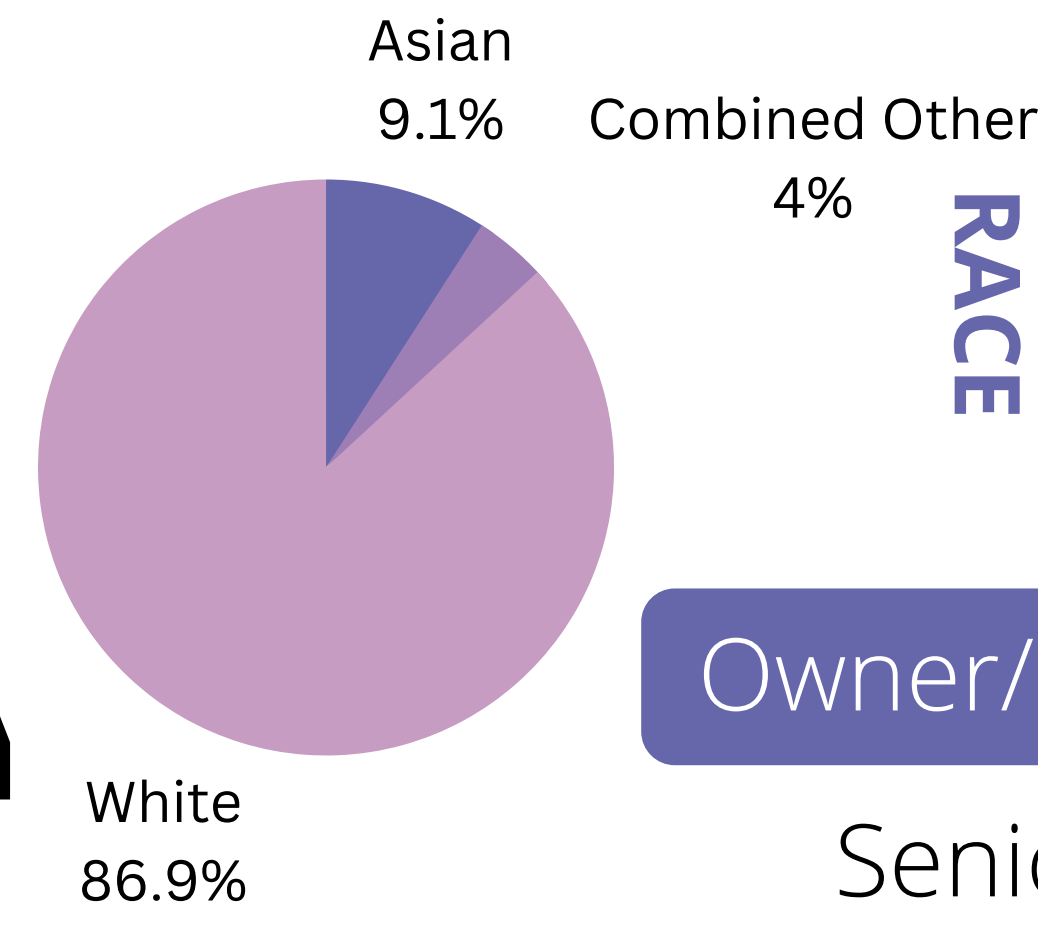
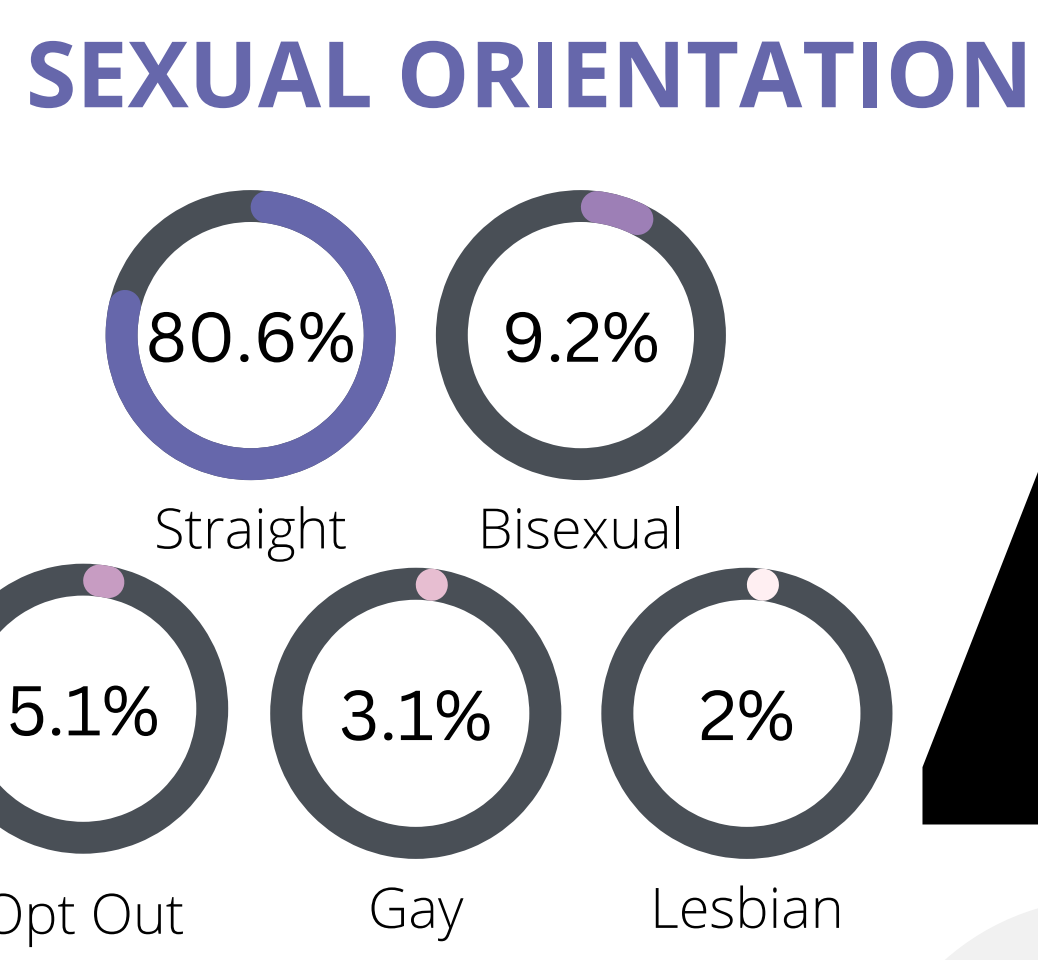
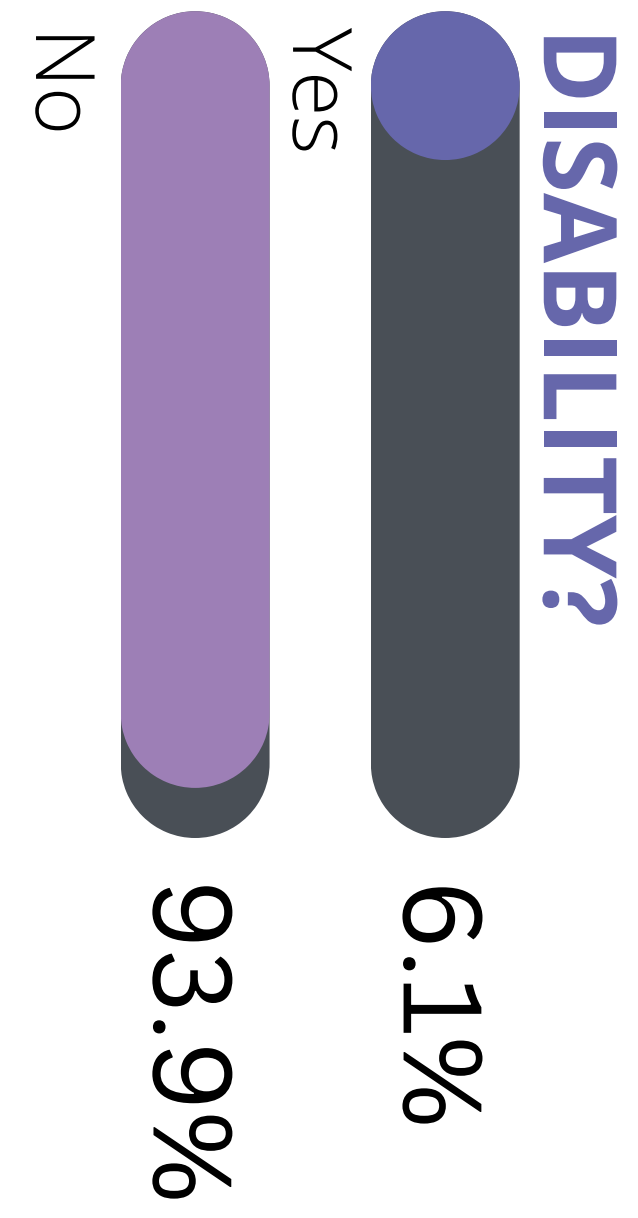


IDA BOARD ANALYSIS

MEMBERSHIP DEMOGRAPHICS

**Data collected in Spring 2022 Survey*



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