Q1 Do you identify as BIPOC and are you a leader/aspiring leader within your organization?
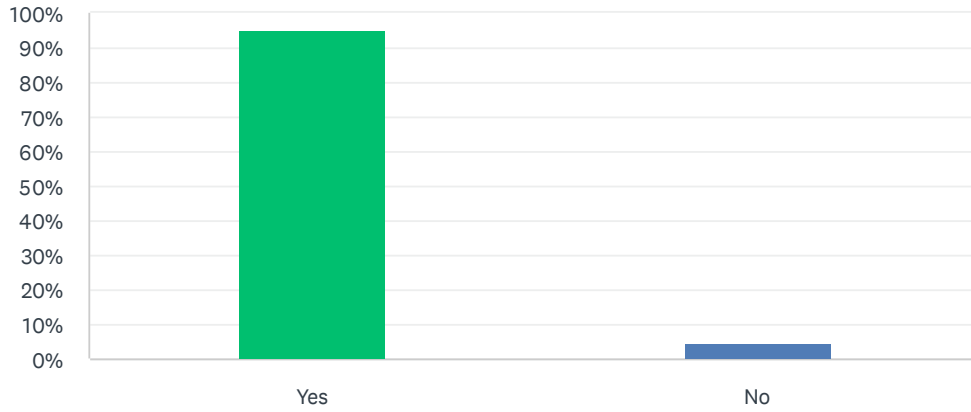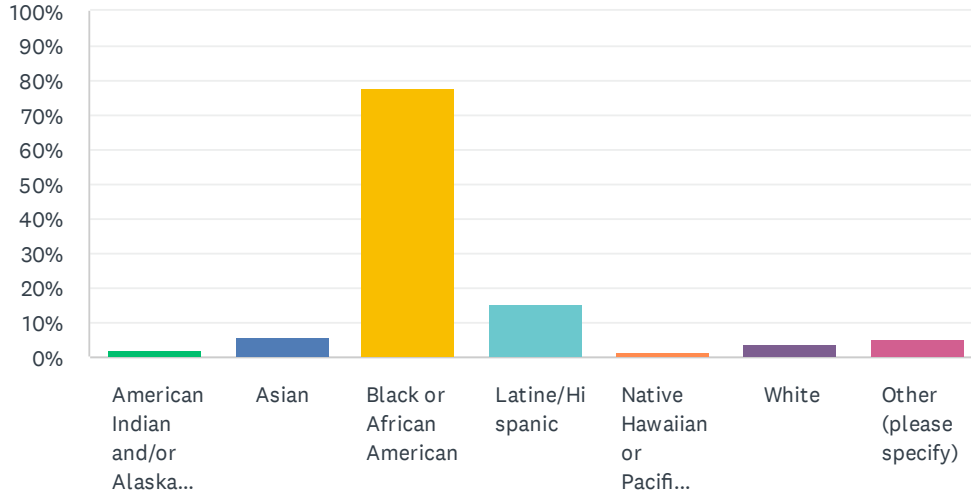
Answered: 243   Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes	95%	232
No	5%	11
TOTAL		243

Q2 How do you identify? Please select the categories you feel best represent you.

Answered: 212   Skipped: 31

ANSWER CHOICES	RESPONSES	
American Indian and/or Alaska Native	2%	5
Asian	6%	12
Black or African American	78%	165
Latine/Hispanic	15%	32
Native Hawaiian or Pacific Islander	1%	3
White	4%	8
Other (please specify)	5%	11
Total Respondents: 212		

Q3 Where do you reside?

Answered: 204   Skipped: 39

Successful Strategies Faced by Black, Indigenous, and People of Color Who Are Leaders & Aspiring
Leaders: Navigating Challenges Associated with Working in a Predominantly White Organization

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Successful Strategies Faced by Black, Indigenous, and People of Color Who Are Leaders & Aspiring Leaders: Navigating Challenges Associated with Working in a Predominantly White Organization
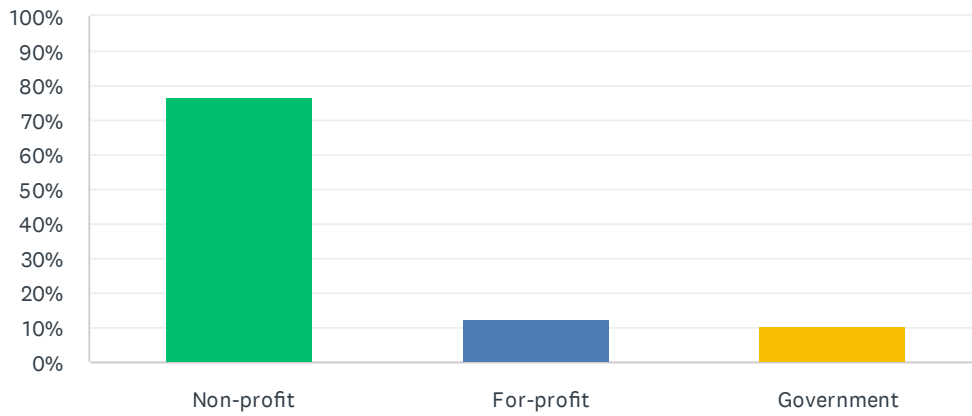
ANSWER CHOICES	RESPONSES	
Alabama	0%	1
Alaska	0%	0
Arizona	3%	6
Arkansas	0%	0
California	3%	6
Colorado	0%	1
Connecticut	0%	1
Delaware	0%	0
Florida	0%	1
Georgia	2%	4
Hawaii	0%	0
Idaho	0%	0
Illinois	0%	1
Indiana	1%	2
Iowa	0%	0
Kansas	0%	0
Kentucky	0%	0
Louisiana	5%	11
Maine	0%	0
Maryland	0%	1
Massachusetts	1%	2
Michigan	0%	1
Minnesota	0%	1
Mississippi	0%	0
Missouri	0%	0
Montana	0%	0
Nebraska	0%	0
Nevada	0%	0
New Hampshire	0%	0
New Jersey	5%	11
New Mexico	1%	2
New York	54%	111

North Carolina	1%	2
North Dakota	0%	0
Ohio	0%	1
Oklahoma	0%	1
Oregon	1%	2
Pennsylvania	2%	5
Rhode Island	3%	6
South Carolina	1%	2
South Dakota	0%	0
Tennessee	1%	2
Texas	6%	12
Utah	0%	0
Vermont	0%	0
Virginia	1%	2
Washington	1%	2
West Virginia	0%	0
Wisconsin	0%	1
Wyoming	0%	0
Other (please specify)	1%	3
TOTAL		204

Q4 What sector do you work in?

Answered: 210   Skipped: 33

ANSWER CHOICES	RESPONSES	
Non-profit	77%	161
For-profit	13%	27
Government	10%	22
TOTAL		210

Q5 What industry do you work in?

Answered: 211   Skipped: 32
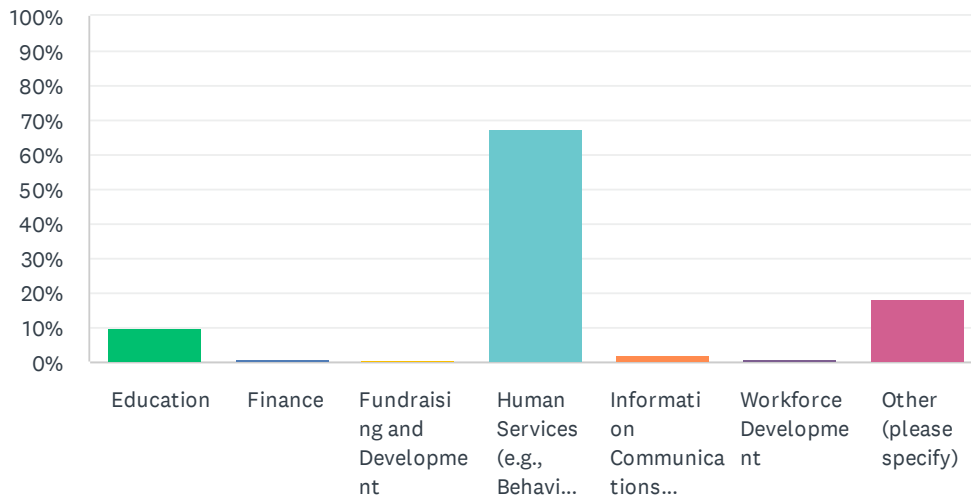
ANSWER CHOICES	RESPONSES	
Education	10%	21
Finance	1%	2
Fundraising and Development	0%	1
Human Services (e.g., Behavioral/Mental Health, Child Welfare, Community Services, Justice Services, Substance Use, Physical Health)	67%	142
Information Communications Technology (ICT)	2%	4
Workforce Development	1%	2
Other (please specify)	18%	39
TOTAL		211

Q6 Approximately how many people are employed by your organization?

Answered: 210   Skipped: 33
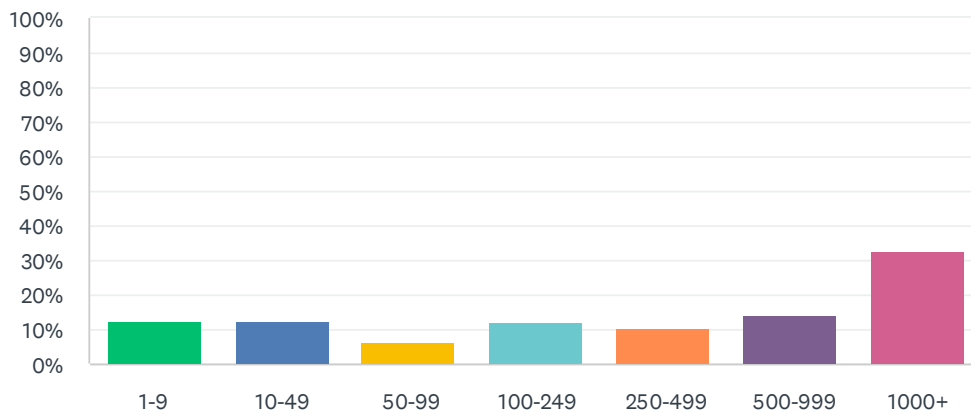
ANSWER CHOICES	RESPONSES	
1-9	12%	26
10-49	12%	26
50-99	6%	13
100-249	12%	25
250-499	10%	22
500-999	14%	30
1000+	32%	68
TOTAL		210

Q7 What level of leadership are you currently in?

Answered: 211   Skipped: 32
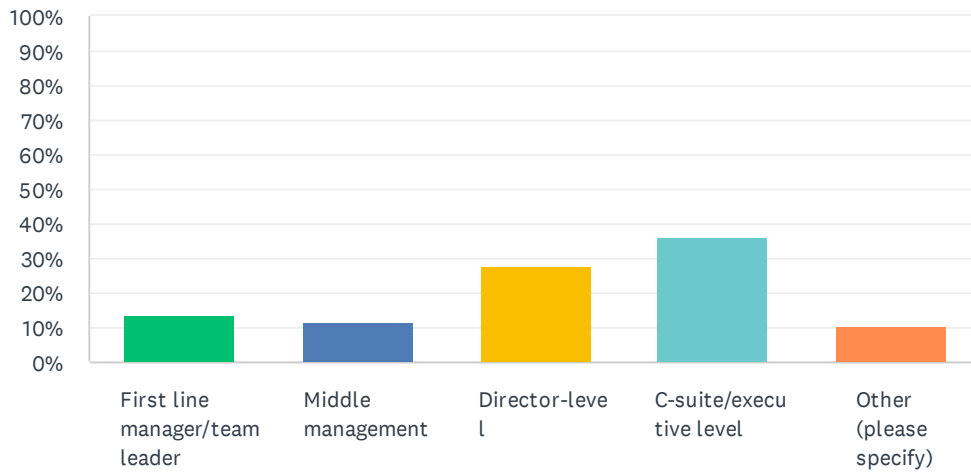
ANSWER CHOICES	RESPONSES	
First line manager/team leader	14%	29
Middle management	11%	24
Director-level	28%	59
C-suite/executive level	36%	77
Other (please specify)	10%	22
TOTAL		211

Q8 How many people do you currently supervise/manage?

Answered: 212   Skipped: 31
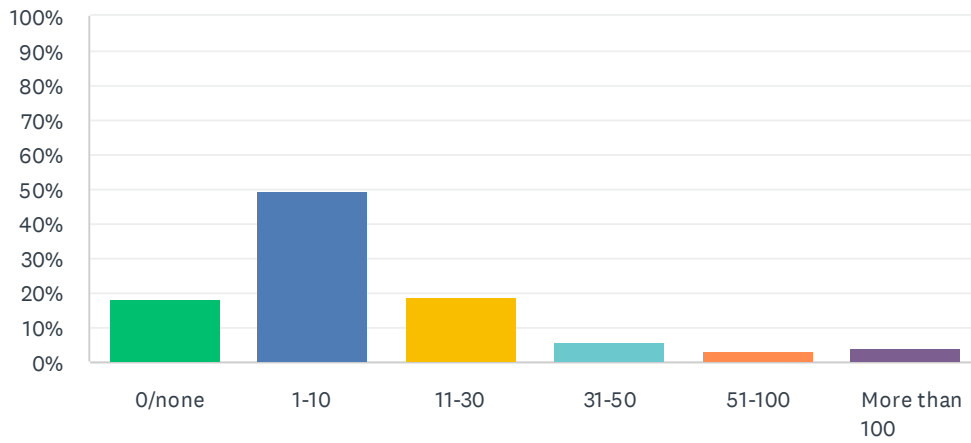
ANSWER CHOICES	RESPONSES	
0/none	18%	39
1-10	50%	105
11-30	19%	40
31-50	6%	12
51-100	3%	7
More than 100	4%	9
TOTAL		212

Q9 Does your organization have systems and processes for ensuring BIPOC employees receive fair/equitable opportunities for promotions and career advancement in the organization?
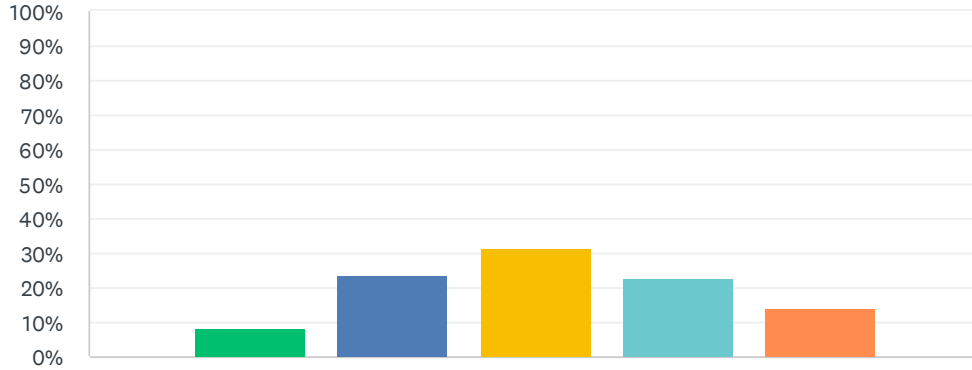
Answered: 182   Skipped: 61
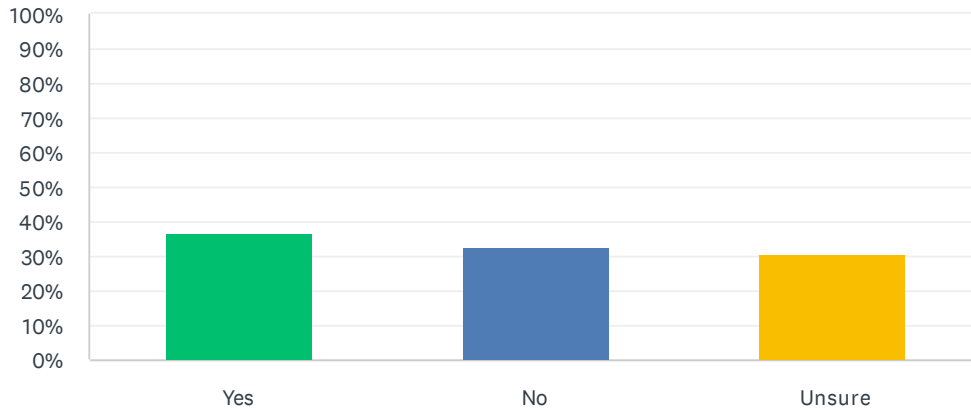
ANSWER CHOICES	RESPONSES	
Yes	37%	67
No	32%	59
Unsure	31%	56
TOTAL		182

Q10 I believe BIPOC employees receive fair/equitable opportunities for promotions and career advancement in my organization.
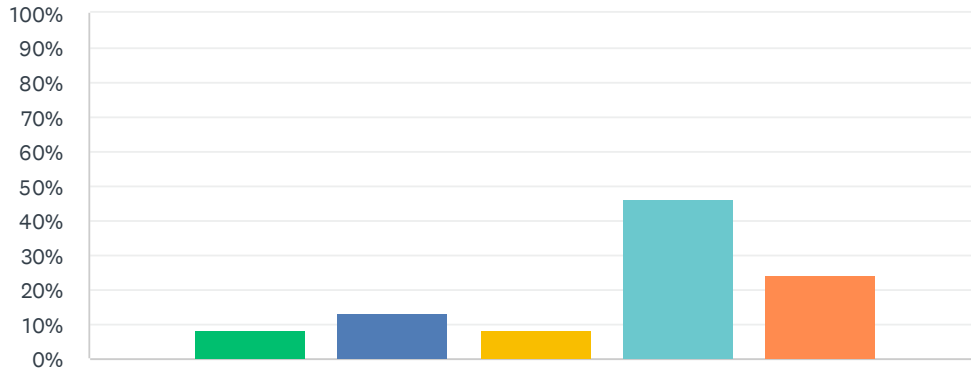
Answered: 183   Skipped: 60

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
	8% 15	23% 43	32% 58	22% 41	14% 26	183	3.11

Q11 BIPOC individuals are represented in leadership positions in my organization.
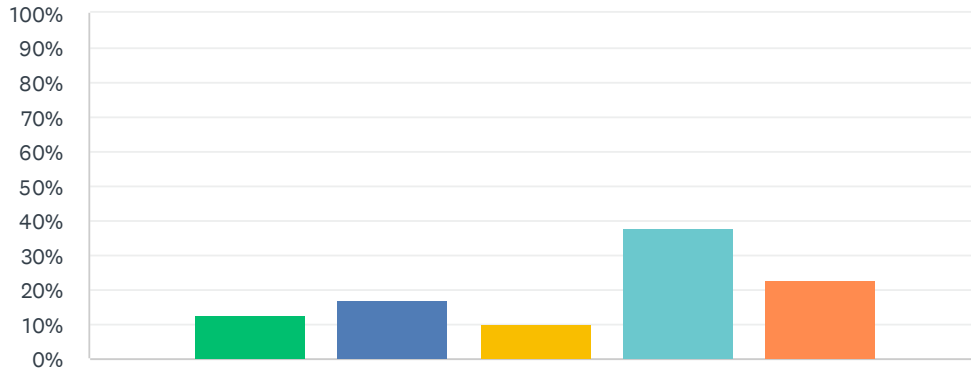
Answered: 183   Skipped: 60

Legend: Strongly Di...   Disagree   Neither Agr...   Agree   Strongly Ag...

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
	8% 15	13% 24	8% 15	46% 85	24% 44	183	3.65

Q12 BIPOC individuals are represented in executive/top leadership positions in my organization.

Answered: 184   Skipped: 59

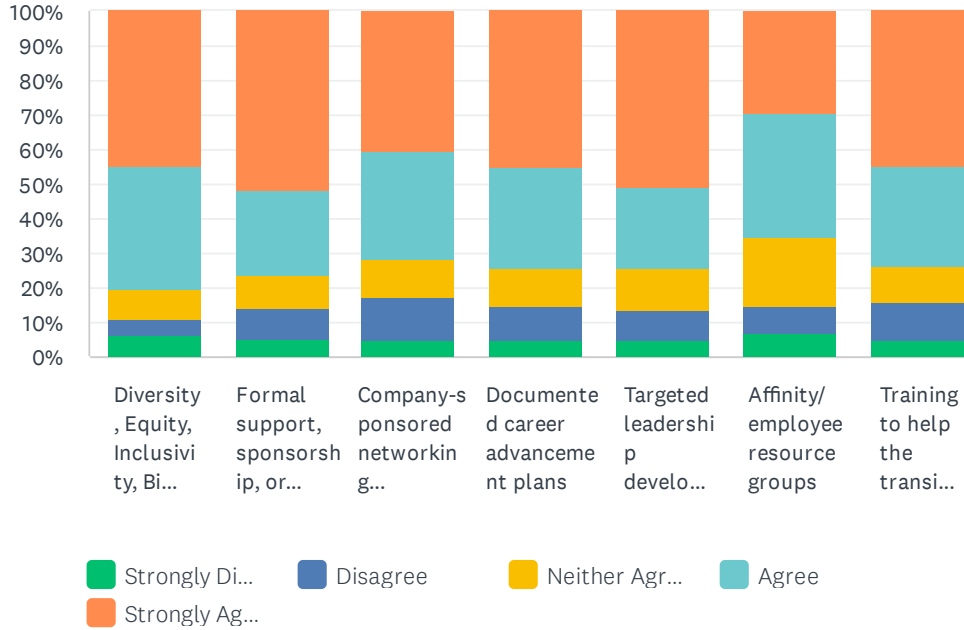Legend: Strongly Di..., Disagree, Neither Agr..., Agree, Strongly Ag...

STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
13% 23	17% 31	10% 18	38% 70	23% 42	184	3.42

# Q13 The following practices are crucial to help advance BIPOC leaders and aspiring leaders in an organization.

Answered: 184   Skipped: 59

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Diversity, Equity, Inclusivity, Bias, and Accessibility (DEIBA) training across the organization	7% 12	4% 8	9% 16	36% 65	45% 82	183	4.08
Formal support, sponsorship, or mentorship structures for aspiring BIPOC leaders	5% 10	9% 16	9% 17	25% 45	52% 94	182	4.08
Company-sponsored networking opportunities for BIPOC	5% 9	13% 23	11% 20	31% 57	40% 74	183	3.90
Documented career advancement plans	5% 9	10% 18	11% 20	29% 53	45% 82	182	3.99
Targeted leadership development and skill-building opportunities	5% 9	9% 16	12% 22	23% 42	51% 92	181	4.06
Affinity/employee resource groups	7% 12	8% 15	20% 36	36% 64	29% 53	180	3.73
Training to help the transition from peer to supervisor	5% 9	11% 20	10% 19	29% 53	45% 82	183	3.98

## Q14 The following practices are crucial to help advance BIPOC leaders and aspiring leaders in an organization.

Answered: 183   Skipped: 60
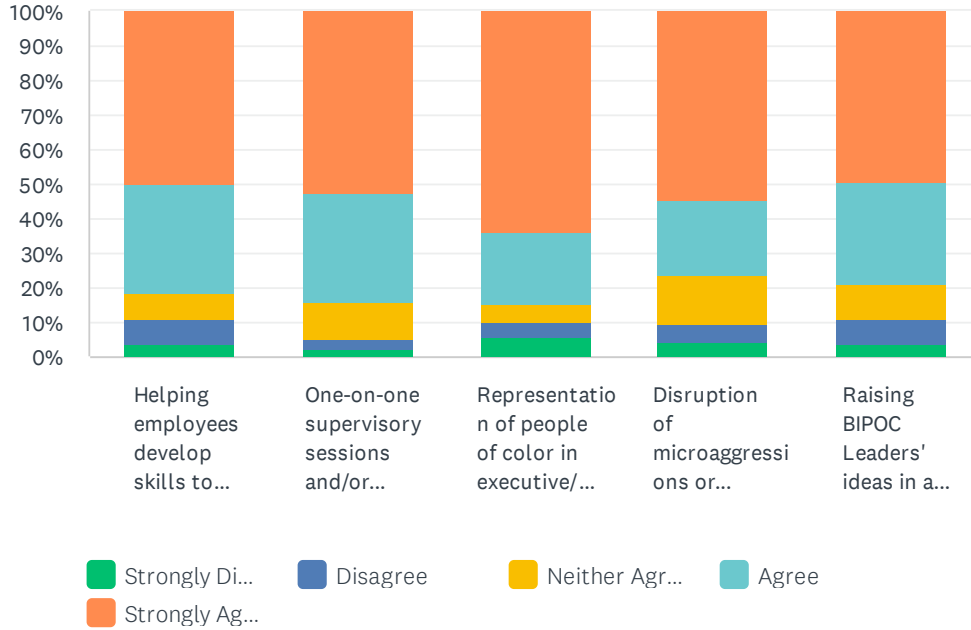
	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Helping employees develop skills to advocate for themselves	4% 7	7% 13	8% 14	31% 57	50% 91	182	4.16
One-on-one supervisory sessions and/or check-ins/career development sessions	2% 4	3% 6	10% 19	31% 57	52% 95	181	4.29
Representation of people of color in executive/Board levels	6% 11	4% 7	5% 10	21% 38	64% 117	183	4.33
Disruption of microaggressions or oppressive behaviors in the moment	4% 8	5% 9	14% 26	21% 39	55% 100	182	4.18
Raising BIPOC Leaders' ideas in a meeting that the Leader is not a part of, and crediting the Leader	4% 7	7% 13	10% 18	29% 53	50% 90	181	4.14

Q15 My supervisor/manager advocates for my career advancement.
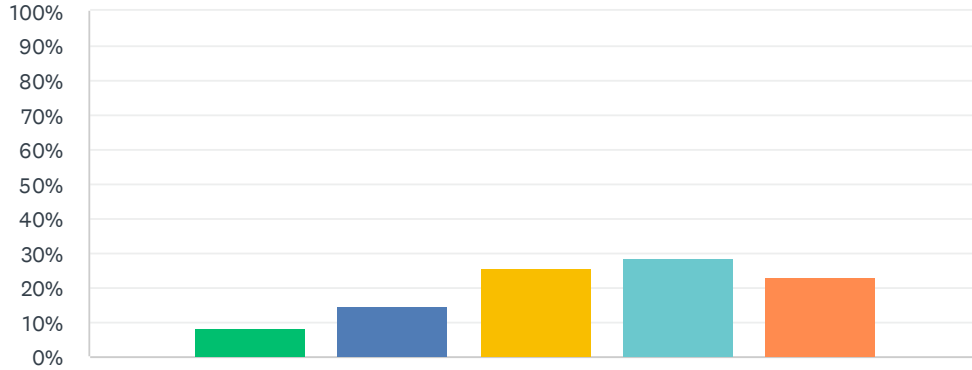
Answered: 179   Skipped: 64
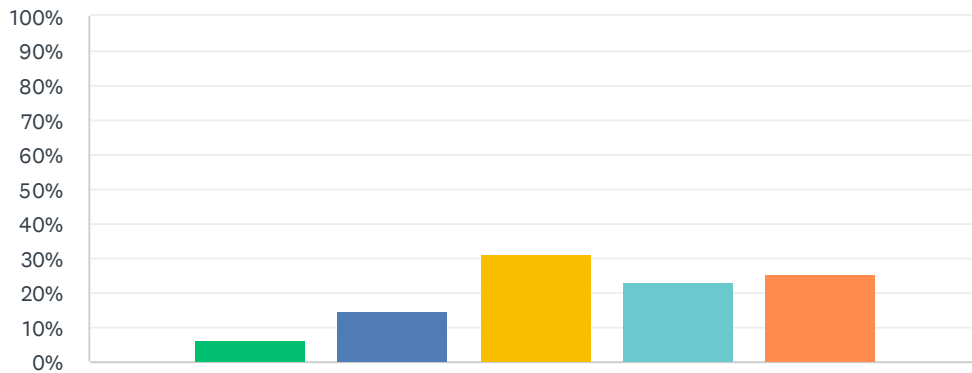
	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
	6% 11	15% 26	31% 56	23% 41	25% 45	179	3.46

Q16 My supervisor/manager plays a critical role in my professional development and growth.
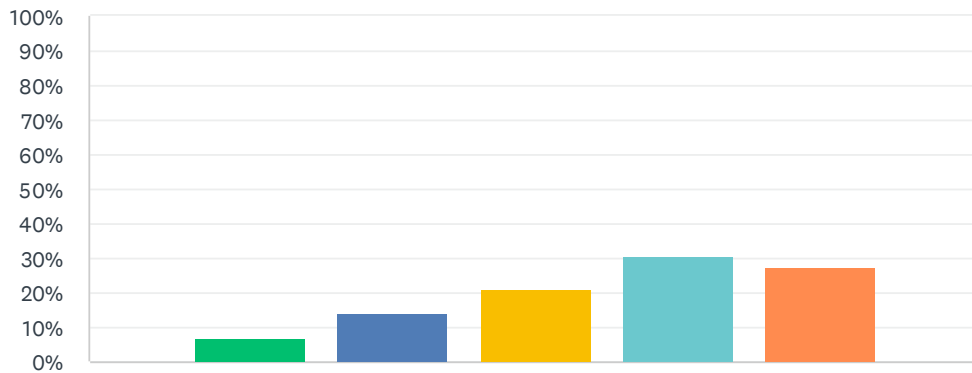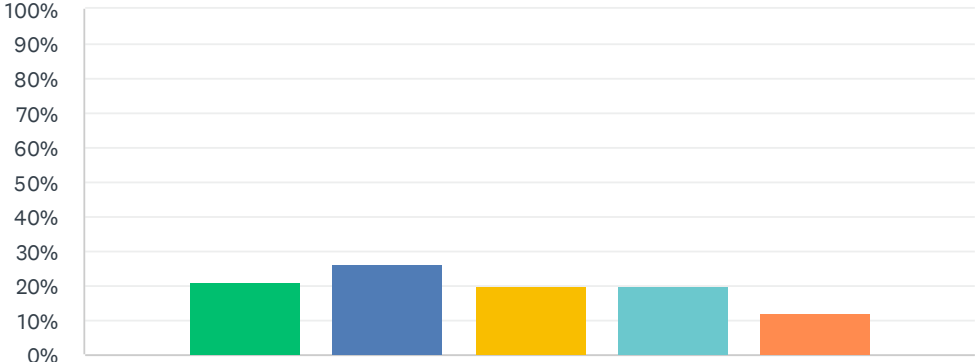
Answered: 179   Skipped: 64

Legend: Strongly Di... ● Disagree ● Neither Agr... ● Agree ● Strongly Ag...

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
	8% 15	15% 26	26% 46	28% 51	23% 41	179	3.43

Q17 I feel like I belong within the organization.

Answered: 179   Skipped: 64

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
	7% 12	14% 25	21% 38	31% 55	27% 49	179	3.58

Q18 I am considering leaving my organization due to lack of support as a BIPOC leader.

Answered: 179   Skipped: 64

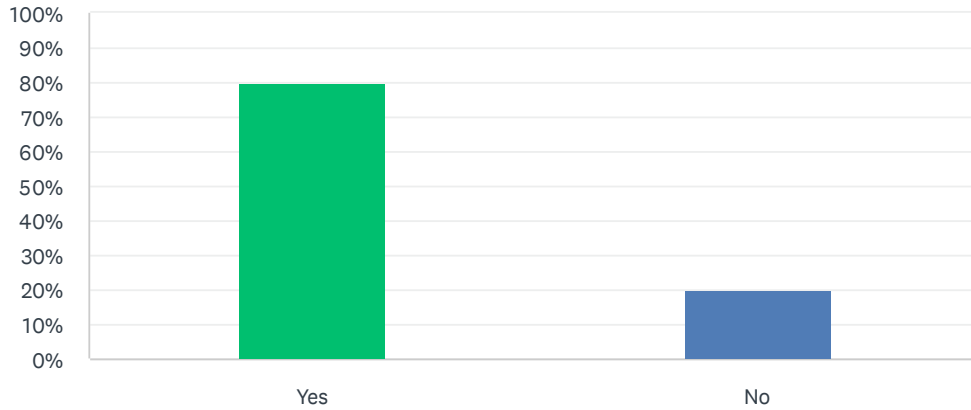Legend: Strongly Di... · Disagree · Neither Agr... · Agree · Strongly Ag...

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
	21% 38	26% 47	20% 36	20% 36	12% 22	179	2.76

Q19 As a BIPOC leader in a predominantly White organization, do you practice self-care strategies?

Answered: 181   Skipped: 62

ANSWER CHOICES	RESPONSES	
Yes	80%	145
No	20%	36
TOTAL		181