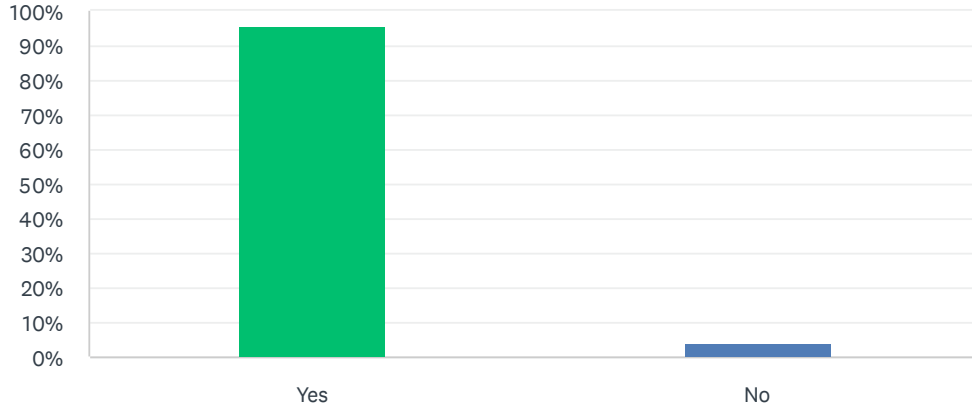


Q1 Do you identify as White and are you in a leadership role in your organization?

Answered: 187 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	95.72%	179
No	4.28%	8
TOTAL		187

Q2 Where do you reside?

Answered: 165 Skipped: 22

Supporting Black, Indigenous, and People of Color Who are Leaders and Aspiring Leaders in Predominantly White Organizations

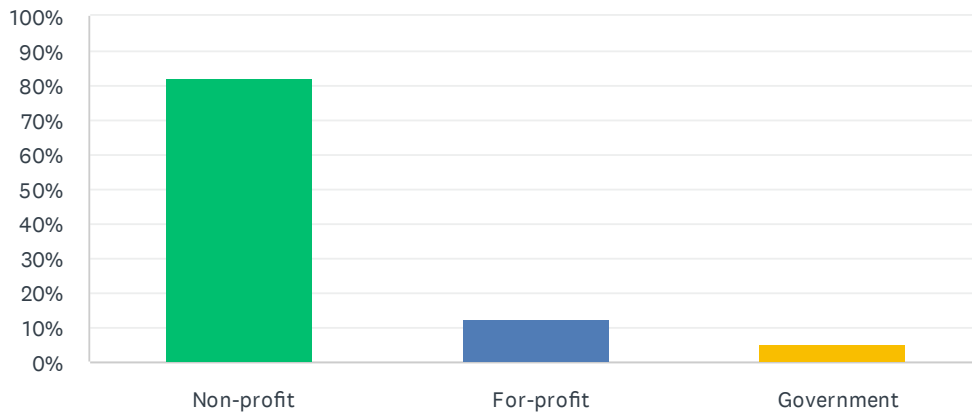
ANSWER CHOICES	RESPONSES	
Alabama	0.00%	0
Alaska	0.00%	0
Arizona	0.61%	1
Arkansas	0.00%	0
California	4.85%	8
Colorado	0.61%	1
Connecticut	0.61%	1
Delaware	0.00%	0
Florida	0.61%	1
Georgia	0.00%	0
Hawaii	0.00%	0
Idaho	0.00%	0
Illinois	0.61%	1
Indiana	3.64%	6
Iowa	0.00%	0
Kansas	0.00%	0
Kentucky	0.00%	0
Louisiana	2.42%	4
Maine	0.00%	0
Maryland	0.61%	1
Massachusetts	3.03%	5
Michigan	0.00%	0
Minnesota	0.00%	0
Mississippi	0.00%	0
Missouri	0.61%	1
Montana	0.00%	0
Nebraska	0.00%	0
Nevada	0.00%	0
New Hampshire	0.61%	1
New Jersey	7.27%	12
New Mexico	0.00%	0
New York	63.64%	105

Supporting Black, Indigenous, and People of Color Who are Leaders and Aspiring Leaders in
Predominantly White Organizations

North Carolina	0.61%	1
North Dakota	0.00%	0
Ohio	0.61%	1
Oklahoma	0.00%	0
Oregon	0.61%	1
Pennsylvania	1.82%	3
Rhode Island	0.61%	1
South Carolina	0.00%	0
South Dakota	0.00%	0
Tennessee	0.00%	0
Texas	3.64%	6
Utah	0.00%	0
Vermont	0.61%	1
Virginia	1.21%	2
Washington	0.00%	0
West Virginia	0.00%	0
Wisconsin	0.00%	0
Wyoming	0.00%	0
Other (please specify)	0.61%	1
TOTAL		165

Q3 What sector do you work in?

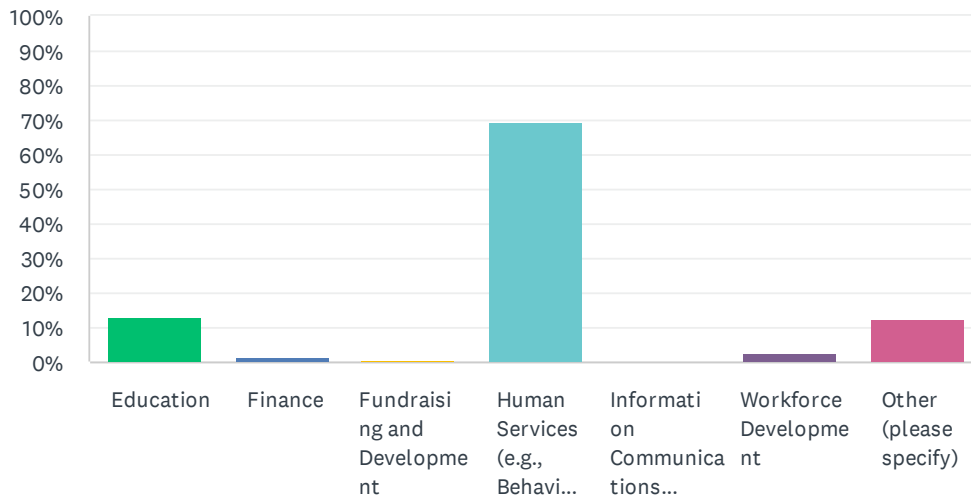
Answered: 167 Skipped: 20



ANSWER CHOICES	RESPONSES	
Non-profit	82.04%	137
For-profit	12.57%	21
Government	5.39%	9
TOTAL		167

Q4 What industry do you work in?

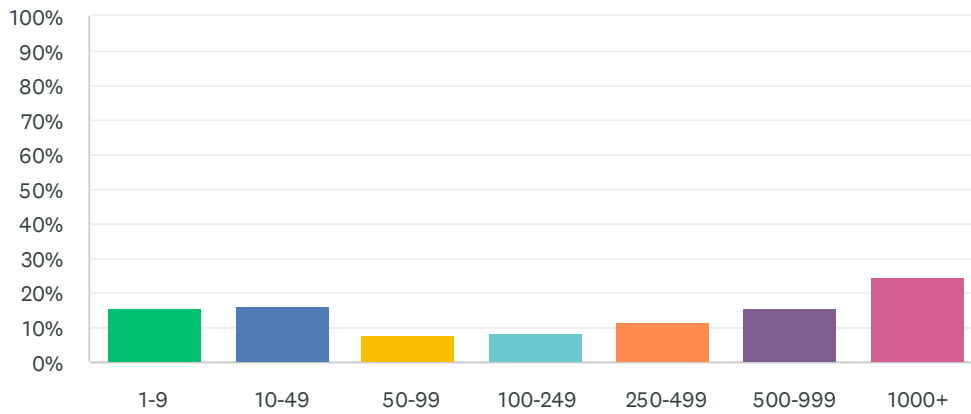
Answered: 167 Skipped: 20



ANSWER CHOICES	RESPONSES
Education	13.17% 22
Finance	1.80% 3
Fundraising and Development	0.60% 1
Human Services (e.g., Behavioral/Mental Health, Child Welfare, Community Services, Justice Services, Substance Use, Physical Health)	69.46% 116
Information Communications Technology (ICT)	0.00% 0
Workforce Development	2.40% 4
Other (please specify)	12.57% 21
TOTAL	167

Q5 Approximately how many people are employed by your organization?

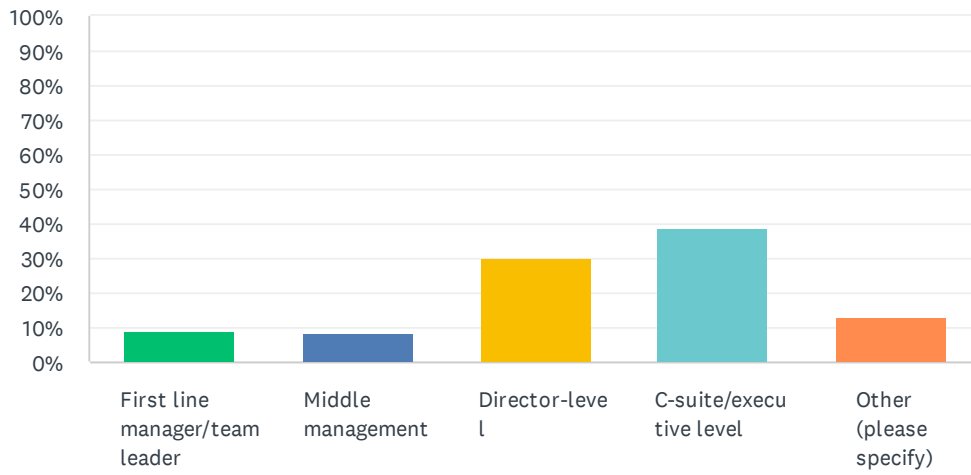
Answered: 166 Skipped: 21



ANSWER CHOICES	RESPONSES	
1-9	15.66%	26
10-49	16.27%	27
50-99	7.83%	13
100-249	8.43%	14
250-499	11.45%	19
500-999	15.66%	26
1000+	24.70%	41
TOTAL		166

Q6 What level of leadership are you currently in?

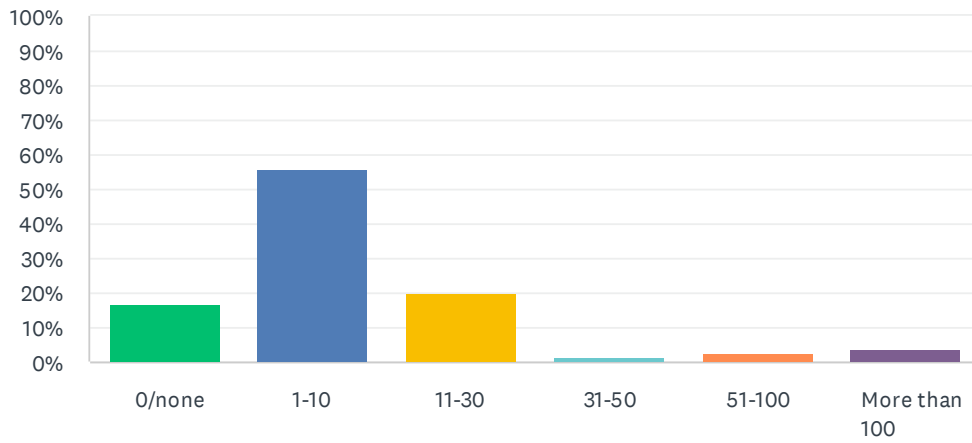
Answered: 164 Skipped: 23



ANSWER CHOICES	RESPONSES	
First line manager/team leader	9.15%	15
Middle management	8.54%	14
Director-level	29.88%	49
C-suite/executive level	39.02%	64
Other (please specify)	13.41%	22
TOTAL		164

Q7 How many people do you currently supervise/manage?

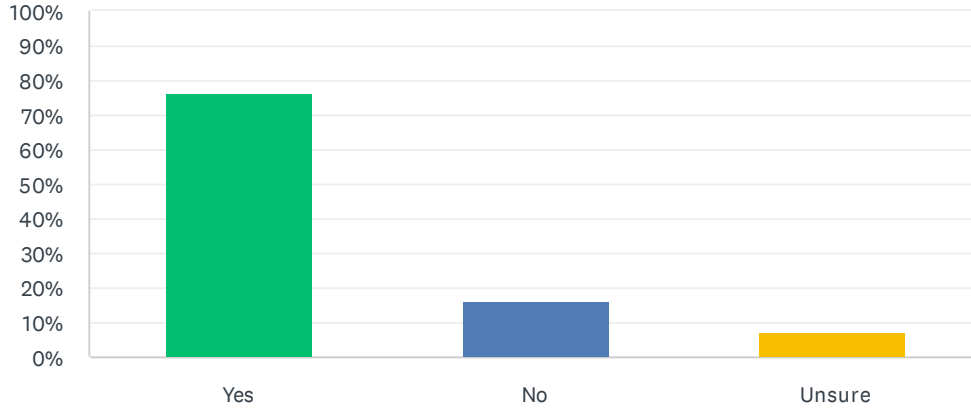
Answered: 167 Skipped: 20



ANSWER CHOICES	RESPONSES	
0/none	16.77%	28
1-10	55.69%	93
11-30	19.76%	33
31-50	1.80%	3
51-100	2.40%	4
More than 100	3.59%	6
TOTAL		167

Q8 Does your organization have a Diversity, Equity, Inclusivity, Belonging and Accessibility (DEIBA) plan?

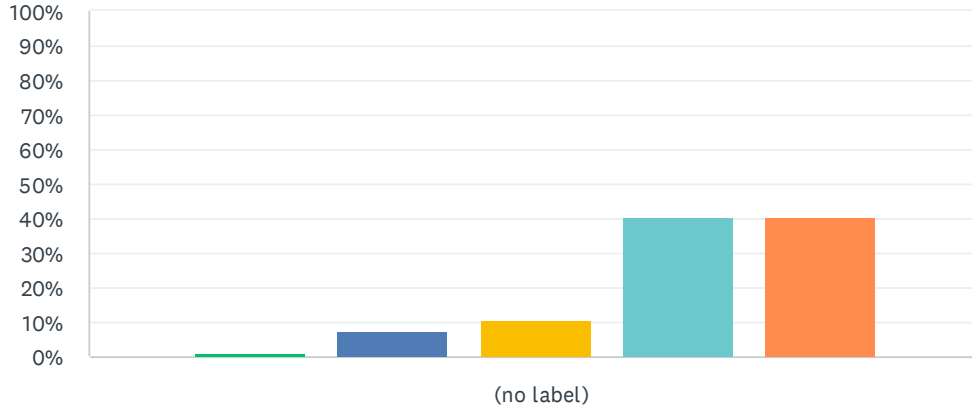
Answered: 139 Skipped: 48



ANSWER CHOICES	RESPONSES	
Yes	76.26%	106
No	16.55%	23
Unsure	7.19%	10
TOTAL		139

Q9 Please rate your level of agreement with the following statement: I am knowledgeable about my organization's DEIBA plan.

Answered: 96 Skipped: 91

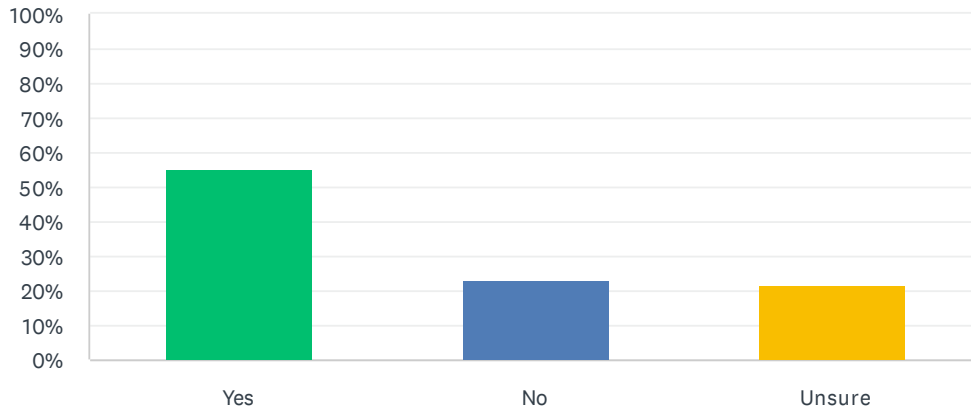


■ Strongly Di...
 ■ Disagree
 ■ Neither Agr...
 ■ Agree
 ■ Strongly Ag...

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	1.04% 1	7.29% 7	10.42% 10	40.63% 39	40.63% 39	96	4.13

Q10 Does your organization have systems and processes for ensuring BIPOC employees receive fair/equitable opportunities for promotions and career advancement in the organization?

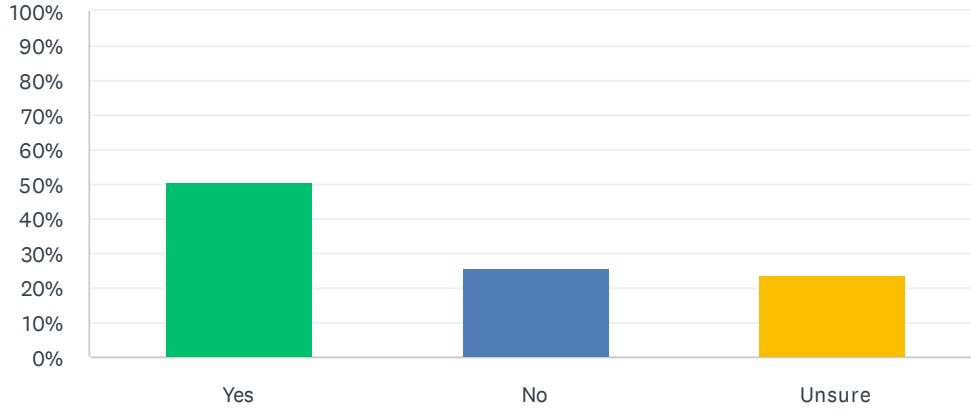
Answered: 130 Skipped: 57



ANSWER CHOICES	RESPONSES	
Yes	55.38%	72
No	23.08%	30
Unsure	21.54%	28
TOTAL		130

Q11 Does your organization have a process to recruit and hire BIPOC leaders and aspiring leaders?

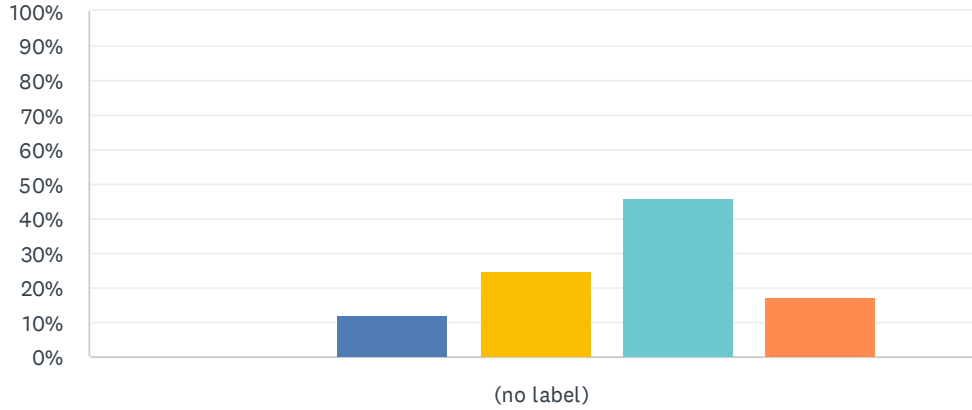
Answered: 132 Skipped: 55



ANSWER CHOICES	RESPONSES	
Yes	50.76%	67
No	25.76%	34
Unsure	23.48%	31
TOTAL		132

Q12 The processes my organization has in place to recruit and hire BIPOC leaders and aspiring leaders are effective.

Answered: 57 Skipped: 130

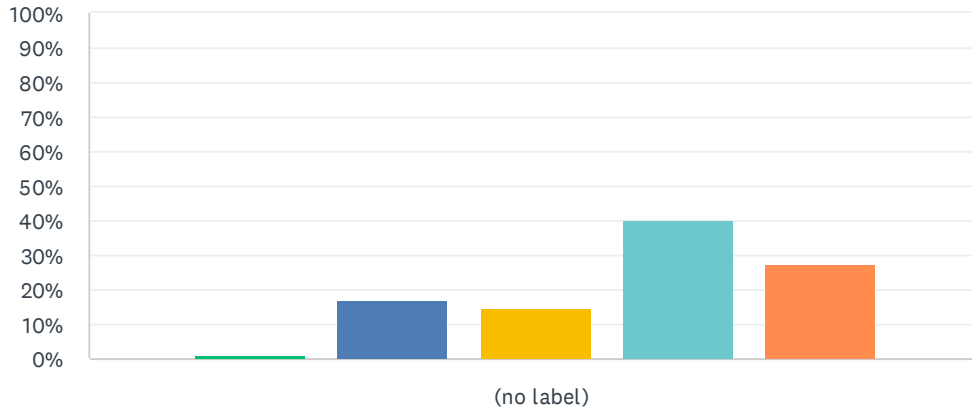


■ Strongly Di...
 ■ Disagree
 ■ Neither Agr...
 ■ Agree
 ■ Strongly Ag...

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	12.28% 7	24.56% 14	45.61% 26	17.54% 10	57	3.68

Q13 I believe BIPOC employees receive fair/equitable opportunities for promotions and career advancement in my organization.

Answered: 117 Skipped: 70

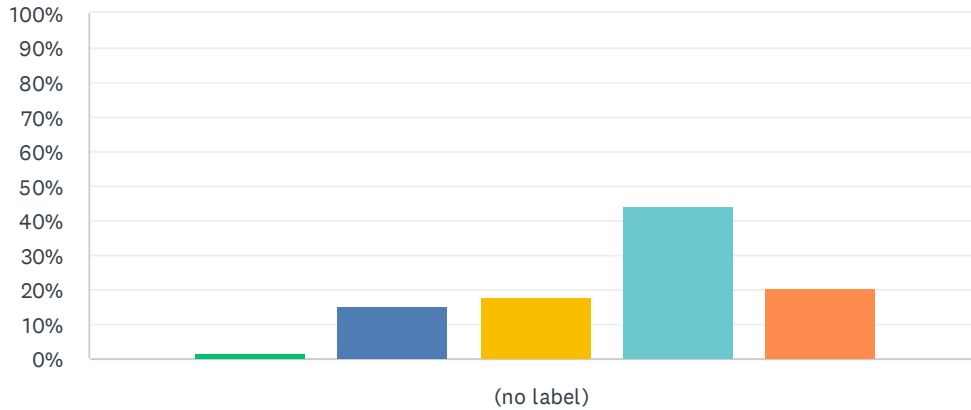


■ Strongly Di...
 ■ Disagree
 ■ Neither Agr...
 ■ Agree
 ■ Strongly Ag...

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.85% 1	17.09% 20	14.53% 17	40.17% 47	27.35% 32	117	3.76

Q14 My organization prioritizes creating a culture of belonging for BIPOC employees and leaders.

Answered: 117 Skipped: 70

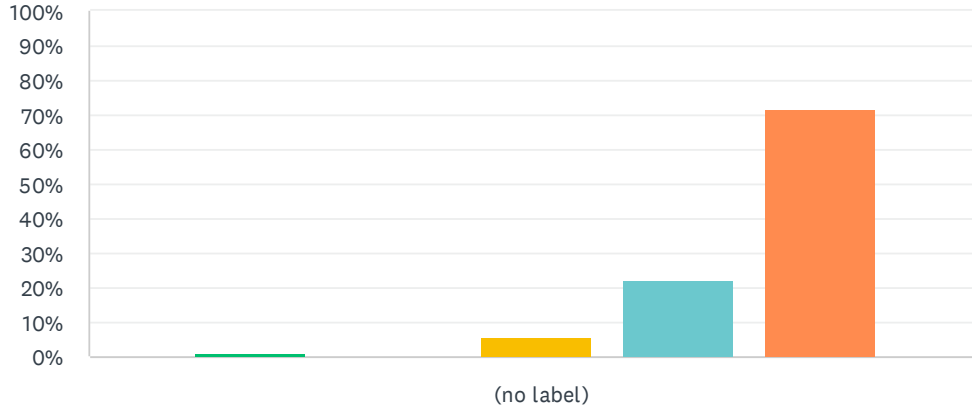


■ Strongly Di...
 ■ Disagree
 ■ Neither Agr...
 ■ Agree
 ■ Strongly Ag...

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	1.71% 2	15.38% 18	17.95% 21	44.44% 52	20.51% 24	117	3.67

Q15 It is a responsibility of White leaders to participate in activities and agency practices to help BIPOC employees rise to positions of leadership.

Answered: 119 Skipped: 68

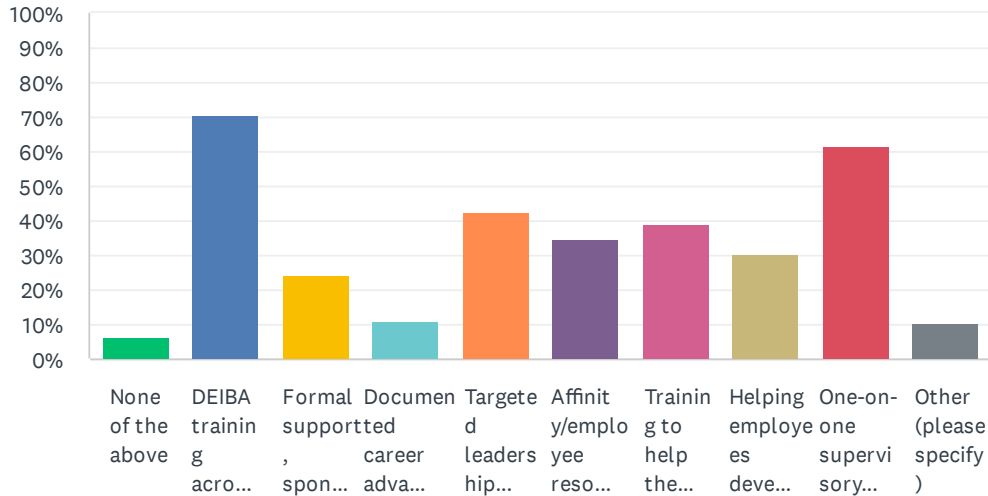


■ Strongly Di...
 ■ Disagree
 ■ Neither Agr...
 ■ Agree
 ■ Strongly Ag...

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.84%	0.00%	5.88%	21.85%	71.43%	119	4.63
	1	0	7	26	85		

Q16 Which practices does your organization utilize to develop and advance BIPOC employees and leaders? Please select all that apply.

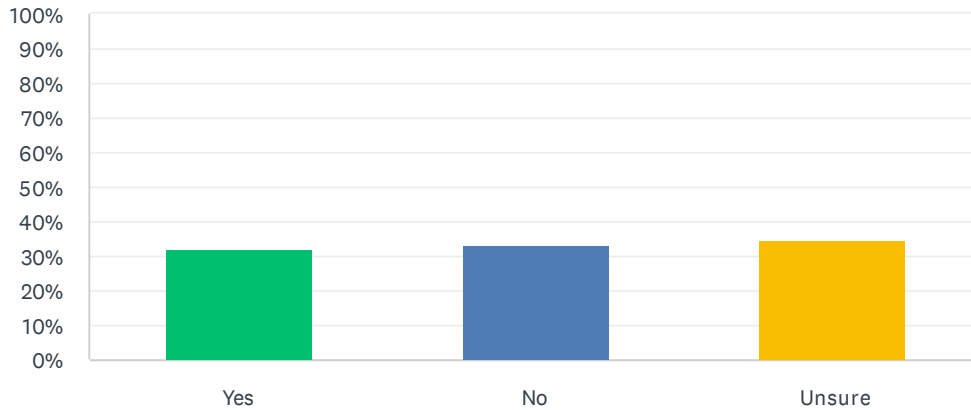
Answered: 115 Skipped: 72



ANSWER CHOICES	RESPONSES	
None of the above	6.09%	7
DEIBA training across the organization	70.43%	81
Formal support, sponsorship, or mentorship structures	24.35%	28
Documented career advancement plans	11.30%	13
Targeted leadership development and skill-building opportunities	42.61%	49
Affinity/employee resource groups	34.78%	40
Training to help the transition from peer to supervisor	39.13%	45
Helping employees develop skills to advocate for themselves	30.43%	35
One-on-one supervisory sessions and/or check-ins/career development sessions	61.74%	71
Other (please specify)	10.43%	12
Total Respondents: 115		

Q17 Does your organization regularly review data to promote visibility and equity of BIPOC leaders throughout the organization? (E.g., pay equity between BIPOC and White employees, attrition rates for BIPOC vs. White employees, etc.)

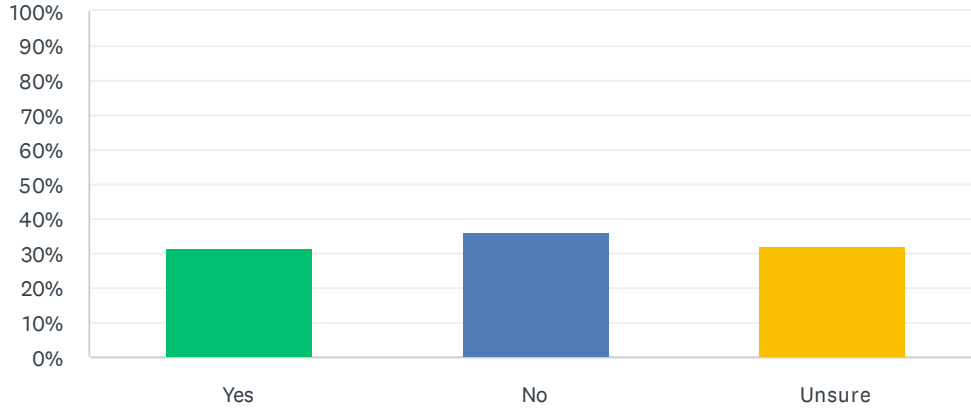
Answered: 118 Skipped: 69



ANSWER CHOICES	RESPONSES	
Yes	32.20%	38
No	33.05%	39
Unsure	34.75%	41
TOTAL		118

Q18 Does your organization have any DEIBA metrics associated to its strategic goals or key performance indicators?

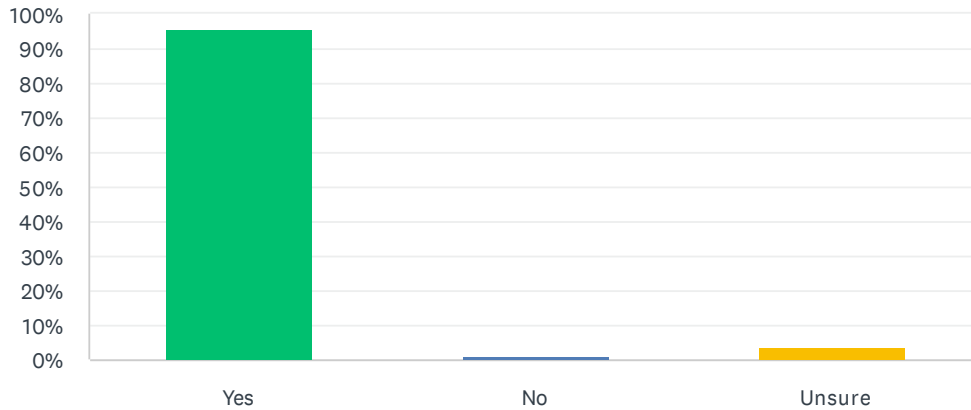
Answered: 118 Skipped: 69



ANSWER CHOICES	RESPONSES	
Yes	31.36%	37
No	36.44%	43
Unsure	32.20%	38
TOTAL		118

Q19 Do you consider yourself an ally for BIPOC individuals? (An ally is defined as someone who does not identify as BIPOC, but who is active and purposeful in supporting, promoting, and advancing real change for marginalized groups.)

Answered: 114 Skipped: 73



ANSWER CHOICES	RESPONSES	
Yes	95.61%	109
No	0.88%	1
Unsure	3.51%	4
TOTAL		114