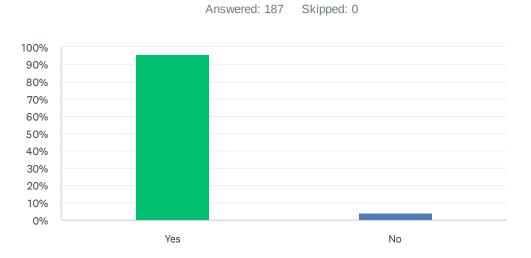
## Q1 Do you identify as White and are you in a leadership role in your organization?



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

1/25

#### Q2 Where do you reside?

Answered: 165 Skipped: 22

Alaama0.00%0Aiska0.00%0.0Aixona0.61%0.0Aixonas0.0%0.0California4.86%0.0Coinecticut0.61%0.1Conecticut0.0%0.0Delavare0.0%0.0Florida0.0%0.0Havai0.0%0.0Itolida0.0%0.0Havai0.0%0.0Itolida0.0%0.0Kansas0.0%0.0Itolida0.6%0.0Itolida0.0%0.0Itolida0.0%0.0Itolida0.0%0.0Kansas0.0%0.0 <t< th=""><th>ANSWER CHOICES</th><th>RESPONSES</th><th></th></t<>	ANSWER CHOICES	RESPONSES	
Arizona     0.6196     1       Arizona     0.0096     0       California     4.8596     8       Colorado     0.6196     1       Connecticut     0.6196     1       Delaware     0.00%     0       Florida     0.6196     1       Georgia     0.60%     0       Hawaii     0.00%     0       Idaho     0.00%     0       Idaha     0.00%     0       Idaha     0.00%     0       Idaha     0.00%     0       Idaha     0.00%     0       Kanasa     0.00%     0       Kanasa     0.00%     0       Maine     0.00%     0       Masachustts     0.00%     0       Mississippi     0.00%     0       Nevada     0.00% <t< td=""><td>Alabama</td><td>0.00%</td><td>0</td></t<>	Alabama	0.00%	0
Akansas     0.00%     0       Akansas     0.00%     0       Colorado     0.1%     1       Cornecticut     0.0%     0       Delaware     0.0%     0       Florida     0.0%     0       Hawai     0.0%     0       Hawai     0.0%     0       Idaho     0.0%     0       Idaho     0.0%     0       Idaho     0.0%     0       Indiana     0.0%     0       Indiana     0.0%     0       Kansas     0.0%     0       Kansas     0.0%     0       Kansas     0.0%     0       Kansas     0.0%     0       Marie     0.0%     0       Maria     0.0%     0       Mar	Alaska	0.00%	0
Caironia     4.85%     8       Colorado     0.61%     1       Connecticut     0.00%     0       Delaware     0.00%     0       Florida     0.00%     0       Georgia     0.00%     0       Havaii     0.00%     0       Idabo     0.00%     0       Idabo     0.00%     0       Ininis     0.61%     1       Indiana     3.64%     6       Isasa     0.00%     0       Kansas     0.00%     0       Kansas     0.00%     0       Kansa     0.00%     0       Maine     0.00%     0       Mainesota     3.03%     0       Mississippi     0.00%     0       Missauri     0.00%     0       Mexada     0.00%     0<	Arizona	0.61%	1
Colorado     6.61%     1       Connecticut     6.01%     1       Delaware     6.00%     0       Florida     6.01%     1       Georgia     6.00%     0       Hawai     6.00%     0       Idaba     6.00%     0       Karsas     0.00%     0       Idaba     6.00%     0       Maryland     6.10%     0       Minesota     0.00%     0       Minesota     0.00%     0       Minesota     0.00%     0       Minesota     0.00%     0 </td <td>Arkansas</td> <td>0.00%</td> <td>0</td>	Arkansas	0.00%	0
Connecticut     0.61%     1       Delaware     0.00%     0       Fiorda     0.61%     1       Georgia     0.00%     0       Havaii     0.00%     0       Havaii     0.00%     0       Idaho     0.00%     0       Idahaa     3.64%     6       Iowa     0.00%     0       Kasas     0.00%     0       Kasas     0.00%     0       Kasas     0.00%     0       Maine     0.00%     0       Maryland     0.61%     1       Minesota     0.00%     0       Mississipi     0.00%     0       Missouri     0.00%     0       Notana     0.00%     0       Nevala     0.00%     0       Nevalanpshire     0.61%     1	California	4.85%	8
Delaware     0.00%     0       Fiorda     0.61%     1       Georgia     0.00%     0       Hawaii     0.00%     0       Idaho     0.00%     0       Idaho     0.00%     0       Idinos     0.61%     1       Indiana     3.64%     6       Iowa     0.00%     0       Kansas     0.00%     0       Maine     0.00%     0       Mainesota     0.00%     0       Minesota     0.00%     0       Nississippi     0.00%     0       Notana     0.00%     0       Nevada     0.00%     0       Nevatanpshire     0.01%     1 <td>Colorado</td> <td>0.61%</td> <td>1</td>	Colorado	0.61%	1
Florida     0.61%     1       Georgia     0.00%     0       Havali     0.00%     0       Idabo     0.00%     0       Idaba     0.00%     0       Illinois     0.61%     1       Indiana     3.64%     6       Iowa     0.00%     0       Kansas     0.00%     0       Kansas     0.00%     0       Louisiana     2.42%     4       Maine     0.00%     0       Masschusetts     3.03%     5       Michigan     0.00%     0       Missispipi     0.00%     0       Missouri     0.00%     0       Nebraska     0.00%     0       Nevada     0.00%     0       Nev Jersey     0.00%     0       New Jersey     0.00%     0	Connecticut	0.61%	1
Georgia     0.00%     0       Havaii     0.00%     0       Idaho     0.00%     0       Idaho     0.00%     0       Ilinois     0.61%     1       Indiana     0.60%     0       Iowa     0.00%     0       Kansas     0.00%     0       Kentucky     0.00%     0       Louisiana     2.42%     4       Maine     0.00%     0       Massachusetts     3.03%     5       Michigan     0.00%     0       Missisopi     0.00%     0       Missisopi     0.00%     0       Missisopi     0.00%     0       Missisopi     0.00%     0       Nevada     0.00%     0       Nevada     0.00%     0       Nev Jersey     0.00%     0       Nev Jersey     0.61%     1	Delaware	0.00%	0
Hawaii     0.00%     0       Idaho     0.00%     0       Idinois     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       Mayland     0.61%     1       Minesota     3.03%     5       Minesota     0.00%     0       Minesota     0.00%     0       Mississippi     0.00%     0       Missouri     0.61%     1       Merkaka     0.00%     0       New Hampshire     0.61%     1       New Jersey     7.2%     12	Florida	0.61%	1
India     0.00%     0       Illinois     0.61%     1       Indiana     3.64%     6       Iowa     0.00%     0       Kansas     0.00%     0       Kansas     0.00%     0       Kentucky     0.00%     0       Louisiana     2.42%     4       Maine     0.00%     0       Massachusetts     3.03%     5       Minesota     0.00%     0       Minesota     0.00%     0       Mississippi     0.00%     0       Missouri     0.00%     0       Nebraska     0.00%     0       New Hampshire     0.61%     1       New Jersey     7.27%     12	Georgia	0.00%	0
Hilinois     0.61%     1       Indiana     3.64%     6       Iowa     0.00%     0       Kansas     0.00%     0       Kansas     0.00%     0       Kentucky     0.00%     0       Louisiana     2.42%     4       Maine     0.00%     0       Mayland     0.61%     1       Massachusetts     3.03%     5       Michigan     0.00%     0       Mississippi     0.00%     0       Missouri     0.00%     0       Nevada     0.00%     0       Nevada     0.00%     0       Nevada     0.00%     0       Nev Jersey     0.00%     0	Hawaii	0.00%	0
Indiana     3.64%     6       Iowa     0.00%     0       Kansas     0.00%     0       Kentucky     0.00%     0       Louisiana     2.42%     4       Maine     0.00%     0       Mayland     0.61%     1       Massachusetts     3.03%     5       Michigan     0.00%     0       Mississippi     0.00%     0       Missouri     0.00%     0       Nevada     0.00%     0       Nevada     0.00%     0       New Jersey     7.27%     12       New Jersey     7.27%     12	Idaho	0.00%	0
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     0.00%     0       Nebraska     0.00%     0       Nevada     0.00%     0       New Hampshire     0.00%     0       New Hampshire     0.00%     0       New Keico     0.00%     0	Illinois	0.61%	1
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       Mississippi     0.00%     0       Missouri     0.61%     1       Nebraska     0.00%     0       Nev Hampshire     0.00%     0       New Jersey     7.2%     12       New Mexico     0.00%     0	Indiana	3.64%	6
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       Nebraska     0.00%     0       Nevada     0.00%     0       New Hampshire     0.61%     1       New Jersey     7.27%     12       New Mexico     0.00%     0	Iowa	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     Nevada   0.00%   0     New Jensey   7.27%   12     New Mexico   0.00%   0	Kansas	0.00%	0
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       Nevada     0.00%     0       New Hampshire     0.61%     1       New Jersey     7.27%     12       New Mexico     0.00%     0	Kentucky	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       Nevada     0.00%     0       New Hampshire     0.00%     0       New Mexico     0.61%     1	Louisiana	2.42%	4
Massachusetts     3.03%     5       Michigan     0.00%     0       Minnesota     0.00%     0       Mississippi     0.00%     0       Missouri     0.61%     1       Montana     0.00%     0       Nevada     0.00%     0       New Hampshire     0.00%     0       New Jersey     7.27%     12       New Mexico     0.00%     0	Maine	0.00%	0
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	Maryland	0.61%	1
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	Massachusetts	3.03%	5
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	Michigan	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	Minnesota	0.00%	0
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	Mississippi	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	Missouri	0.61%	1
Nevada     0.00%     0       New Hampshire     0.61%     1       New Jersey     7.27%     12       New Mexico     0.00%     0	Montana	0.00%	0
New Hampshire     0.61%     1       New Jersey     7.27%     12       New Mexico     0.00%     0	Nebraska	0.00%	0
New Jersey 7.27% 12   New Mexico 0.00% 0	Nevada	0.00%	0
New Mexico 0.00% 0	New Hampshire	0.61%	1
	New Jersey	7.27%	12
New York 63.64% 105	New Mexico	0.00%	0
	New York	63.64%	105

North Carolina North Dakota	0.61% 	1 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?

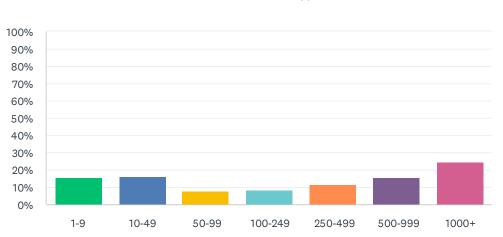
ANSWER CHOICES	RESPONSES	
Non-profit	82.04%	137
For-profit	12.57%	21
Government	5.39%	9
TOTAL		167



#### Q4 What industry do you work in?

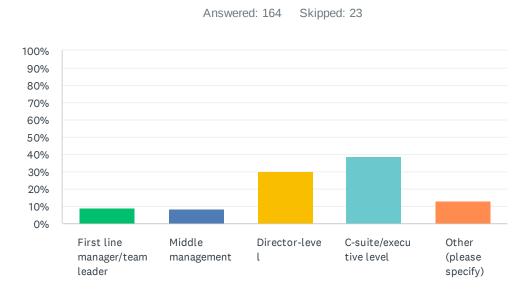
ANSWER CHOICES	RESPON	ISES
Education	13.17%	22
Finance	1.80%	3
Fundraising and Development	0.60%	1
Human Services (e.g., Behavioral/Mental Health, Child Welfare, Community Services, Justice Services, Substance Use, Physical Health)	69.46%	116
Information Communications Technology (ICT)	0.00%	0
Workforce 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

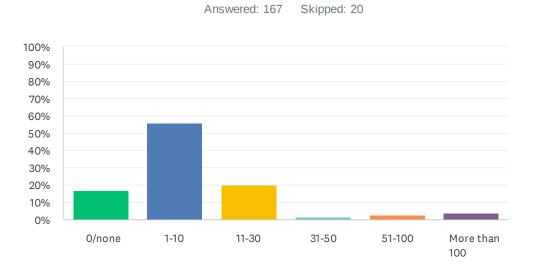
ANSWER CHOICES	RESPONSES	
1-9	15.66%	26
10-49	16.27%	27
50-99	7.83%	13
100-249	8.43%	14
250-499	11.45%	19
500-999	15.66%	26
1000+	24.70%	41
TOTAL		166



#### Q6 What level of leadership are you currently in?

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

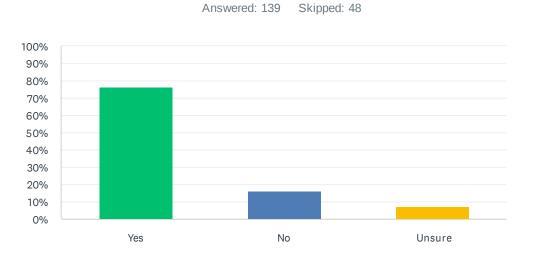
#### Q7 How many people do you currently supervise/manage?



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

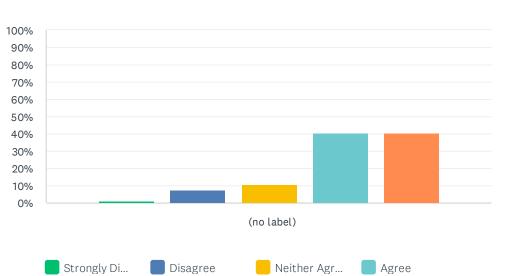
#### 9/25

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



ANSWER CHOICESRESPONSESYes76.26%106No16.55%23Unsure7.19%10TOTAL139139

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

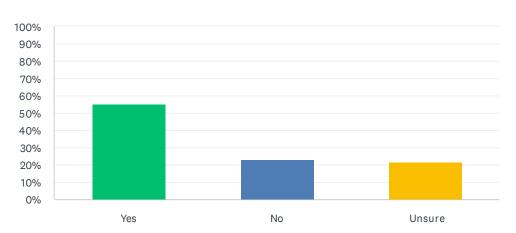


Answered: 96 Skipped: 91

	STRONGLY 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

Strongly Ag...

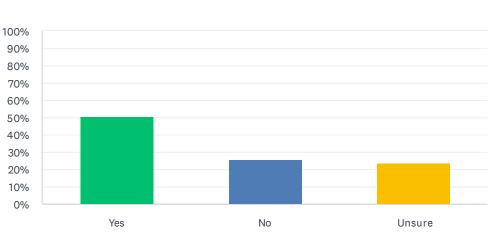
#### Q10 Does your organization have systems and processes for ensuring BIPOC employees receive fair/equitable opportunities for promotions and career advancement in the organization?



Answered: 130 Skipped: 57

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

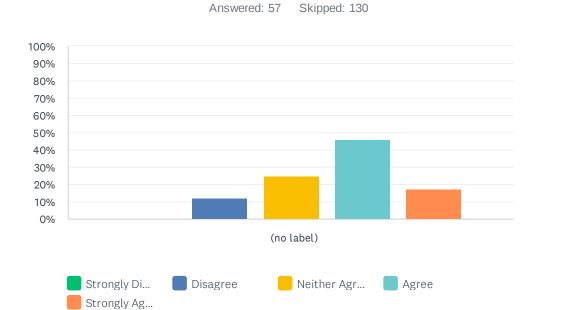
## Q11 Does your organization have a process to recruit and hire BIPOC leaders and aspiring leaders?



Answered: 132 Skipped: 55

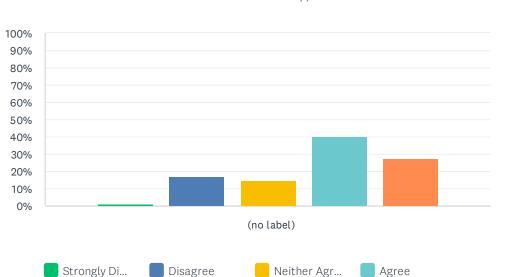
ANSWER CHOICES	RESPONSES	
Yes	50.76%	67
No	25.76%	34
Unsure	23.48%	31
TOTAL		132

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



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

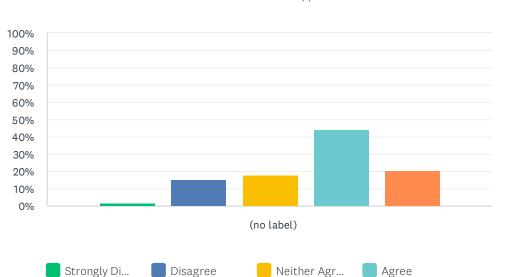
# Q13 I believe BIPOC employees receive fair/equitable opportunities for promotions and career advancement in my organization.



Answered: 117 Skipped: 70

		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.

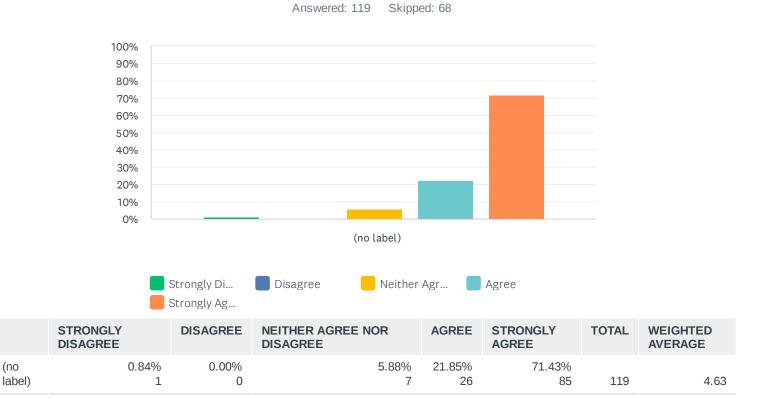


Answered: 117 Skipped: 70

	STRONGLY 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

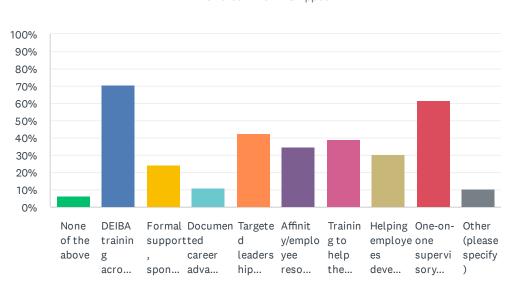
Strongly Ag...

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



(no

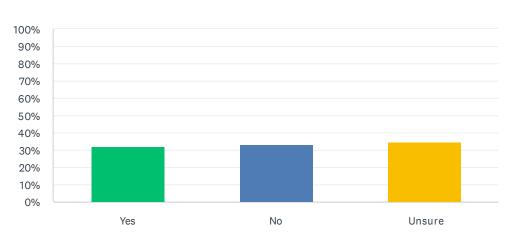
## Q16 Which practices does your organization utilize to develop and advance BIPOC employees and leaders? Please select all that apply.



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 gruops	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		

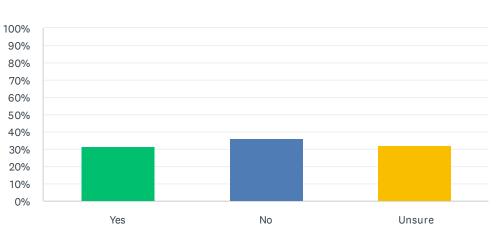
#### Q17 Does your organization regularly review data to promote visibility and equity of BIPOC leaders throughout the organization? (E.g., pay equity between BIPOC and White employees, attrition rates for BIPOC vs. White employees, etc.)



Answered: 118 Skipped: 69

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

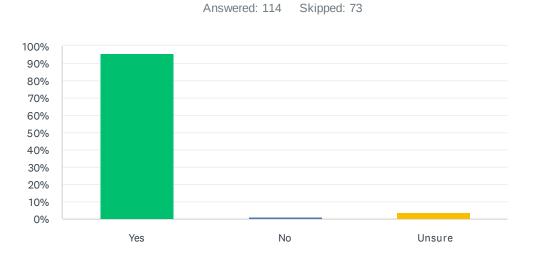
## Q18 Does your organization have any DEIBA metrics associated to its strategic goals or key performance indicators?



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.)



ANSWER CHOICESRESPONSESYes95.61%109No0.88%1Unsure3.51%4TOTAL114