NNIP Diversity Survey 2023

NNIP recognizes that organizations that reflect the diversity in their communities and are inclusive of all people produce higher quality analysis and stronger collaborations, and ultimately have more impact on local and national policy. To that end, we are surveying NNIP partner organizations about their current staff and board demographic composition and practices related to diversifying staff, boards, and outreach. We hope to analyze how diversity[1] may have changed across the network in the past 5 years and compare results with our 2018 survey. In addition, we will use the information to plan peer sharing and programming around hiring and recruitment.

Your response will be kept confidential and results for an individual organization will only be shared with the NNIP team at Urban for analysis purposes. No individual organization results will be shared publicly.

We ask that you only submit one survey per organization, please review the questionnaire and seek input from your staff providing NNIP-related services. If you have not already collected information on your staff or board demographic composition, we encourage you to survey them and allow everyone to self-identify.

Notes:
- For this survey, we define "**staff**" as employees, faculty, essential consultants (those you deem critical to your work), and paid graduate staff or student assistants.
- **NNIP-related services** include:
  - Assembling and transforming national and local administrative and survey data; and maintaining neighborhood-level indicators
  - Disseminating data in both passive (e.g. through websites) and active ways (e.g. through presentations and one-on-one meetings
  - Analytic, research, or evaluation activities that help stakeholders understand programs, specific policy issues that affect communities of color, and/or the neighborhood context.
  - Working with nonprofit, government, or philanthropic stakeholders to use the data to guide advocacy, and decisionmaking in program planning and resource allocation.
  - Technical assistance and training related to data and applying data for impact.
  - Communications, administration, technology, and fundraising in support of the above services.
- We have identified the group of staff for which we'd like you to report on staff demographics and practices to increase diversity (attached separately). Generally, if your organization is a:

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[1] We define diversity as the representation of all races, ethnicities, ages, genders, sexualities, abilities, cultures, lived experiences, and beliefs reflected across our communities.

o   a university center: please include the composition of all staff in the center.
o   a nonprofit, foundation, or government agency of which only a portion of the staff provide NNIP-related services: please include the composition of the staff in the unit providing NNIP related services. If there is no formal unit or group designation, please provide the composition of staff assisting with NNIP-related services (not just those who are well-connected to NNIP).
o   a nonprofit that entirely provides NNIP-related services: please include the composition of all staff in your organization.

Questions (* indicates question is required)

1. Choose NNIP Partner Organization [drop down]*

2. Name of person completing the survey.*

3. Who is responsible for developing formal human resources (HR) policies and procedures at your organization? Check all that apply. Please answer for the entire organization.*
    -   Separate HR office or department
    -   Professional HR staff (individuals)
    -   External HR consultants
    -   Executive Director
    -   Board
    -   Other staff (without formal HR training or certification)
    -   Other (please specify)

4. About how often does your [organization, center or unit] hire NNIP-related staff?*
Staff include employees, essential consultants, faculty, and paid students. NNIP-related means staff are involved in data, analytic, and evaluation services, technical assistance; or communications, administration, technology and fundraising to support those services.
    -   More than once a year.
    -   Once a year.
    -   Every 2-3 years.
    -   Not in the last 3 years.
    -   Don't know.

5. Which of these hiring and retention activities are NNIP-related staff involved? Check all that apply.*
    -   developing job descriptions
    -   recruiting candidates
    -   screening resumes
    -   conducting interviews
    -   making hiring decisions
    -   deciding on compensation
    -   onboarding staff
    -   ongoing mentoring and support
    -   Other (please specify)

6. Please share any helpful practices you have used to attract a diverse applicant pool for NNIP-related jobs. [open ended]

7. What do you see as the biggest challenges for your [organization, center or unit] on hiring a diverse group of people, particularly staff of color? Check all that apply. *
   - Bureaucracy of the organization (including formal hiring process)
   - Not enough support from organization leadership
   - Lack of clear articulation of organization's commitment to diversity, equity, and inclusion in its external work and internal culture
   - Less supportive workplace culture
   - Lack of staff turnover or small staff size
   - Difficulty in accessing diverse networks of professionals
   - Less competitive pay and benefits
   - Other (please specify)

     7a. Comment box – please share any additional detail on these challenges.

8. What do you see as the biggest challenges for your [organization, center or unit] for retaining diverse staff, particularly staff of color? Check all that apply.*
   - Not enough support from organization leadership
   - Less supportive workplace culture
   - Lack of a constructive relationship with supervisors
   - Lack of professional development opportunities
   - Less competitive pay and benefits
   - Limited upward career path at organization
   - Other (please specify)
     8a. Comment box – please share any additional detail on these challenges.

9. What types of project-level outreach activities to community-based organizations, particularly organizations led by people of color, does your [organization, center or unit] conduct for NNIP-related work? Check all that apply.*
   - Consulting stakeholders to learn about community data needs – whether one-on-one or at community events
   - Recruiting participants for your organization's trainings
   - Recruiting presenters or advertising to participants for your organization's events
   - Partnering on community-engaged or community-based participatory research
   - Partnering on specific projects to inform advocacy, programming, etc.
   - Seeking feedback on analysis and products before publication
   - Disseminating services, activities, products through a newsletter, social media, or presentations
   - Other (please specify)

10. Does your [organization, center or unit] have a relationship with a local Historically Black College or University (HBCU) or a Hispanic-Serving Institution (HSI)?*
   - Yes
   - No
   - If yes, please describe. *

11. Does your [organization, center or unit] convene a board or committee composed of external stakeholders of any type? Check all that apply.*
- Yes, Board of Directors
- Yes, Advisory Board
- Yes, project advisory committees for specific projects
- No
- Other (please specify)

    11a. If yes, what percentage of your board(s) members do community members (either unaffiliated or affiliated with grassroots community organizations comprise? Please list percentage of board members: [open ended]*

    11b. If yes (#11) Which of the following methods does your [organization, center or unit] use to identify potential new board members? Please select ALL that apply.*

- Board members' personal or professional networks
- Our organization's leader's personal or professional networks
- Donors or representatives from institutions that fund your work
- Referrals from donors or funders
- Leaders from communities served by your organization's work
- Referrals from leaders in the communities served by your organization's work
- Program participants or former participants
- Leaders from peer or partner organizations
- An external professional headhunter, recruiting agency or board matching service
- Publicly posted or advertised board openings, i.e, newsletters, web sites, social media
- Other
- None of the above

    11c. If yes (#11), what changes, if any, is your [organization, center or unit] hoping to make to your board that would help you move your [organization, center or unit]'s mission forward? [open-ended]

12. Please share any helpful practices your [organization, center or unit] has used to diversify Boards or committees. [open ended]

13. Is there any other context about your [organization, center or unit] that you think would help us interpret your answers? [open ended]

14. Please share any other major comments, questions, and/or curiosities you have about supporting and expanding diversity in your [organization, center or unit]. [open ended]

15. Please complete the following table for NNIP-related staff in your [organization, center or unit]:*

Staff include employees, essential consultants, faculty, and paid students. NNIP-related means staff are involved in data, analytic, and evaluation services, technical assistance; or communications, administration, technology and fundraising to support those services.

Month and date data collected:

Enter the number of people in each category in each cell.

	NNIP Leadership	Other NNIP staff	Total
Racial or Ethnic Identity			
Asian			
Black/African American			
Hispanic/Latinx			
Middle Eastern and North African			
Native American			
Pacific Islander			
White			
Other			
Multi-racial or multi-ethnic			
Not identified or prefer not to say			
Nativity			
US-born			
Immigrant			
Not identified or prefer not to say			
Gender Identity			
Nonbinary/genderqueer			
Woman			
Man			
Identify as:_____			
Not identified or prefer not to say			
Age			
18-29			
30-44			
45-59			
60+			
Not identified or prefer not to say			

15a. Do you have any comments, questions, or curiosities you would like to share on staff identities? [open-ended]

16. Please complete the following table for any boards or committees for your [organization, center or unit]:*

- *Board of directors: Please provide the composition for the board of directors if available, unless you are in a university. Universities do not need to report on the board of trustees.*

- *Advisory board/committees: Please provide the composition for your advisory board or committee for your organization, unit, or university center.*

- *Project-specific advisory board/committees: Please provide the composition for a recent board or committee (use the most recent or typical if you have multiple examples).*

Month and date data collected:

Enter the number of people in each category in each cell.

	Board of Directors	Advisory board or committee	Project-specific boards or committees
Racial or Ethnic Identity			
Asian			
Black/African American			
Hispanic/Latinx			
Middle Eastern and North African			
Native American			
Pacific Islander			
White			
Other			
Multi-racial or multi-ethnic			
Not identified or prefer not to say			
Nativity			
US-born			
Immigrant			
Not identified or prefer not to say			
Gender Identity			
Nonbinary/genderqueer			
Woman			
Man			
Identify as:_____			
Not identified or prefer not to say			
Age			
18-29			
30-44			
45-59			
60+			
Not identified or prefer not to say			

16a. Do you have any comments, questions, or curiosities you would like to share on board member identities? [open-ended]