

GUILFORD COUNTY NON-PROFIT DEI INDEX 2022



This DEI Index is the result of a collaboration among a variety of organizations, including the Community Builders Task Force of the YWCA of High Point and the Guilford Non-Profit Consortium, who wanted to create a community-wide benchmark. The DEI Index is not about any individual non-profit. All organizational information is confidential. The survey collects organization data in order to create an aggregate number that reflects our entire community. Our goal is that this benchmark index encourages all of our non-profits to do more, and better, to promote diversity, equity, and inclusion!

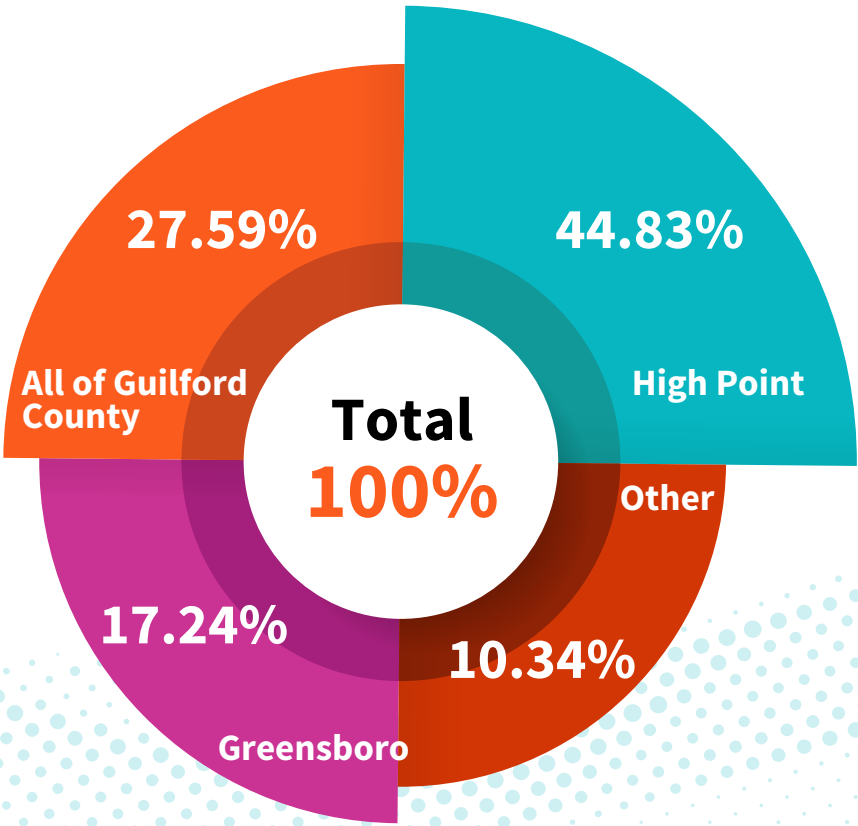
The survey refers regularly to Diversity, Equity, and Inclusion or DEI. This means the work organizations do to acknowledge the wide differences in humans, including (but not limited to) gender, race, ethnicity, ability, religion, age, and sexual orientation. DEI work holds that acknowledging difference is just the first step. Organizations should also find ways to reduce the barriers that prevent the full diversity of people from being included and successful in the organization. When this survey refers to DEI training, it refers to programs that do things like: help people understand bias (racial, gender, etc.), educate about systemic barriers to inclusion, offer ways of creating more inclusive and equitable workplaces or communities, etc.

The survey was sent to all non-profits associated with the Guilford Non-Profit Consortium in April 2022. After several reminder emails, the survey was closed in early May 2022. 50 organizations completed the consent form and entered the survey. The following data is based on their responses.

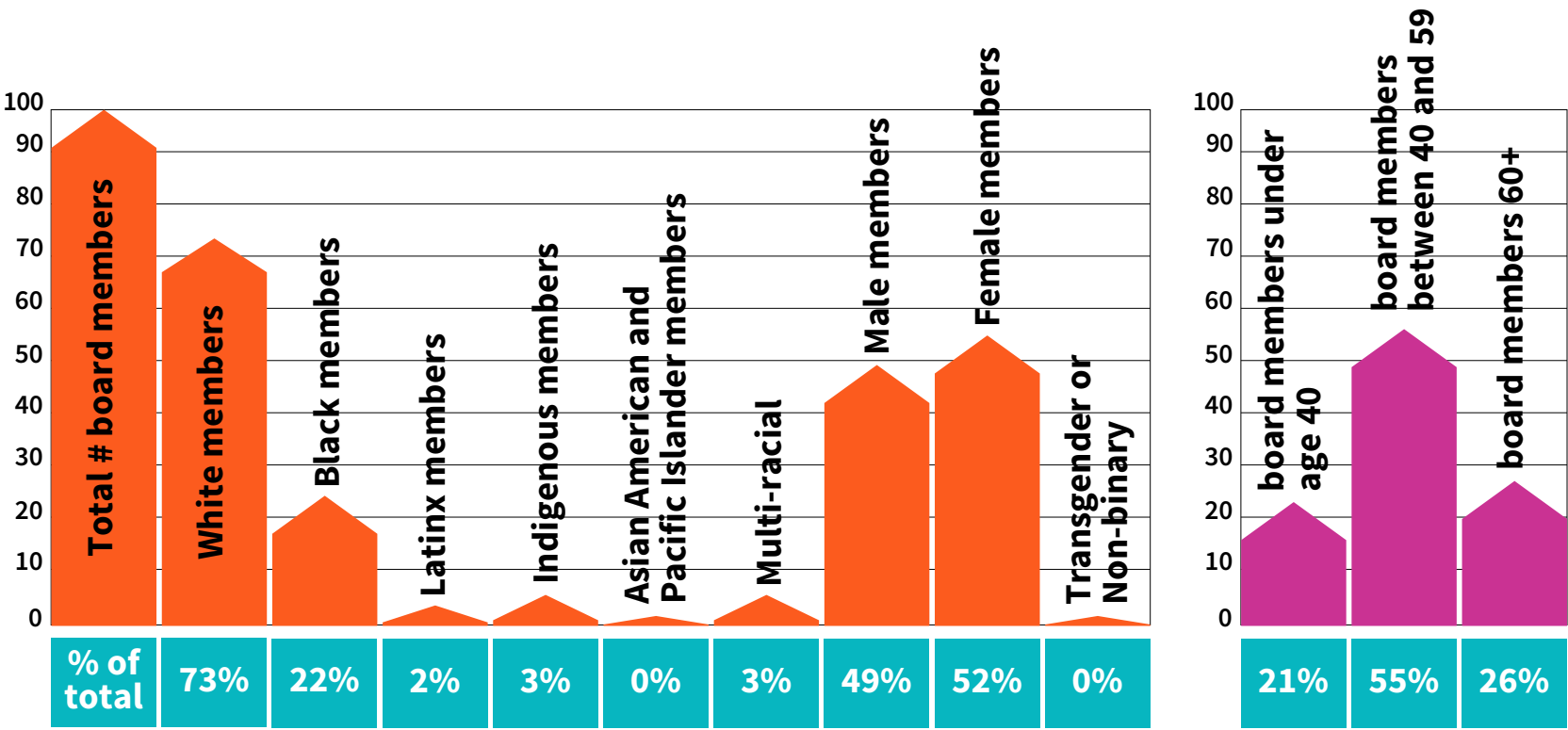
In some places, there are comparisons to a 2021 survey, which was also fielded by Community Builders. The 2021 survey was completed by 18 non-profits, exclusively in High Point. The two surveys are not a 1-to-1 comparison, but rather two moments in time for two different population sets, but they both show how non-profits in the county responded to the same questions.



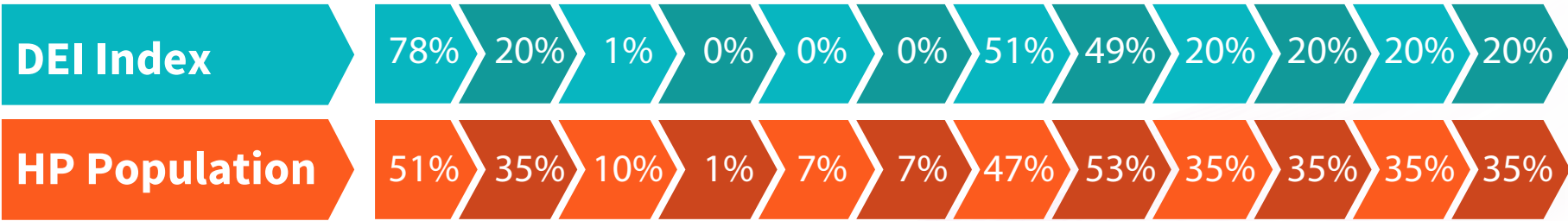
WHERE IS THE PRIMARY SERVICE AREA OF YOUR NON-PROFIT?



PLEASE PROVIDE INFORMATION ABOUT YOUR BOARD OF DIRECTORS (ONLY THE OFFICIAL BOARD, NOT ADVISORY BOARDS)

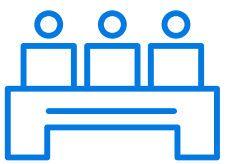
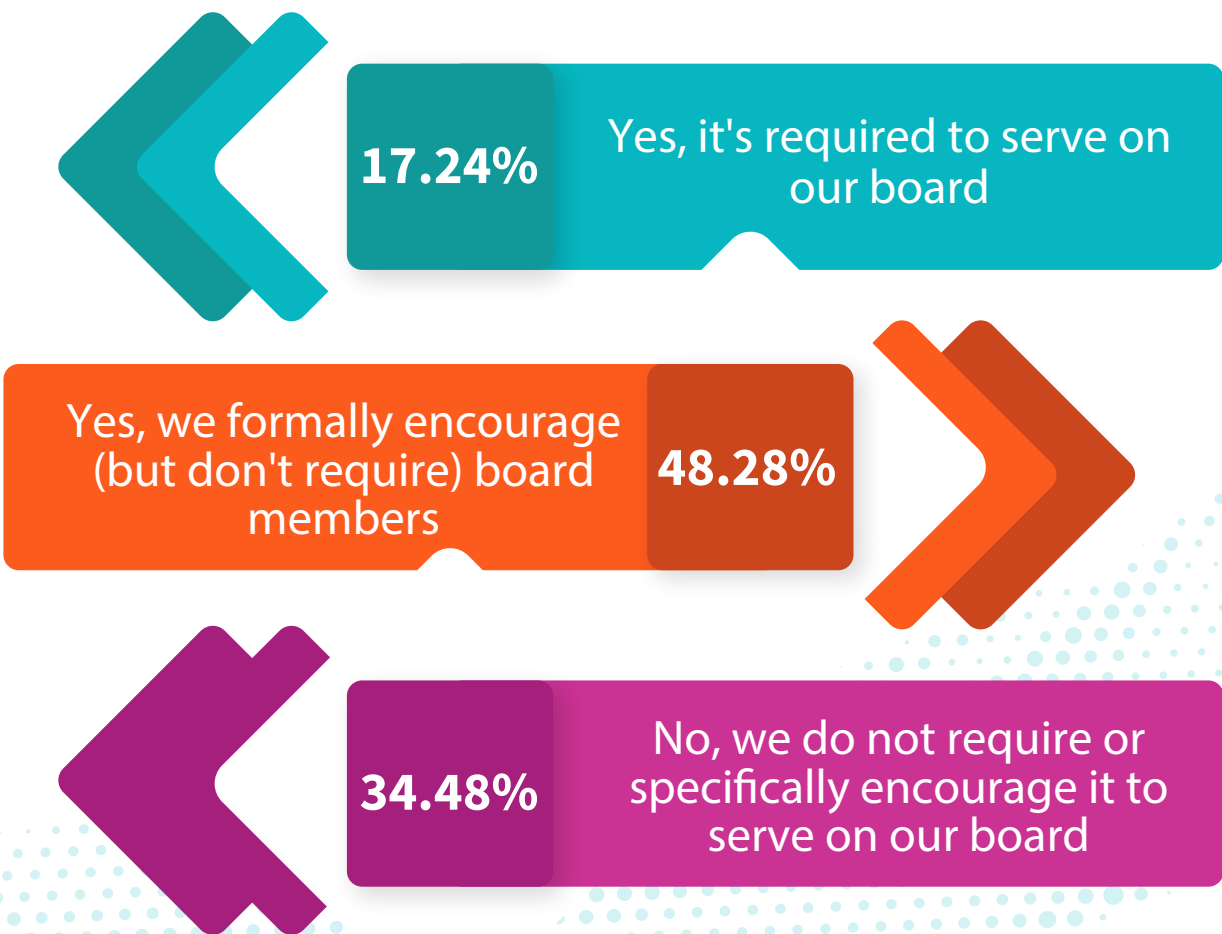


2021 HIGH POINT ONLY NUMBERS

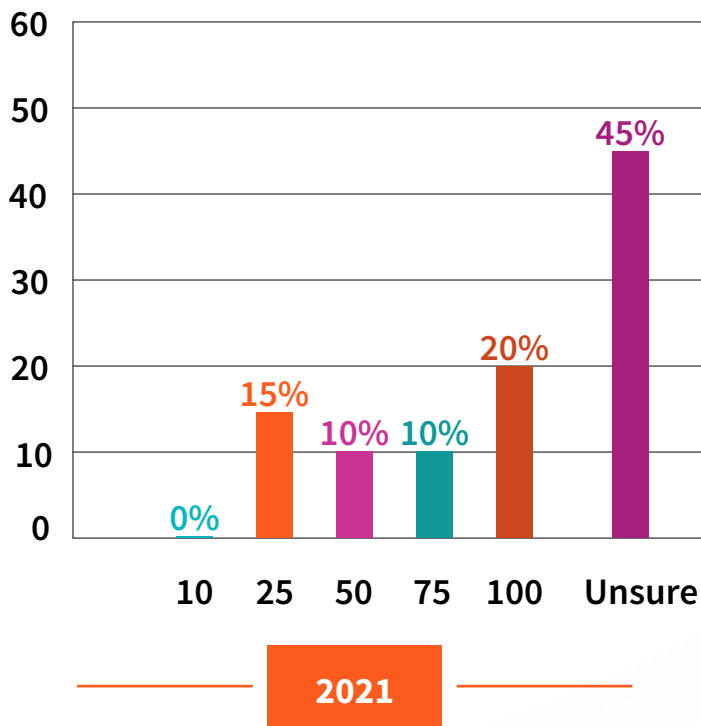
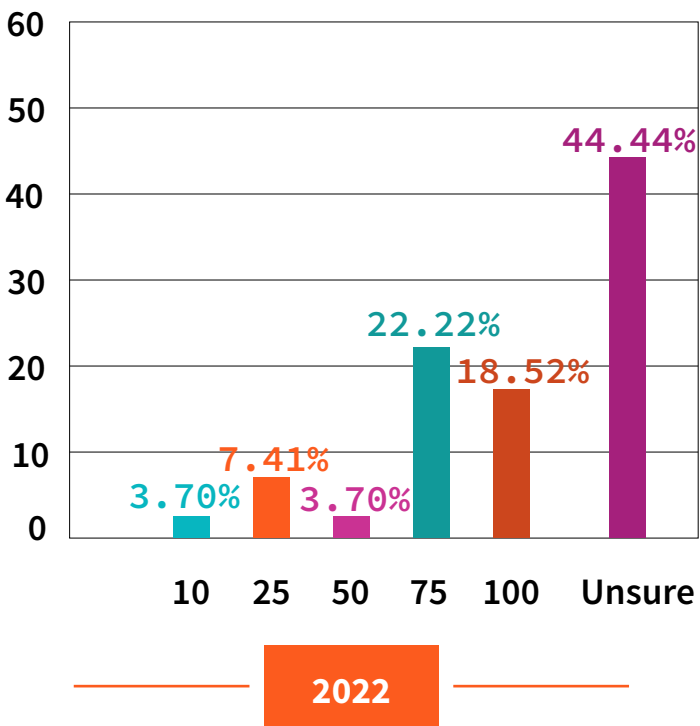




DO BOARD MEMBERS WITH YOUR ORGANIZATION RECEIVE DIVERSITY, EQUITY, AND INCLUSION TRAINING?

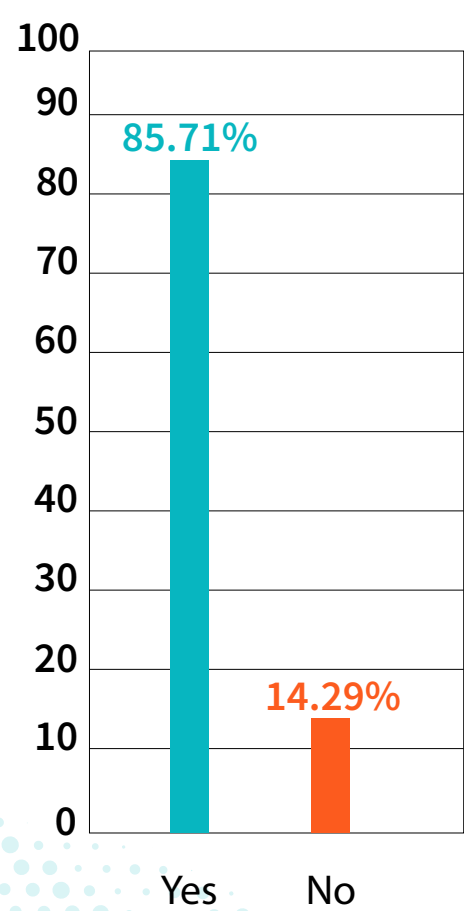


APPROXIMATELY, WHAT PERCENTAGE OF YOUR BOARD MEMBERS HAVE HAD RACIAL EQUITY OR DIVERSITY, EQUITY, AND INCLUSION TRAINING?

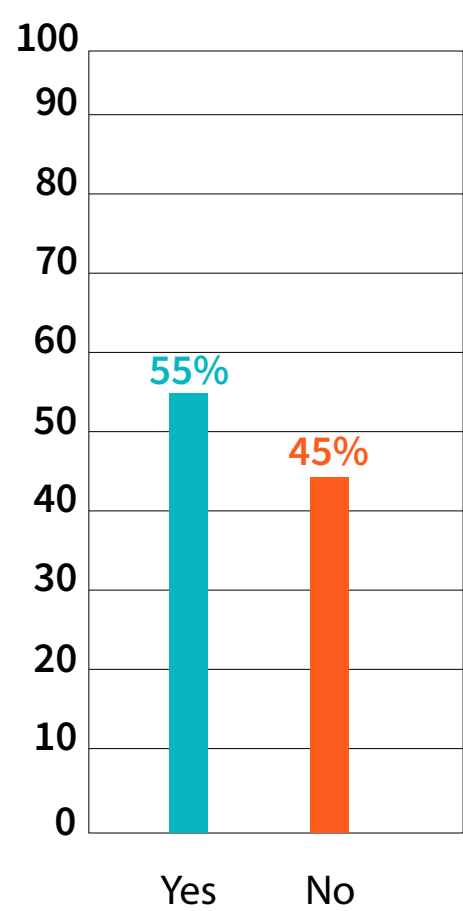




DOES YOUR BOARD OR ORGANIZATION HAVE A DIVERSITY, EQUITY, AND INCLUSION STATEMENT?



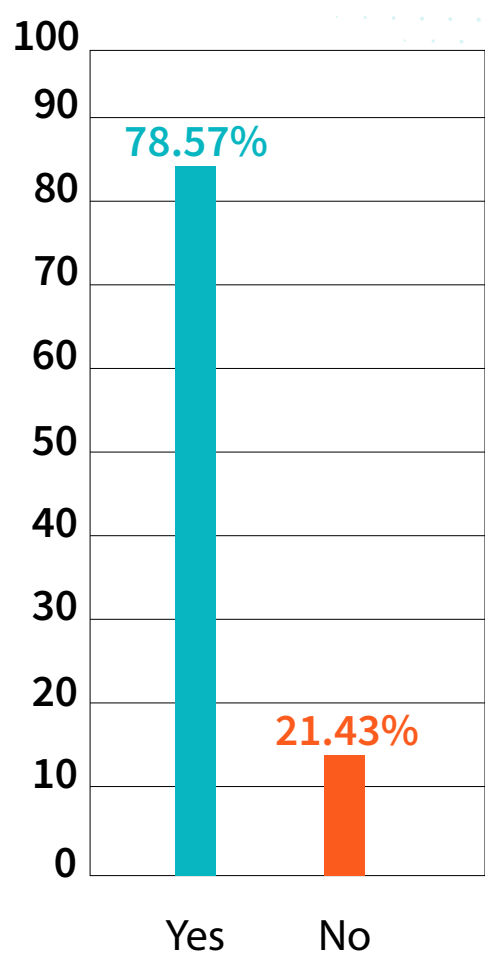
2022



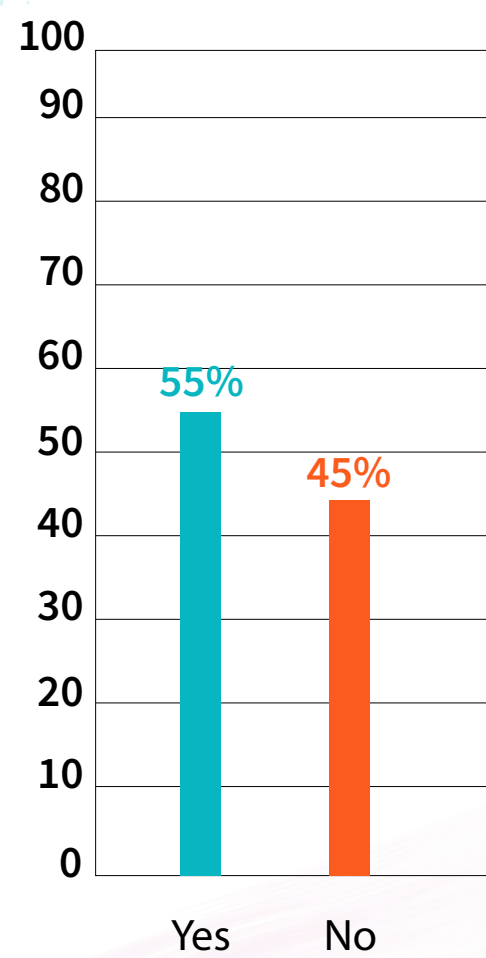
2021



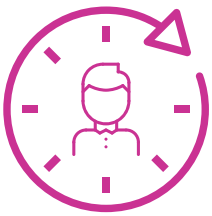
DOES YOUR BOARD OR ORGANIZATION HAVE SPECIFIC, INTENTIONAL PRACTICES THAT ENCOURAGE DIVERSITY, EQUITY, AND INCLUSION?



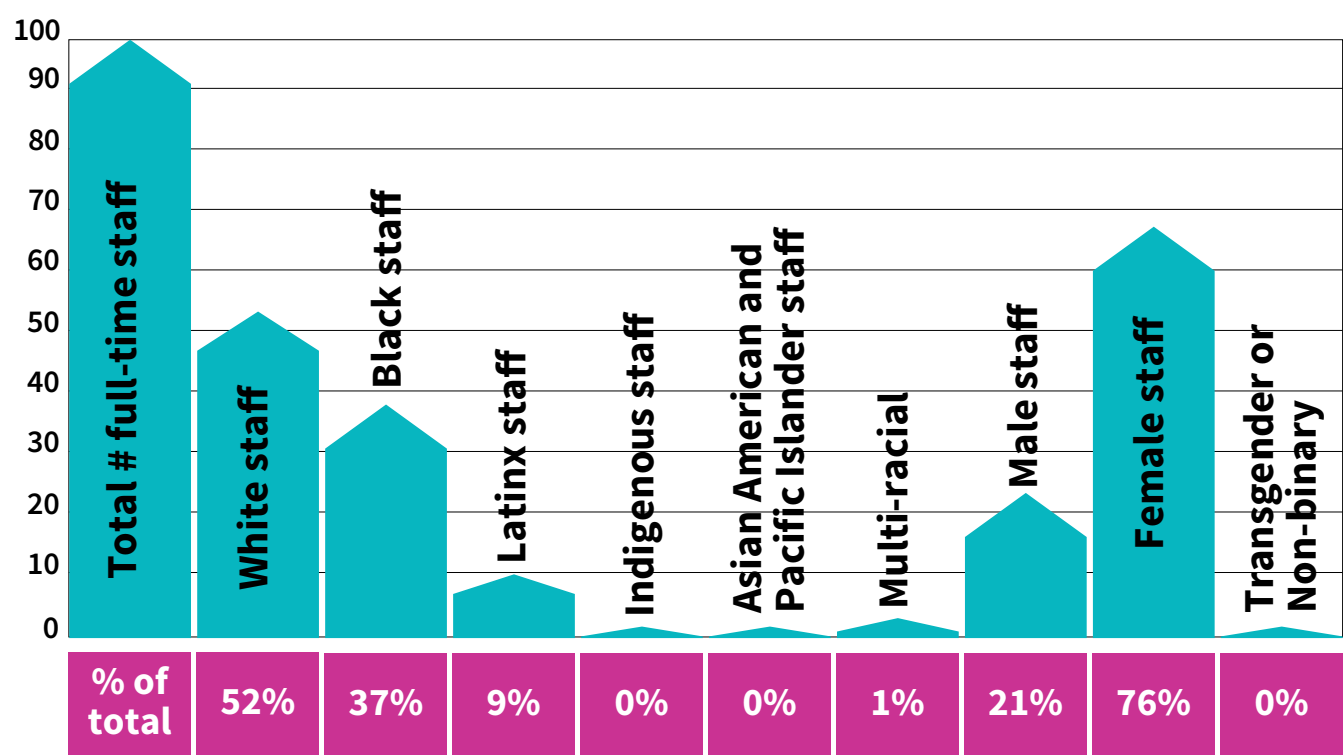
2022



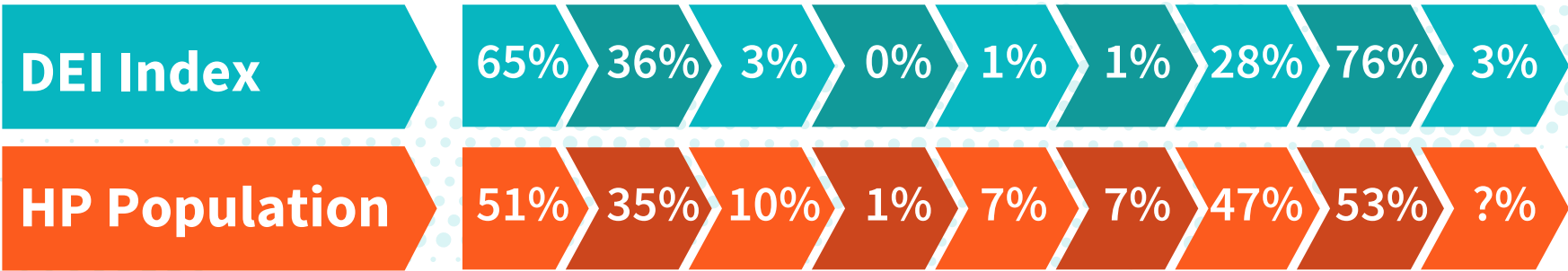
2021



PLEASE PROVIDE INFORMATION ABOUT YOUR FULL-TIME STAFF



2021 HP ONLY NUMBERS

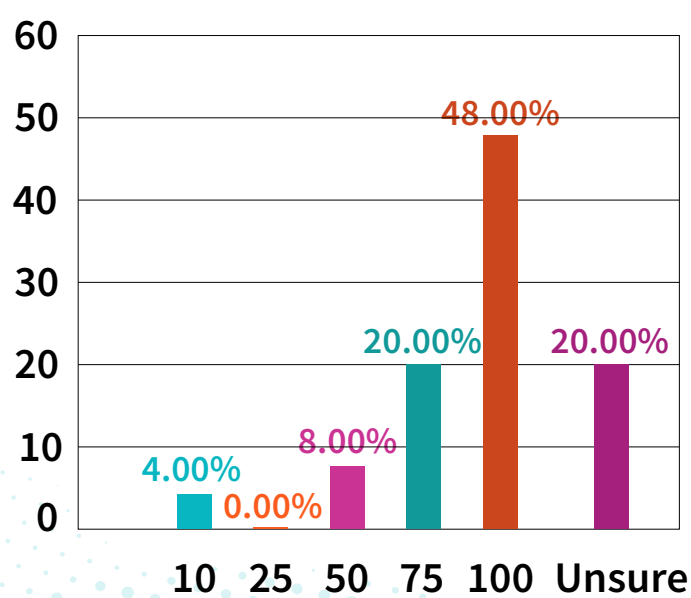


DO STAFF WITH YOUR ORGANIZATION RECEIVE DEI TRAINING?

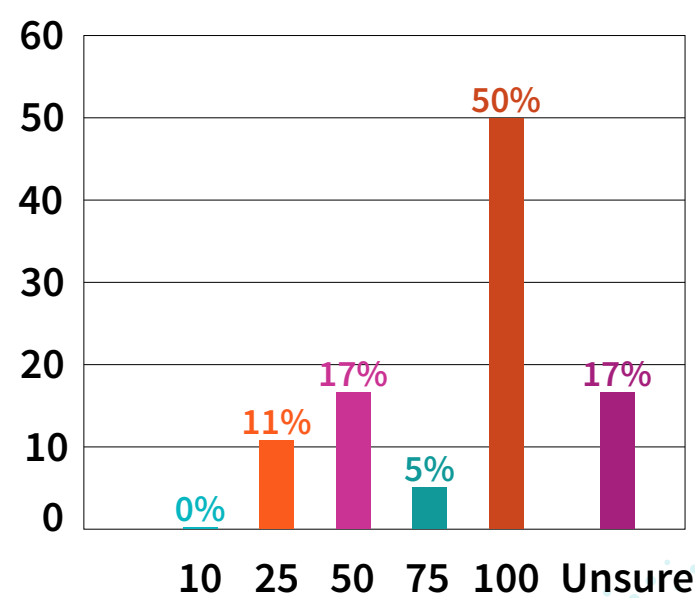




APPROXIMATELY, WHAT PERCENTAGE OF YOUR STAFF HAS HAD RACIAL EQUITY OR DIVERSITY TRAINING?



2022



2021



DO VOLUNTEERS WITH YOUR ORGANIZATION RECEIVE DEI TRAINING?



3.70%

Yes, it's required to volunteer with us

Yes, we formally encourage (but don't require) volunteers to do it

29.63%



66.67%

No, we do not require or specifically encourage it to volunteer with us



APPROXIMATELY, WHAT PERCENTAGE OF YOUR VOLUNTEERS HAVE HAD DEI TRAINING?

