

iwcf 2019 Climate Survey Results

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Executive Summary of IWCF 2019 Climate Survey & Survey Results

IWCF is committed to offering an inclusive and supportive environment for all members. We believe that fostering a culture within IWCF that actively seeks and celebrates diverse backgrounds will help us to better understand, connect with, and serve our community.

In March 2019, IWCF's Diversity and Inclusion work group asked all members to participate in an online climate survey. A climate survey measures the attitudes and beliefs of a group at a certain point in time. We wanted to know about our members' personal experiences with IWCF particularly regarding diversity and inclusion. Climate survey results will serve as a baseline to assess how well we are meeting the individual needs of our members and provide context for future planning and decision-making in all areas of IWCF.

The survey, hosted on Google Forms, was open for responses from March 5, 2019 to March 28, 2019. At the time of the survey, we had 398 members paid in full and contributing to the pooled-fund grants. 137 members responded to the survey (34% response rate). For data to be reliably generalized to a group as a whole, a 30% response rate is the standard.

For the first time, we gathered demographic information of our members, including age, race, religion, education level, employment status, zip code, protected class alignment, how long they have been a member of IWCF and their level of participation in IWCF.

- Average Age: 60 years
- 98% of respondents reported being white or Caucasian. 2 people reporting being Asian or Pacific Islander. 2 people reported being Hispanic or Latino/Latina.
- 96% of respondents reported earning a Bachelor's degree or higher.
- 60% of respondents don't work outside the home or are retired. 26% are employed full-time and 13% are employed part-time.
- 59% of respondents reside in zip codes 83702, 83712 and 83706
- Average length of time as an IWCF member: 6 years
- 13% increase in participation at future events
- 32% increase in people who intend to serve on a committee in the future

Full details can be found below under "[ABOUT YOU](#)".

Overall, the responses to questions designed to measure inclusiveness and belonging were very positive, indicating members generally feel very good about the climate of the organization. Responses showed members are respectful, welcoming, friendly, caring, reassuring, supportive, collaborative and cooperative. Members feel valued (80%), listened to (77%) and a sense of belonging (66%); we'd love to see these continue to improve, especially for all members to feel that they belong at IWCF. Finally, 86% of respondents said they were likely or very likely to remain members of IWCF. Full details can be found below under "[OVERALL CLIMATE](#)".

Responses were further explored by comparing results for various groups. We analyzed the data for questions 1-15 and looked at the whether responses differed for the following groups:

- Members with tenure less than 5 years vs members with tenure of 5+ years
- Members under age 60 vs members age 60+
- Members who attend some events vs members who attend all events

No differences were found, indicating our members' feel the same about IWCF's climate, regardless of their tenure, age or involvement.

Regarding diversity and inclusion, over 96% of members feel it is important or somewhat important to improve diversity and inclusion at IWCF. When asked what one action would provide the most positive impact on diversity or inclusion at IWCF members provided many suggestions. Full details can be found below under "[NEXT STEPS](#)".

Survey results will be shared with all IWCF members before the end of September, and members and committees will be asked to continue to take actions to increase the diversity and inclusion of IWCF. Specific actions currently underway by the Diversity and Inclusion Work Group include:

1. Improving how we collect demographic data on our current and new members
2. Assessing how we can improve inclusion in our onboarding for new members
3. Improve our approach to understanding why members are not renewing their memberships and surfacing/addressing any diversity or inclusion concerns (e.g., exit interviews, phone calls)
4. Sponsoring an all IWCF book read and discussion of a diversity and inclusion book
5. Payment plan for annual dues designed to offer more options for members
6. Promote a diversity and inclusion position on IWCF Board of Directors
7. Plan an ethnic or cultural event between IWCF and a community group
8. Promote diversity and inclusion through the work of each committee at IWCF
9. Continue annual 'mini' member climate surveys to assess changes in group attitudes and beliefs

In summary, our IWCF members generally feel positive about their experiences with the organization. They feel it is important to improve both inclusion and diversity at IWCF, and they plan to continue their commitment to IWCF and become more involved in the future.

Survey Background

The following instructions were provided to participants when they began the survey. These clarify what a climate survey is, why it's important to IWCF and what we're hoping to achieve:

Thank you in advance for your time, your candid responses and contributing to the ongoing growth of IWCF by completing the attached survey. A climate survey is similar to a weather report in that it measures the attitudes and beliefs of our members.

We are committed to providing an inclusive and supportive environment for our members, where each feels accepted, valued and affirmed. We strongly believe a culture that actively seeks and celebrates diverse backgrounds will help us to better understand, connect with, and serve our community. This survey is to assess the current climate and to collect information for future planning and decision-making. A summary of the survey results will be shared with our membership.

SURVEY LOGISTICS:

The two-part survey should take approximately 5 minutes to complete. There are organization climate questions about your experience with IWCF and demographic questions to help us understand who our members are and provide a context for the results. Your responses are completely anonymous, and will be compiled electronically.

For the IWCF climate questions please focus on your personal impressions and interactions with members of IWCF. For each of the statements, specify the degree to which your personal experience with IWCF aligns with the terms on the left side or right side of the scale. (A rating of "3" would indicate a neutral situation where you've felt neither way more often than the other.) You can skip any questions that are not applicable to you or your experience with the organization.

The demographic questions are about you and should be self-explanatory, and we hope you can complete them all.

If you have questions regarding the survey, please contact: Suzanne Groff Lierz 208-724-7036. Additional comments can also be included at the end of the survey. We appreciate you taking the time to share your experiences with us!

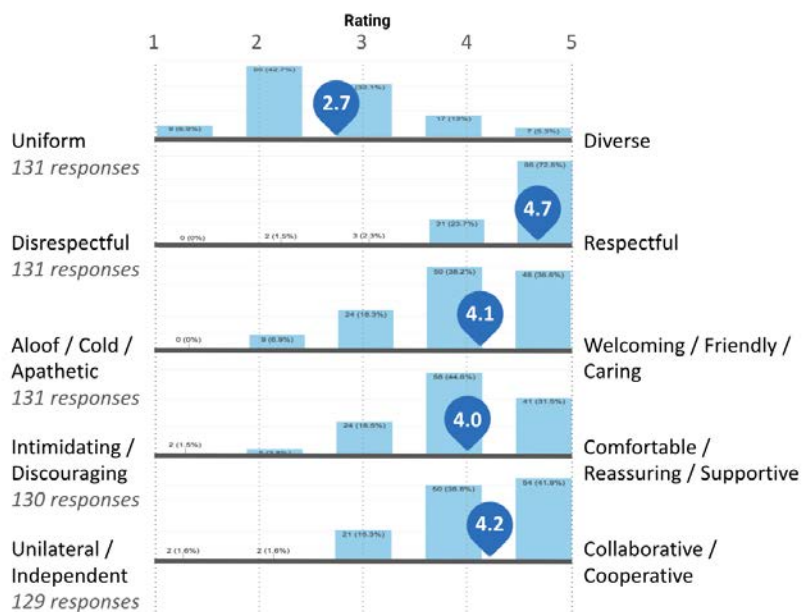
Detailed Survey Results

OVERALL CLIMATE

1. At IWCF, the members are:

Average of Responses

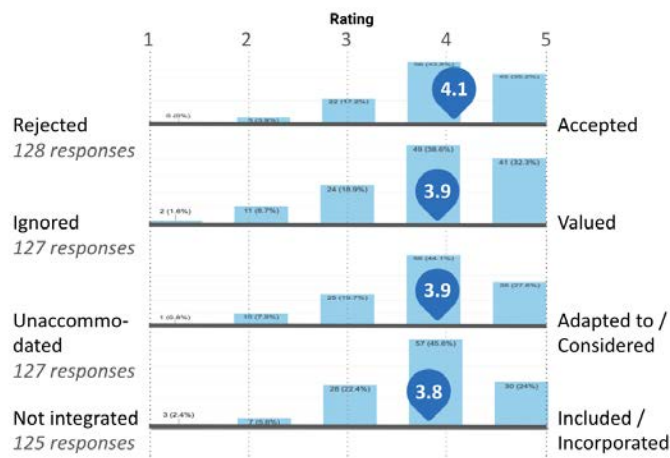
Overall, IWCF members were rated positively, with the exception of being slightly more uniform than diverse



2. How is diversity treated at IWCF: Differences are...

Average of Responses

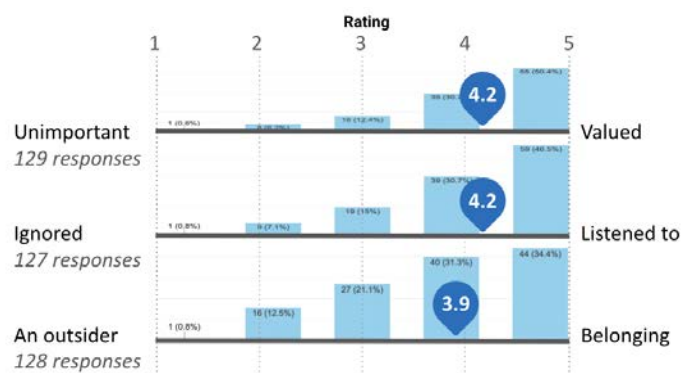
In general, we respond positively to differences in IWCF



3. At IWCF, I feel I am:

Average of Responses

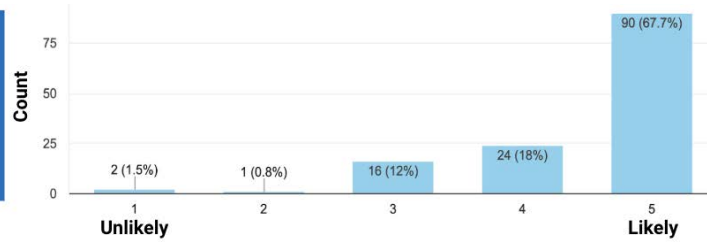
Members feel...
Valued: 80%
Listened to: 77%
Belonging: 65%



4. How likely are you to remain a member of IWCF?

133 response

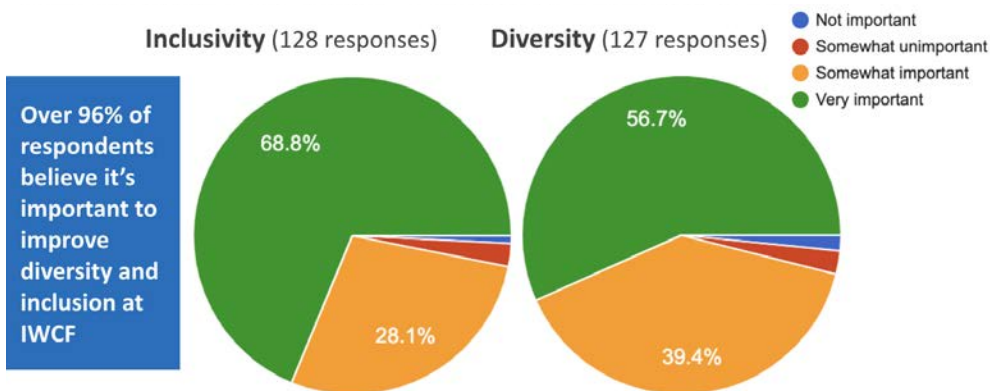
85% are likely to remain members of IWCF



"I really enjoy the education programs. I am not really sure if I am going to continue to participate in IWCF due to lack of diversity."
- Climate survey respondent

NEXT STEPS

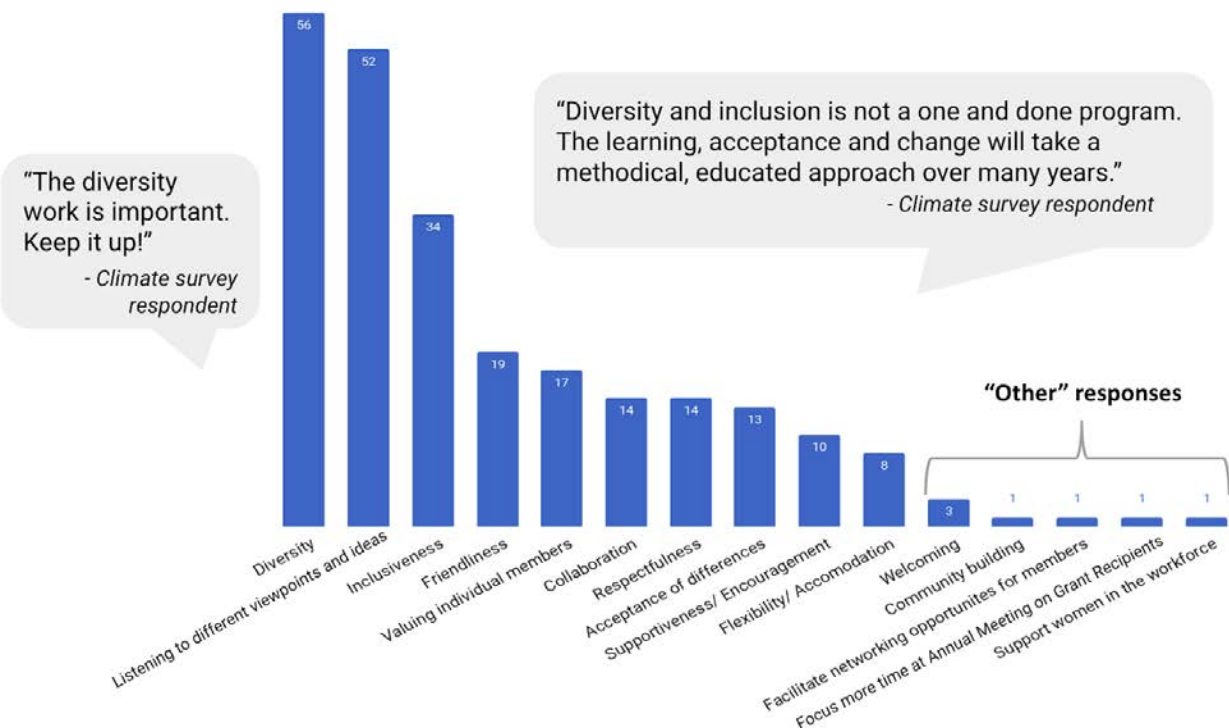
5. How important is it to improve inclusivity and diversity at IWCF?



Over 96% of respondents believe it's important to improve diversity and inclusion at IWCF

6. Which are the most important aspects of the climate at IWCF to improve? (Select 3)

130 responses



"The diversity work is important. Keep it up!"
- Climate survey respondent

"Diversity and inclusion is not a one and done program. The learning, acceptance and change will take a methodical, educated approach over many years."
- Climate survey respondent

NEXT STEPS - Combined responses from the following questions:

7. What is one action that would provide the most positive impact on diversity or inclusivity at IWCF? and 8. Other comments or ideas and 22. Additional questions/comments regarding IWCF or this survey.

148 responses¹

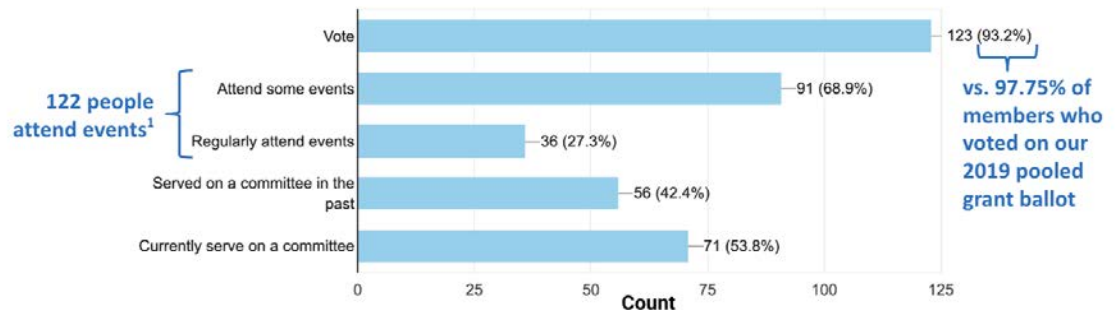


¹ Excludes responses categorized as "Don't Know", "N/A", "N/A (Positive experience)" and "Gratitude for D&I focus"

ABOUT YOU

9. In which IWCF activities do you currently participate? (Check all that apply)

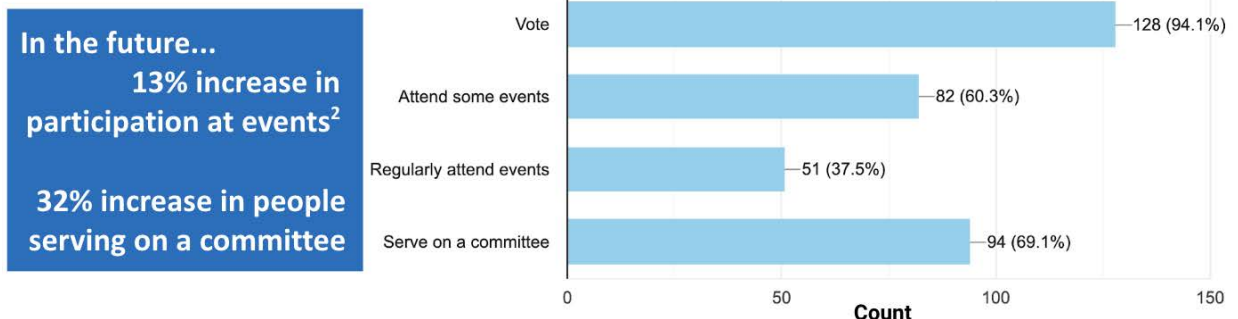
132 responses



¹ Respondents who indicated they both "attend some events" and "regularly attend events" were only counted once.

10. In which IWCF activities do you plan to participate in the future? (Check all that apply)

136 responses

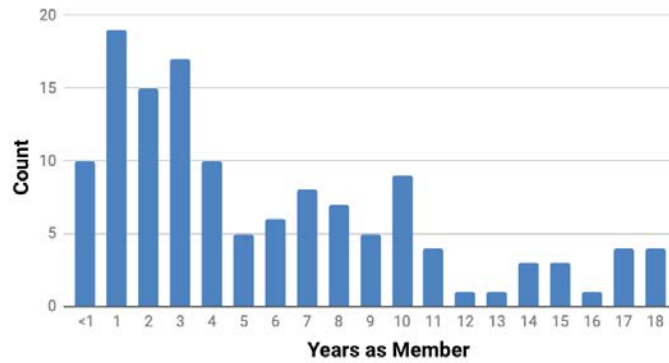


² Reflects 17 people not attending who plan to in the future, 5 people increasing attendance from some to regular, 2 regularly attending planning to reduce to some, and 4 attending events no longer planning to attend (17+5-2-4 = 16 out of 122 total)

11. How many years have you been a member of IWCF?

132 responses

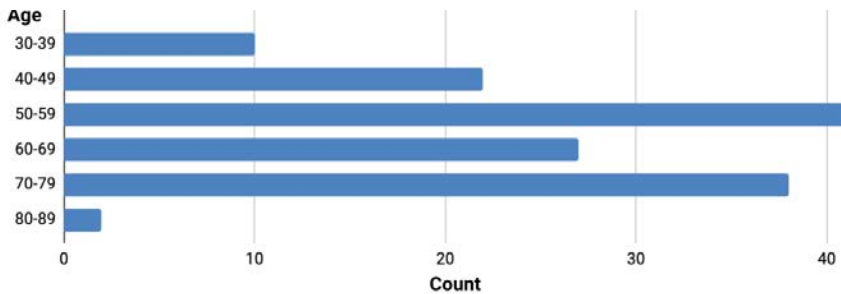
**Average Tenure:
6 years**



12. What is your age?

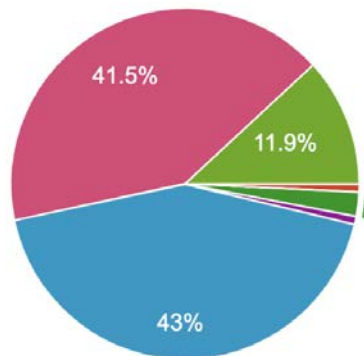
134 responses

Average Age: 60
Most frequent age: 10 members are age 71



13. What is the highest degree or level of school you have completed?

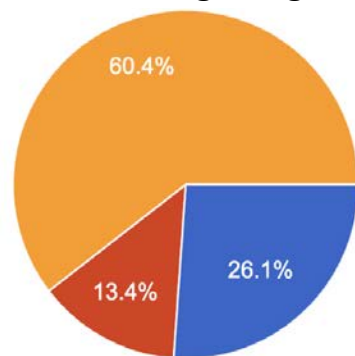
135 responses



- High school, no diploma
- High school diploma or equivalent (e.g. GED)
- Trade/ technical/ vocational training
- Some college, no degree
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctorate/ Professional degree

14. Which of the following categories best describes your employment?

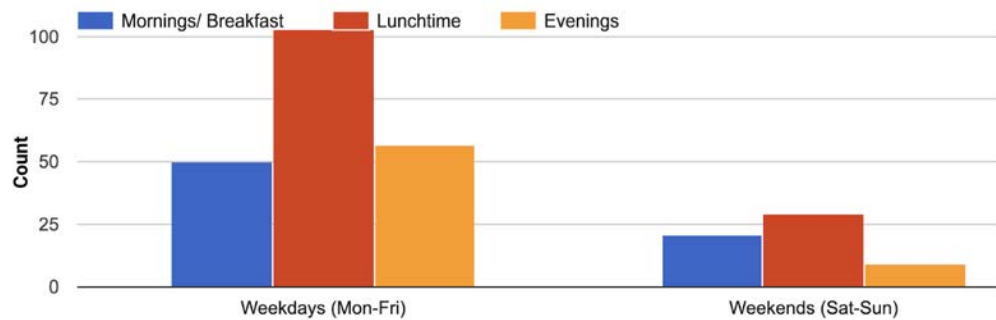
134 responses



- Employed, full-time
- Employed, part-time
- Retired or not employed outside the home

15. What are IWCF meetings most convenient for you?

182 responses¹

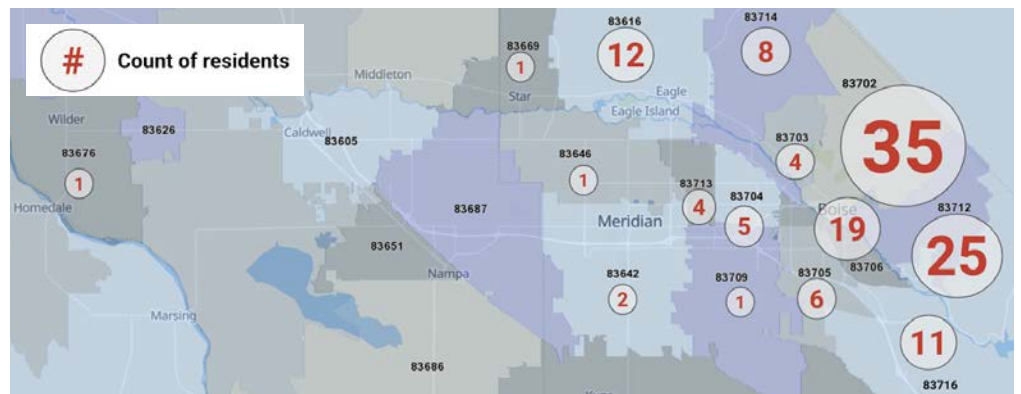


¹ Count of responses to a question about Weekday meeting time options and second question about Weekend meeting time options

16. What is your zip code (5-digits)?

135 responses

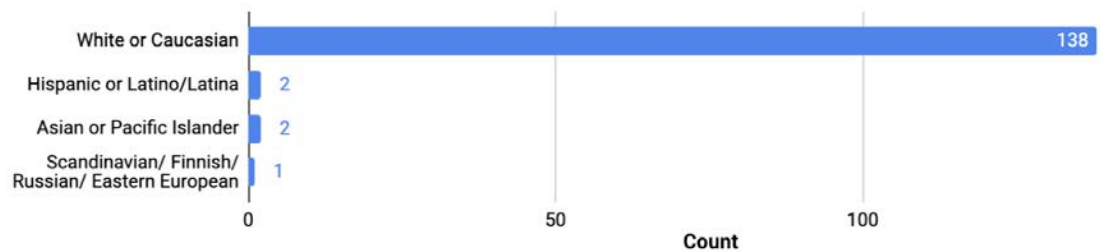
Top 5 Zip Codes	Responses
83702	35 (26%)
83712	25 (19%)
83706	19 (14%)
83616	12 (9%)
83716	11 (8%)



Map Source: www.UnitedStatesZipCodes.org

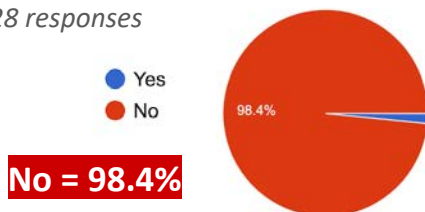
17. What is your race / ethnicity? (Check all that apply.)

134 responses



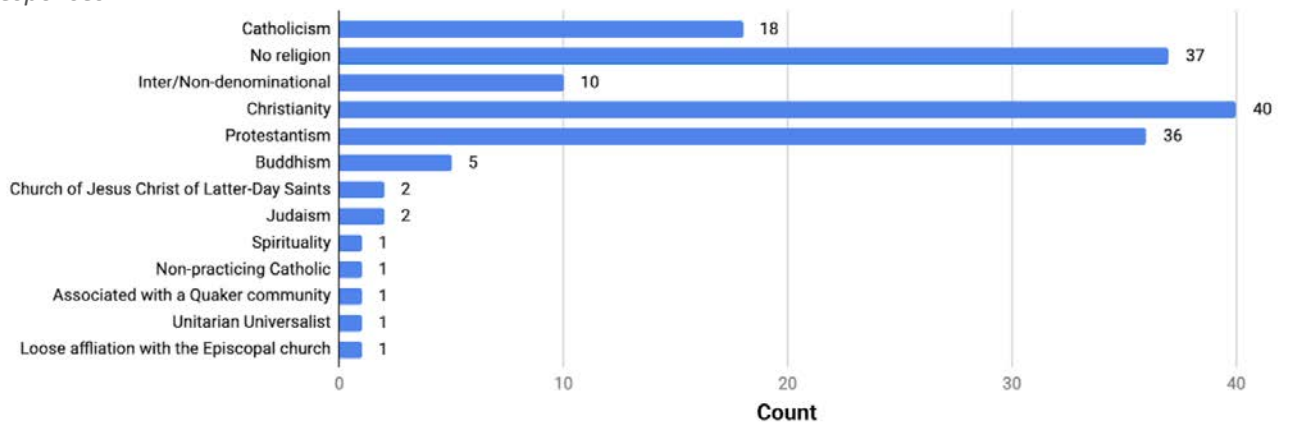
18. Do you identify as a sexual minority (LGBTQ+)?

128 responses



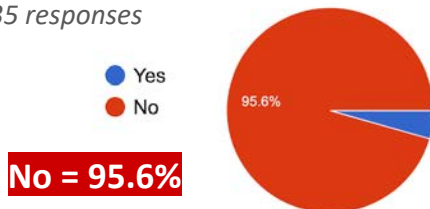
19. Do you identify with any of the following religions (Check all that apply.)

131 responses



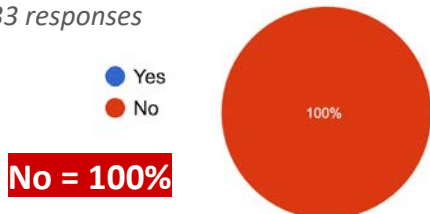
20. Are you a person with a disability?

135 responses



21. Are you a veteran or currently serving in the military?

133 responses



Additional Questions or Comments?

Please contact Suzanne Groff Lierz: 208-724-7036 or iwcf-suzanne@gmail.com with any questions about the 2019 IWCF Climate Survey or Diversity and Inclusion at IWCF.