Welcoming Environment® Survey Research
Association of Women's Health, Obstetrics and Neonatal Nurses
Key Survey Findings

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Table of Contents

Introduction and Methodology

Association Forum partnered with association consulting firm McKinley Advisors (McKinley) to conduct sound research and facilitate leadership discussions with an aim to understand the current state of diversity and inclusion efforts in the association sector. Through this initiative, Association Forum intends to shed light on the tools, approaches, successes and challenges that associations face as they attempt to accelerate their programs in creating more diverse and inclusive organizations. The project included several key research phases as outlined below:

Immersion Meeting

Interviews (25) with Key Contacts and Industry Stakeholders

Literature and Research Review

Electronic Survey with Research Co-sponsors (12)

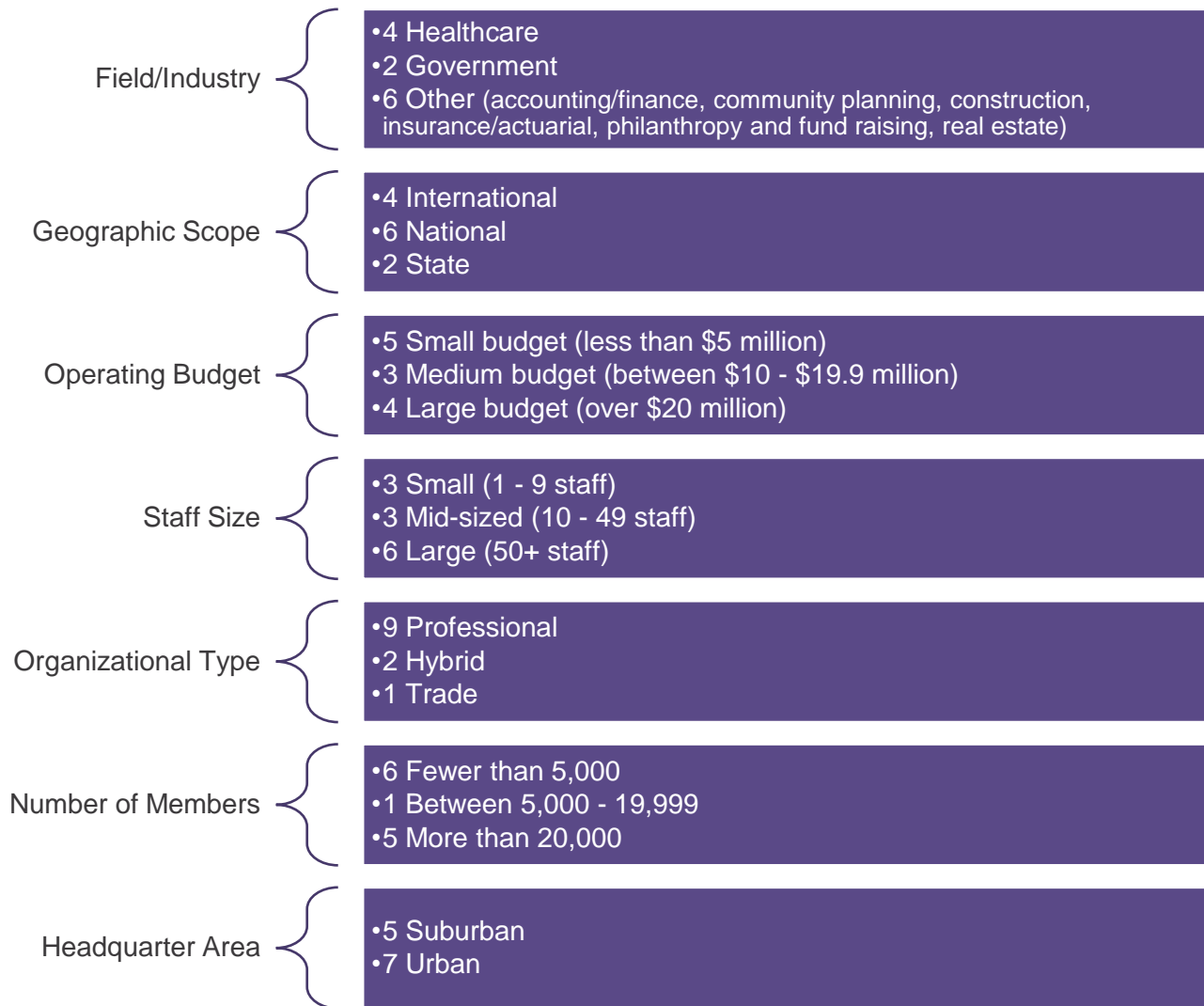Research Report Compiling Association Findings
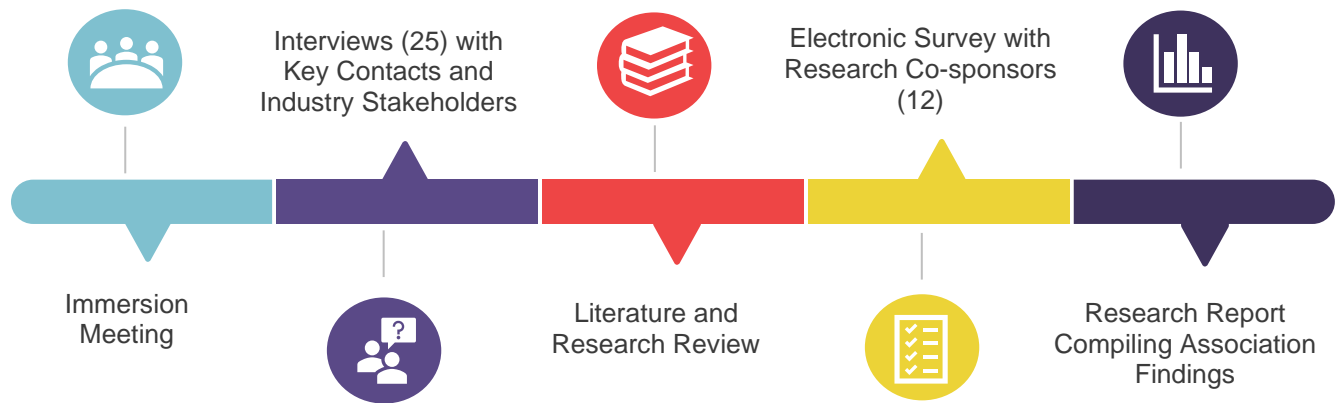
As a core component of this research, Association Forum and McKinley recruited research co-sponsors to participate in surveys about the importance of DE&I and a Welcoming Environment® as well as challenges encountered and opportunities to advance solutions. Two surveys were deployed, one to association members and one to association staff. Co-sponsors had the opportunity to participate in one or both surveys. The **Association of Women's Health, Obstetrics and Neonatal Nurses** (AWHONN) was one of ten co-sponsors that participated in the member survey, resulting in a total of 5,230 overall member responses, 1,108 of which were from AWHONN. Two co-sponsors participated in the staff survey. A list of co-sponsors is provided in the appendix. All participating associations were provided correspondence language and were encouraged to not only email the survey link to their members or staff, but also to use other communication channels (e.g., social media, newsletters, etc.) to encourage participation.

The following is a summary of the key findings from AWHONN's membership survey. Throughout this report, data for AWHONN has been benchmarked against the overall survey results (member responses from all participating organizations) and against other associations that fall into the same organizational categories as AWHONN based on industry, operating budget and other factors. In benchmarking, each association was given equal weight so that the size of an association's membership would not affect their representation in the overall data. When applicable, the graphs and tables throughout this report indicate the total number of associations (assoc.) and/or the total number of individual respondents from AWHONN (as an n-value).

ORGANIZATIONAL PROFILE OF PARTICIPATING ASSOCIATIONS

Member and Staff Surveys

Field/Industry
- 4 Healthcare
- 2 Government
- 6 Other (accounting/finance, community planning, construction, insurance/actuarial, philanthropy and fund raising, real estate)

Geographic Scope
- 4 International
- 6 National
- 2 State

Operating Budget
- 5 Small budget (less than $5 million)
- 3 Medium budget (between $10 - $19.9 million)
- 4 Large budget (over $20 million)

Staff Size
- 3 Small (1 - 9 staff)
- 3 Mid-sized (10 - 49 staff)
- 6 Large (50+ staff)

Organizational Type
- 9 Professional
- 2 Hybrid
- 1 Trade

Number of Members
- 6 Fewer than 5,000
- 1 Between 5,000 - 19,999
- 5 More than 20,000

Headquarter Area
- 5 Suburban
- 7 Urban

ORGANIZATIONAL PROFILE OF AWHONN

Field/Industry	Healthcare
Geographic Scope	National
Operating Budget	Medium budget (between $10 - $19.9 million)
Staff Size	Large (50+ staff)
Organizational Type	Professional
Number of Members	5,000 - 25,000 members
Headquarter Area	Urban

Key Findings

WELCOMING ENVIRONMENT TOPICS

First, members were asked to rate their familiarity with a series of terms[1] and topics related to diversity, equity and inclusion. The majority of AWHONN members reported moderate or extreme familiarity with most of the topics listed, falling closely in line with the aggregate results of members from all participating organizations. Similar to all respondents, AWHONN members were least familiar with the topics of intersectionality (20%), allies/ allyship (29%) and microaggressions (40%). Compared to all respondents, AWHONN members reported lower familiarity with marginalization (63% and 52% respectively).

Please rate your level of familiarity with the following topics.
% moderately/ extremely familiar

■ AWHONN (n = 616) ■ All (10 assoc.)

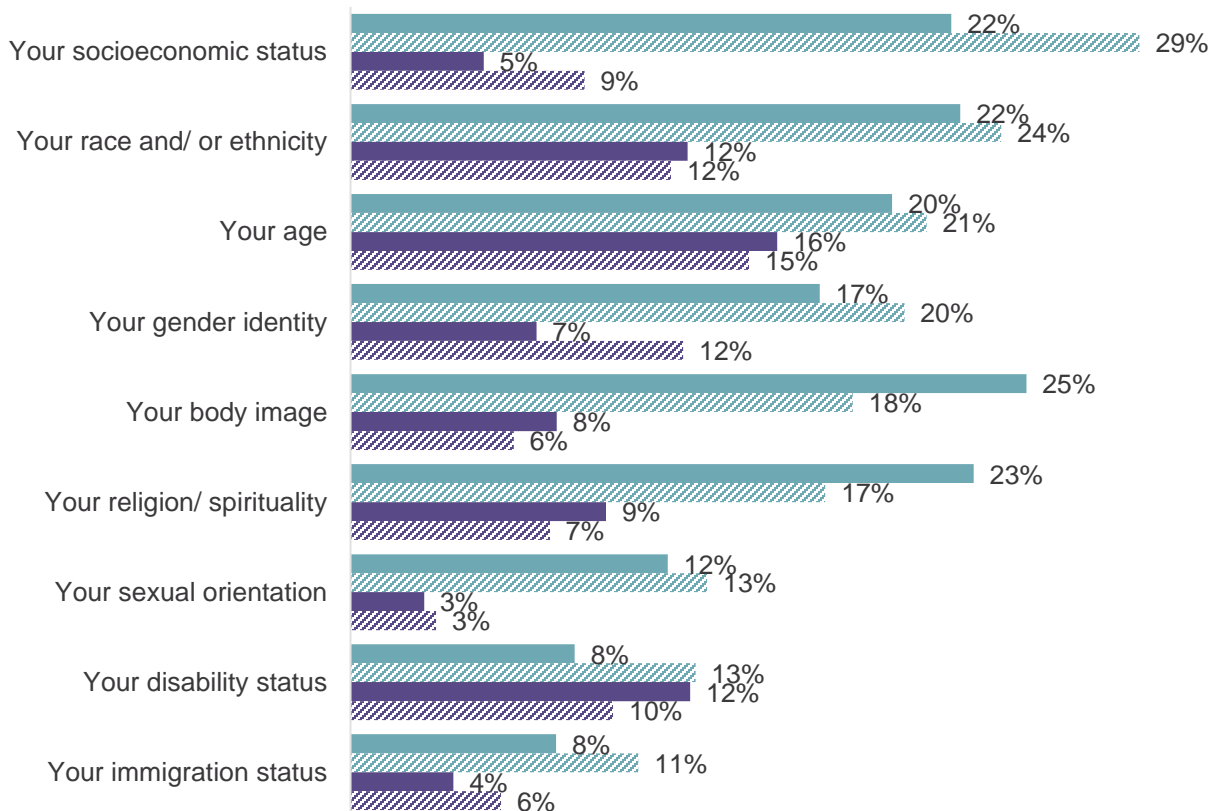| Topic	AWHONN	All (10 assoc.)
Race, ethnicity and racism	94%	91%
Sex, gender, gender identity and gender discrimination	89%	87%
Age, aging and ageism	86%	86%
Faith and religious identity	88%	85%
Socioeconomic status and classism	86%	84%
Country of origin, immigration and nativism	82%	80%
Equity	84%	80%
Explicit and implicit bias	68%	73%
Ability, disability and ableism	66%	72%
LGBTQIA and heterosexism	71%	69%
Marginalization	52%	63%
Microaggressions	40%	42%
Allies/ Allyship	29%	31%
Intersectionality	20%	26%

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[1] Full table in Appendix

THE WORKPLACE

Next, members were asked a series of questions specific to their workplace.[2] First, they were asked to rate the degree to which certain personal attributes affect their experiences, interactions and decisions inside and outside of the workplace. Similar to the total respondent pool, AWHONN members were more likely to report that each personal attribute listed has a major impact on their experiences outside of work rather than inside the workplace. The attributes that AWHONN members reported as having the greatest impact on their experiences outside of work were body image (25% major impact), religion/spirituality (23%), socioeconomic status (22%) and race/ethnicity (22%). AWHONN members were more likely to report the body image and religion/spirituality as having a major impact outside of work when compared to all respondents (7 and 6 percentage point difference respectively), but less likely to report socioeconomic status as having a major impact (7 percentage point difference). Attributes that were reported to have the greatest impact on AWHONN members' experiences inside of the workplace were age (16% major impact), race/ethnicity (12%) and disability status (12%).

To what degree do the following personal attributes impact your daily experiences, interactions and decisions outside of work?
% major impact

■ Outside of work: AWHONN (n = 608)   ▨ Outside of work: All (10 assoc.)
■ In your daily work life: AWHONN (n = 554)   ▨ In your daily work life: All (10 assoc.)

Attribute	Outside AWHONN	Outside All	Work AWHONN	Work All
Your socioeconomic status	22%	29%	5%	9%
Your race and/ or ethnicity	22%	24%	12%	12%
Your age	20%	21%	16%	15%
Your gender identity	17%	20%	7%	12%
Your body image	25%	18%	8%	6%
Your religion/ spirituality	23%	17%	9%	7%
Your sexual orientation	12%	13%	3%	3%
Your disability status	8%	13%	12%	10%
Your immigration status	8%	11%	4%	6%

When asked why DE&I and creating a Welcoming Environment® are priorities for their workplaces, the reasons that AWHONN members most commonly cited were because it's the right thing to do (67%), to

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[2] Workplace refers to place of employment (e.g., employing organization). For this section, members were given instruction to consider their "current workplace," but no further description of workplace was provided.

encourage a greater breadth of talents, skills and experiences within their organization (65%) and to foster a more innovative and flexible culture within their organization (62%). Such sentiments fall closely in line with those expressed by the overall respondent pool, but all respondents were more likely to report that their organization prioritizes DE&I in order to encourage a greater breadth of talents when compared to AWHONN members (7 percentage point difference).

For which of the following reasons is DE&I and creating a Welcoming Environment® a priority for your workplace? Select all that apply.

■ AWHONN (n = 552)   ■ All (10 assoc.)

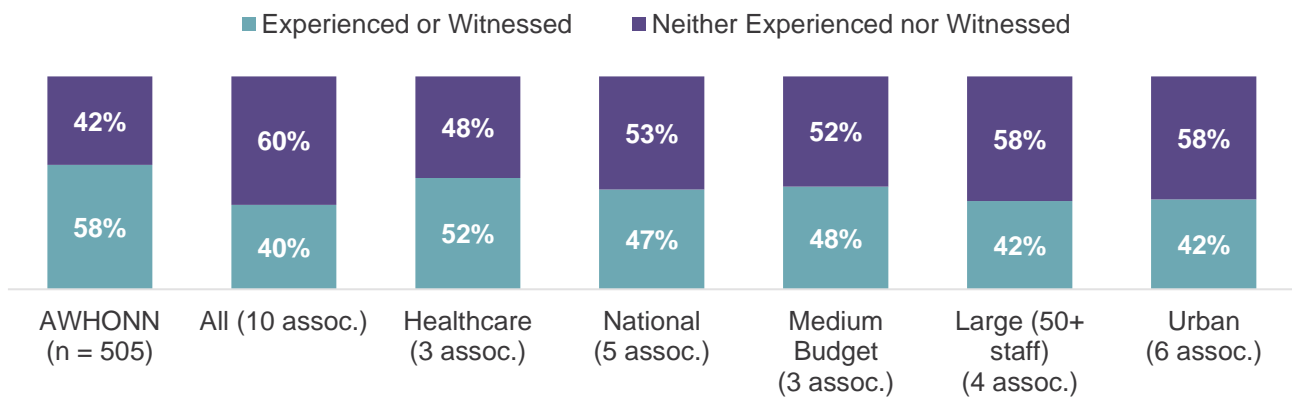| Reason	AWHONN	All
To encourage a greater breadth of talents, skills and experiences within my organization	65%	72%
Because it's the right thing to do	67%	67%
To foster a more innovative and flexible culture within my organization	62%	64%
To increase diversity within staff to mirror the industry, field or community	56%	56%
To fulfill strategic or organizational goals	41%	42%
To boost the reputation of the organization within the industry, field or community	36%	40%
To help my organization become more profitable/ increase the bottom line	0%	7%

Members were asked to rate the importance of having various DE&I practices or attributes in their workplaces, after which they were asked to rate their satisfaction with the same workplace practices or attributes. Responses were captured on five-point scales from "not at all important/ satisfied" to "extremely important/ satisfied." The majority of AWHONN members considered each practice to be very or extremely important, particularly equitable hiring practices (92%), feelings of inclusion (92%) and equitable promotion/ succession practices (89%). However, in line with the aggregate survey results, perceived importance exceeded satisfaction for each of the items, indicating that AWHONN members' workplaces may be falling short in carrying out DE&I practices that their employees consider to be important. The biggest gaps between importance and satisfaction were seen around allyship among staff (54 percentage point difference), allyship among leadership (53 percentage point difference) and equitable promotion/ succession practices (52 percentage point difference), all of which are greater than the gaps observed within the aggregate survey results (38, 40 and 46 percentage point differences respectively).

AWHONN Workplace Practices/Attributes Gap Analysis

■ Importance (% very/ extremely important)   ■ Satisfaction (% very/ extermely satisfied)   ■ Gap

Allyship among staff	-54%	84% / 30%
Allyship among leadership	-53%	84% / 31%
Equitable promotion/ succession practices	-52%	89% / 36%
Feeling of inclusion	-49%	92% / 42%
Equitable hiring practices	-43%	92% / 49%
Diversity of leadership	-37%	70% / 33%
Diversity of staff	-29%	72% / 42%

Fifty-eight percent (58%) of AWHONN members reported having experienced or witnessed bias, discrimination or harassment in their workplaces within the last 12 months. This is significantly greater than the percentage of members from all associations (40%) and slightly greater than the percentage of members from healthcare associations (52%) reporting the same.

In the last 12 months, have you witnessed or experienced bias, discrimination or harassment within your workplace?

■ Experienced or Witnessed   ■ Neither Experienced nor Witnessed

	AWHONN (n = 505)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
Neither Experienced nor Witnessed	42%	60%	48%	53%	52%	58%	58%
Experienced or Witnessed	58%	40%	52%	47%	48%	42%	42%

When asked if their workplace is representative of the diversity of the industry/ field/ community[3], 47% of AWHONN members reported that it is, which is slightly above the percentage of all respondents (42%) and fairly in line with the percentage of participating healthcare associations (49%) reporting the same.

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[3] Graph in Appendix

THE ASSOCIATION

Following the workplace section, members were asked a series of questions regarding DE&I practices within their specific association.[4] First, members were presented with a series of positive statements about their association and asked to rate the degree to which they agree with each one on a five-point scale from "strongly disagree" to "strongly agree." Encouragingly, the majority of AWHONN members expressed agreement with most of the statements. In particular, AWHONN members agreed or strongly agreed that they feel welcome in locations where AWHONN holds meetings and events (71%), that they feel included in all association events that they attend (68%) and that AWHONN recognizes that individuals have various identities that intersect and overlap (67%). Similar to all respondents, AWHONN members were relatively less likely to agree or strongly agree that inclusion is integrated into everyday behaviors in their association (47%).

Rate your level of agreement with the following statements.
% agree/ strongly agree

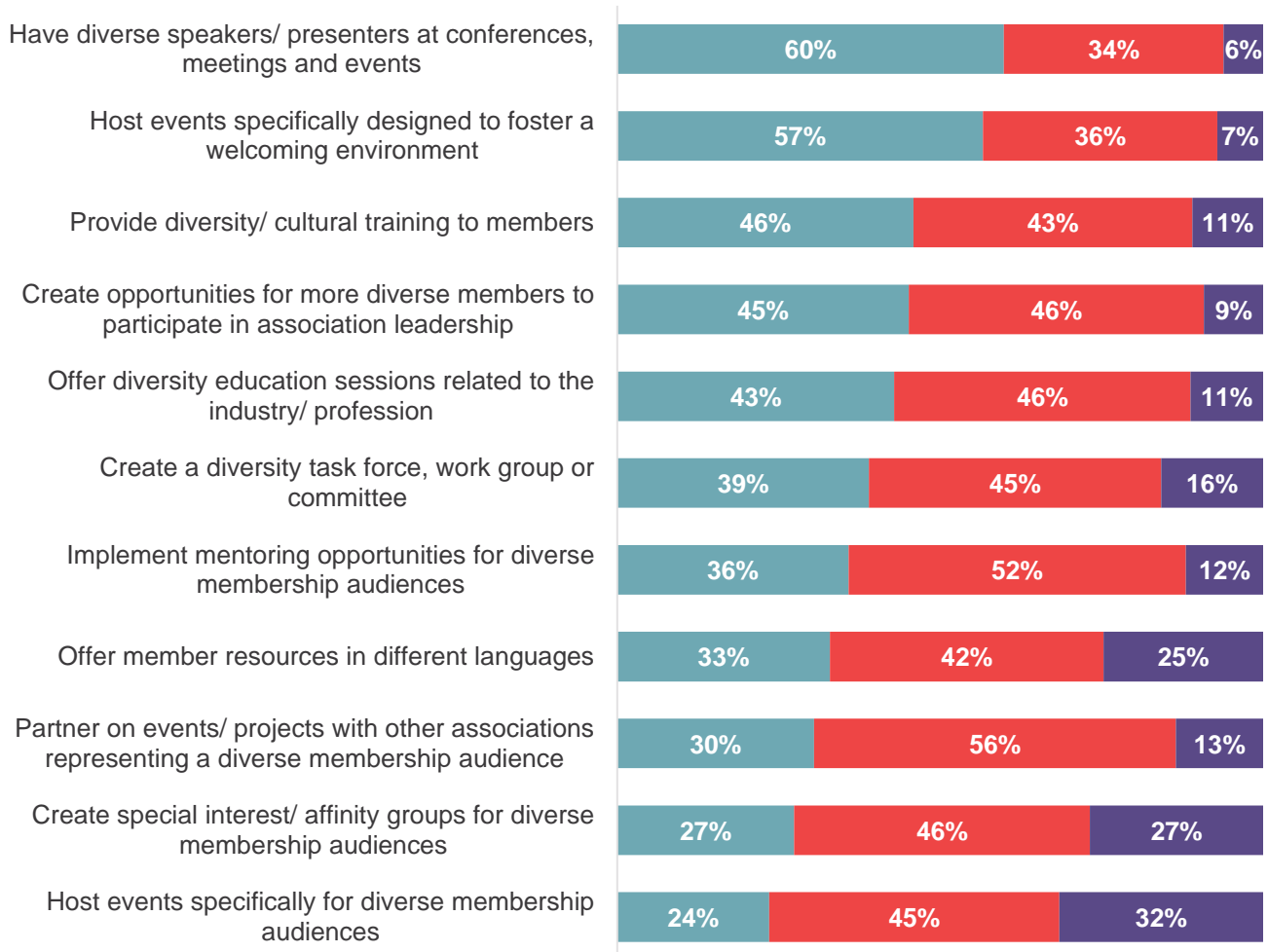|	AWHONN (n = 393)	All (10 assoc.)
I feel welcome in locations where my association holds meetings and events	71%	78%
I feel included in all association events I attend/ participate in	68%	70%
Leaders in my association foster a welcoming environment for everybody that is a member	63%	65%
My association recognizes that individuals have various identities that intersect and overlap	67%	63%
I feel comfortable speaking up if I experience or witness bias, discrimination or harassment at an association event	57%	61%
My association creates opportunities for individuals of different backgrounds to participate in inclusion-focused events	51%	50%
Inclusion is integrated into everyday behaviors in my association	47%	44%

Members were shown a series of DE&I-related strategies and asked to rate whether each strategy is a necessary, "must-have" tactic, something the associations would ideally implement or not a priority. AWHONN members were more likely to consider most of the tactics to be necessary compared to members across all participating organizations. Tactics that AWHONN members commonly selected as being necessary were having diverse speakers/ presenters at conferences (67%), hosting events specifically designed to foster a welcoming environment (57%) and providing diversity/ cultural training to members (46%). Compared to all respondents, AWHONN members were less likely to report that it is necessary for their association to create opportunities for more diverse members to participate in association leadership (45% compared to 55%) but more likely to report it being necessary to host events specifically designed to foster a welcoming environment (57% compared to 48%) and to offer member resources in different languages (33% compared to 17%)[5].

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[4] For this section, the survey directions asked that each respondent consider their association membership. Each respondent was shown the name of their specific association for clarity.
[5] Table in Appendix

In your opinion, how important is it for your association to implement the following strategies related to DE&I and Welcoming Environments®? (AWHONN, n = 336)

■ Necessary, "must-have" tactic for any membership organization
■ Ideally the association would implement this tactic
■ Not a priority

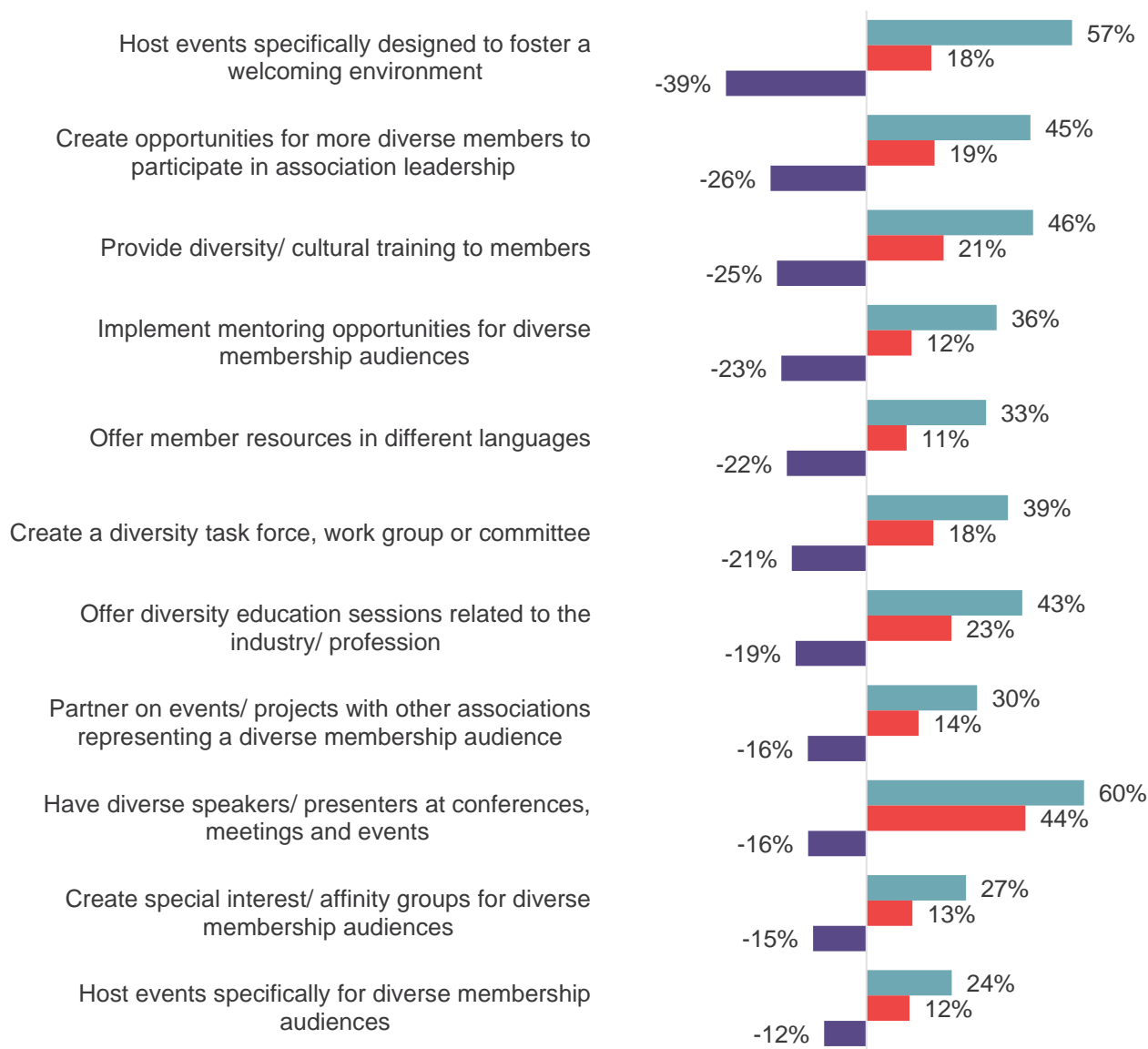| Strategy	Necessary	Ideally	Not a priority
Have diverse speakers/ presenters at conferences, meetings and events	60%	34%	6%
Host events specifically designed to foster a welcoming environment	57%	36%	7%
Provide diversity/ cultural training to members	46%	43%	11%
Create opportunities for more diverse members to participate in association leadership	45%	46%	9%
Offer diversity education sessions related to the industry/ profession	43%	46%	11%
Create a diversity task force, work group or committee	39%	45%	16%
Implement mentoring opportunities for diverse membership audiences	36%	52%	12%
Offer member resources in different languages	33%	42%	25%
Partner on events/ projects with other associations representing a diverse membership audience	30%	56%	13%
Create special interest/ affinity groups for diverse membership audiences	27%	46%	27%
Host events specifically for diverse membership audiences	24%	45%	32%

Members were separately asked to select which strategies their association has already implemented from the same list.[6] In looking at the top necessary, "must-have" strategies selected for AWHONN, forty-four percent (44%) of members reported that the association already hosts diverse speakers at conferences and meetings, but only 18% reported that AWHONN currently hosts events specifically designed to foster a welcoming environment (16 and 39 percentage point gap between necessary and already implemented tactic respectively).

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[6] Full table in Appendix
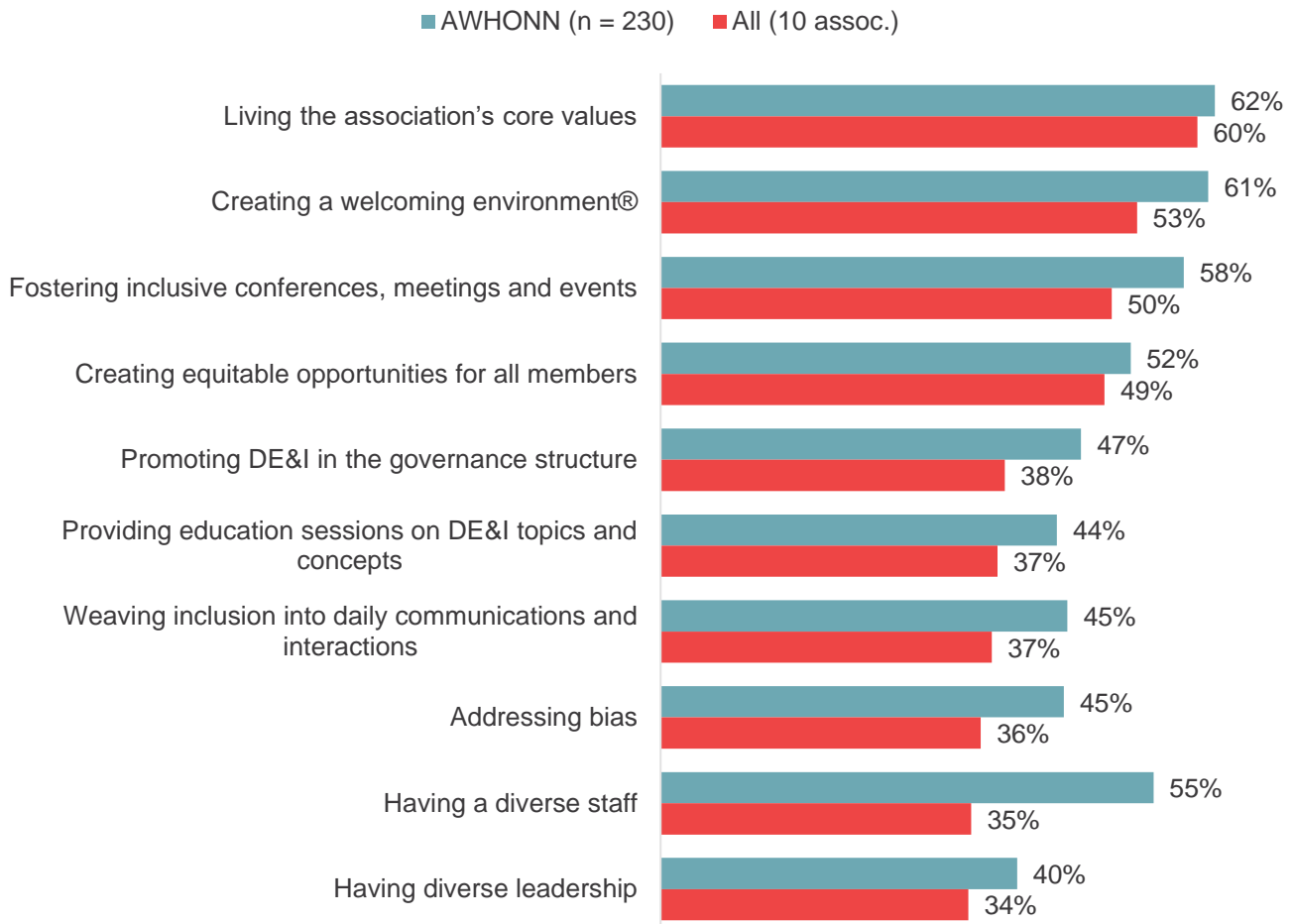
Necessary vs. Already Implemented Tactics for AWHONN

- **Necessary, "must-have" tactic for any membership organization (n = 336)**
- **Already implemented (n = 377)**
- **Gap**

Host events specifically designed to foster a welcoming environment
- 57%
- 18%
- -39%

Create opportunities for more diverse members to participate in association leadership
- 45%
- 19%
- -26%

Provide diversity/ cultural training to members
- 46%
- 21%
- -25%

Implement mentoring opportunities for diverse membership audiences
- 36%
- 12%
- -23%

Offer member resources in different languages
- 33%
- 11%
- -22%

Create a diversity task force, work group or committee
- 39%
- 18%
- -21%

Offer diversity education sessions related to the industry/ profession
- 43%
- 23%
- -19%

Partner on events/ projects with other associations representing a diverse membership audience
- 30%
- 14%
- -16%

Have diverse speakers/ presenters at conferences, meetings and events
- 60%
- 44%
- -16%

Create special interest/ affinity groups for diverse membership audiences
- 27%
- 13%
- -15%

Host events specifically for diverse membership audiences
- 24%
- 12%
- -12%

To gauge association performance, members were first asked to rate their association's overall success in integrating DE&I and creating a Welcoming Environment® and later asked to rate their association's success in carrying out more specific practices. Responses were captured on five-point scales from "not at all successful" to "extremely successful." At a high-level, 33% of AWHONN members reported that their association was very or extremely successful at implementing DE&I and creating a Welcoming Environment®, which is greater than the percentage of all respondents reporting the same

(27%).[7] Greater success was seen around particular focus areas. Specifically, the majority of AWHONN members rated the association as being very or extremely successful at living the association's core values (62%), creating a welcoming environment® (61%), fostering inclusive conferences, meetings and events (58%) and having a diverse staff (55%). Encouragingly, AWHONN members were more likely than all respondents to rate their association as being very or extremely successful at carrying out each practice listed, particularly having a diverse staff (20 percentage point difference).

How would you rate your association's level of success in carrying out each of the following?
% very/ extremely successful

■ AWHONN (n = 230)   ■ All (10 assoc.)

	AWHONN	All (10 assoc.)
Living the association's core values	62%	60%
Creating a welcoming environment®	61%	53%
Fostering inclusive conferences, meetings and events	58%	50%
Creating equitable opportunities for all members	52%	49%
Promoting DE&I in the governance structure	47%	38%
Providing education sessions on DE&I topics and concepts	44%	37%
Weaving inclusion into daily communications and interactions	45%	37%
Addressing bias	45%	36%
Having a diverse staff	55%	35%
Having diverse leadership	40%	34%

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[7] Graph in Appendix

Appendix

LIST OF CO-SPONSORS

- American Academy of Physical Medicine and Rehabilitation (AAPM&R)
- American Planning Association (APA)
- American Society of Anesthesiologists (ASA)
- Association of Equipment Manufacturers (AEM)
- Association of Women's Health, Obstetrics and Neonatal Nurses (AWHONN)
- Illinois City/County Management Association (ILCMA)
- Institute of Real Estate Management (IREM)
- National Association of Personal Finance Advisors (NAPFA)
- SmithBucklin:
  - Apra
  - National Society of Genetic Counselors (NSGC)
- Society of Actuaries (SOA)
- Wisconsin City/County Management Association (WCMA)

AWHONN DEMOGRAPHICS

How many years have you been a member of your association?
(n = 812)

1 year or less	12%
2 – 5 years	27%
6 – 10 years	17%
11 – 15 years	14%
16 – 20 years	9%
More than 20 years	21%

How many years have you worked in this industry/ field/ profession?
(n = 1,036)

1 year or less	2%
2 – 5 years	6%
6 – 10 years	8%
11 – 15 years	13%
16 – 20 years	12%
More than 20 years	59%

Including yourself, how many individuals are employed within your place of work?
(n = 1,050)

Self-employed	1%
2 – 5	1%
6 – 20	4%
21 – 50	6%
51 – 100	7%
101 – 150	6%
151 – 200	3%
201 – 250	2%
Over 250	64%
Not applicable (retired, student, unemployed)	6%

Which of the following best describes where you are located?
(n = 474)

United States	99%
Other	1%

In which state are you located?
(n = 456)

Alabama	0%	Nebraska	0%
Alaska	1%	Nevada	1%
American Samoa	0%	New Hampshire	1%
Arizona	2%	New Jersey	2%
Arkansas	1%	New Mexico	1%
California	9%	New York	6%
Colorado	4%	North Carolina	4%
Connecticut	1%	North Dakota	0%
Delaware	1%	Northern Mariana Islands	0%
Federated States of Micronesia	0%	Ohio	5%
Florida	5%	Oklahoma	2%
Georgia	4%	Oregon	2%
Guam	0%	Palau	0%
Hawaii	1%	Pennsylvania	4%
Idaho	1%	Puerto Rico	0%
Illinois	4%	Rhode Island	0%
Indiana	2%	South Carolina	2%
Iowa	2%	South Dakota	0%
Kansas	2%	Tennessee	2%
Kentucky	2%	Texas	5%
Louisiana	1%	Utah	0%
Maine	0%	Vermont	0%
Marshall Islands	0%	Virgin Islands	0%
Maryland	1%	Virginia	4%
Massachusetts	2%	Washington	4%
Michigan	3%	Washington, D.C.	0%
Minnesota	1%	West Virginia	1%
Mississippi	0%	Wisconsin	1%
Missouri	2%	Wyoming	0%
Montana	0%		

Which of the following best describes your gender identity?
(n = 478)

Female	98%
Male	0%
Non-binary/ third gender	0%
Prefer to self-describe, please specify:	0%
Prefer not to answer	1%

Do you identify as transgender?
(n = 478)

Yes	0%
No	98%
Prefer not to answer	2%

Which of the following best describes your sexual orientation?
(n = 476)

Straight/ Heterosexual	92%
Lesbian or Gay	2%
Bisexual	2%
Prefer to self-describe, please specify:	1%
Prefer not to answer	3%

Which of the following best describes your race/ethnicity? Select all that apply.
(n = 479)

White	84%
Black or African American	8%
Hispanic, Latino or Spanish origin	5%
Prefer not to answer	3%
American Indian or Alaska Native	2%
Prefer to self-describe, please specify:	1%
Filipino	1%
Asian Indian	0%
Other Asian	0%
Chinese	0%
Vietnamese	0%
Korean	0%
Japanese	0%
Native Hawaiian	0%
Samoan	0%
Chamorro	0%
Other Pacific Islander	0%

What is your age? Select one.
(n = 480)

22 or under	0%
23 – 38	13%
39 – 54	39%
55 – 73	45%
Over 73	2%
Prefer not to answer	2%

Have you been diagnosed with a disability or impairment (e.g., sensory, mobility, learning, mental health disorder, etc.)?
(n = 480)

Yes	15%
No	83%
Prefer not to answer	2%

What is your present religion, if any?
(n = 480)

Christian (Protestant, Catholic, Mormon, Orthodox, etc.)	73%
Nothing in particular	10%
Prefer not to answer	5%
Prefer to self-describe, please specify:	4%
Agnostic	3%
Jewish	2%
Atheist	2%
Buddhist	0%
Hindu	0%
Muslim	0%

Are you a citizen of the United States of America?
(n = 480)

Yes, born in the United States	93%
Yes, born in Puerto Rico, Guam, the U.S. Virgin Islands, or Northern Marianas	0%
Yes, born abroad of U.S. citizen parent or parents	1%
Yes, U.S. citizen by naturalization	4%
No, not a U.S. citizen	1%
Prefer not to answer	0%

ADDITIONAL CHARTS

Welcoming Environment Topics

Please rate your level of familiarity with each of the following terms.
% moderately/ extremely familiar

	AWHONN (n = 983)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
Diversity	95%	94%	95%	94%	93%	93%	94%
Bias	91%	90%	92%	91%	90%	89%	90%
Inclusion	88%	89%	89%	89%	87%	88%	89%
Equity	87%	83%	81%	82%	82%	84%	83%
Welcoming environment	61%	47%	49%	47%	60%	50%	45%
Allyship	21%	25%	26%	26%	22%	23%	28%
Average	**74%**	**71%**	**72%**	**72%**	**72%**	**71%**	**72%**

Please rate your level of familiarity with the following topics.
% moderately/ extremely familiar

	AWHONN (n = 616)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
Race, ethnicity and racism	94%	91%	92%	91%	93%	91%	91%
Sex, gender, gender identity and gender discrimination	89%	87%	87%	87%	87%	87%	88%
Age, aging and ageism	86%	86%	84%	86%	86%	85%	86%
Faith and religious identity	88%	85%	86%	85%	87%	85%	85%
Socioeconomic status and classism	86%	84%	87%	86%	83%	81%	83%
Country of origin, immigration and nativism	82%	80%	80%	80%	82%	81%	80%
Equity	84%	80%	77%	77%	78%	80%	79%
Explicit and implicit bias	68%	73%	72%	74%	69%	71%	73%
Ability, disability and ableism	66%	72%	74%	72%	74%	69%	71%
LGBTQIA and heterosexism	71%	69%	71%	70%	68%	67%	71%
Marginalization	52%	63%	59%	63%	58%	57%	64%
Microaggressions	40%	42%	51%	48%	43%	38%	45%
Allies/ Allyship	29%	31%	33%	33%	31%	31%	36%
Intersectionality	20%	26%	26%	27%	23%	24%	29%
Average	**68%**	**69%**	**70%**	**70%**	**69%**	**68%**	**70%**

The Workplace

Please rate your level of agreement with the following statements.
% agree/ strongly agree

	AWHONN (n = 388)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
I feel comfortable speaking up if I experience or witness bias, discrimination or harassment	67%	74%	64%	66%	70%	70%	67%
Leaders in my workplace foster a welcoming environment for everybody that works here	64%	72%	65%	66%	69%	68%	69%
I consider my direct manager to be a strong advocate for me	66%	68%	70%	66%	66%	67%	68%
My workplace recognizes that individuals have various identities that intersect and overlap	68%	67%	68%	68%	71%	69%	68%
I feel included in all aspects of my workplace	60%	67%	62%	62%	61%	60%	60%
Inclusion is integrated into everyday behaviors in my workplace	59%	54%	54%	54%	62%	57%	54%
My workplace creates opportunities for individuals of different backgrounds to participate in inclusion-focused events	55%	53%	53%	51%	57%	58%	55%

To what degree do the following personal attributes impact your daily experiences, interactions and decisions…
% major impact

	AWHONN (n = 608)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
Outside of work							
Your socioeconomic status	22%	29%	36%	33%	29%	28%	28%
Your race and/ or ethnicity	22%	24%	28%	26%	24%	23%	25%
Your age	20%	21%	25%	23%	22%	21%	21%
Your gender identity	17%	20%	24%	22%	19%	18%	21%
Your body image	25%	18%	24%	20%	22%	20%	21%
Your religion/ spirituality	23%	17%	21%	19%	22%	20%	16%
Your sexual orientation	12%	13%	15%	14%	14%	13%	13%
Your ability/ disability status	8%	13%	16%	14%	12%	11%	12%
Your immigration status	8%	11%	13%	11%	10%	11%	10%
In daily work life							
Your socioeconomic status	5%	9%	10%	9%	8%	7%	7%
Your race and/ or ethnicity	12%	12%	17%	15%	14%	12%	13%
Your age	16%	15%	19%	19%	18%	15%	15%
Your gender identity	7%	12%	14%	14%	12%	11%	12%
Your body image	8%	6%	7%	6%	8%	7%	6%
Your religion/ spirituality	9%	7%	10%	9%	10%	6%	7%
Your sexual orientation	3%	3%	4%	4%	4%	3%	3%
Your ability/ disability status	12%	10%	15%	12%	11%	8%	9%
Your immigration status	4%	6%	7%	6%	5%	5%	5%

For which of the following reasons is DE&I and creating a Welcoming Environment® a priority for your workplace? Select all that apply.
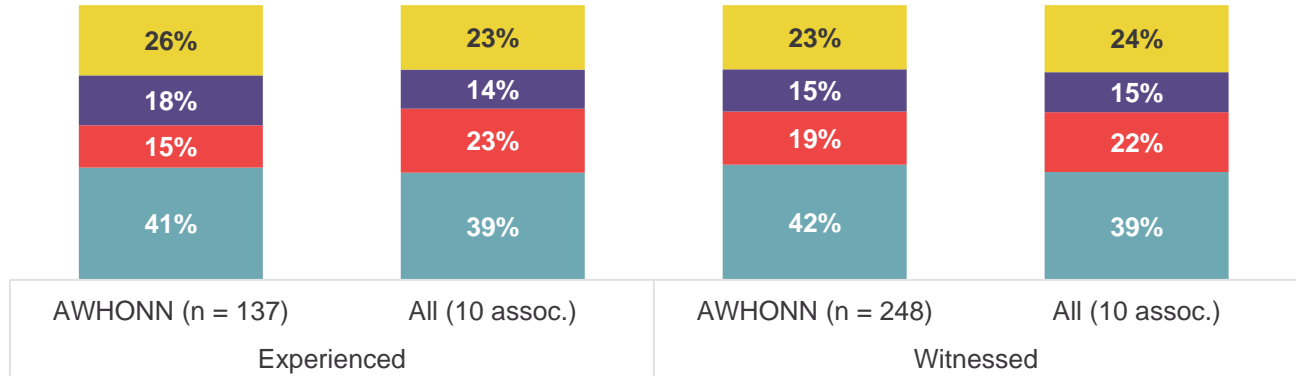
	AWHONN (n = 552)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
To encourage a greater breadth of talents, skills and experiences within my organization	65%	72%	70%	68%	71%	69%	71%
Because it's the right thing to do	67%	67%	68%	67%	68%	66%	68%
To foster a more innovative and flexible culture within my organization	62%	64%	65%	60%	67%	64%	63%
To increase diversity within staff to mirror the industry, field or community	56%	56%	59%	54%	59%	54%	57%
To fulfill strategic or organizational goals	41%	42%	43%	41%	43%	42%	45%
To boost the reputation of the organization within the industry, field or community	36%	40%	38%	36%	42%	42%	41%
To help my organization become more profitable/ increase the bottom line	0%	7%	6%	6%	18%	12%	8%
Other	5%	6%	6%	8%	5%	7%	8%
Unsure	10%	9%	10%	11%	8%	9%	10%

Gap between Satisfaction and Importance of Workplace Practices and Attributes
% very/ extremely satisfied - % very/ extremely important

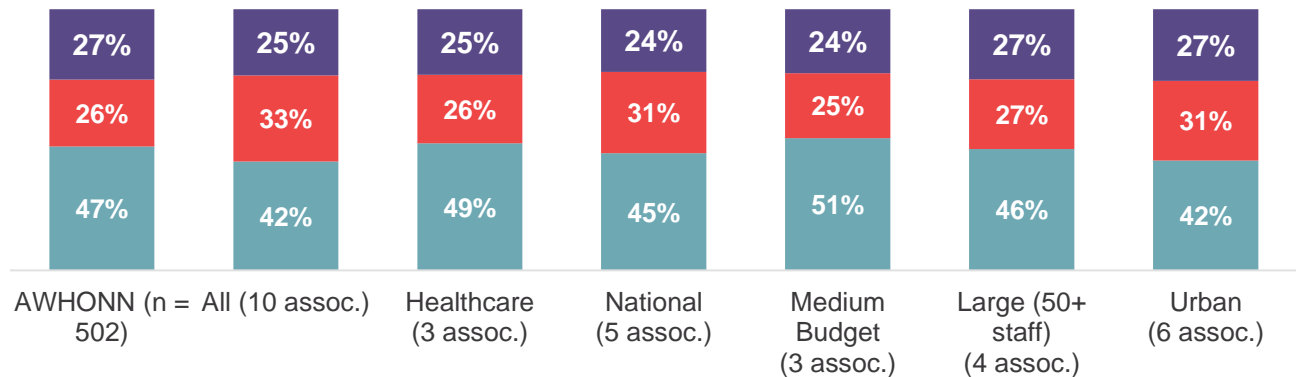|	AWHONN (n = 510)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
Equitable hiring practices	-43%	-37%	-44%	-41%	-36%	-36%	-41%
Equitable promotion/ succession practices	-52%	-46%	-54%	-48%	-46%	-46%	-51%
Feeling of inclusion	-49%	-41%	-44%	-40%	-39%	-37%	-40%
Allyship among staff	-54%	-38%	-46%	-38%	-43%	-38%	-40%
Allyship among leadership	-53%	-40%	-52%	-45%	-44%	-41%	-45%
Diversity of leadership	-37%	-39%	-43%	-40%	-33%	-35%	-42%
Diversity of staff	-29%	-35%	-34%	-33%	-25%	-28%	-35%

When was the last time you experienced or witnessed bias, discrimination or harassment within your workplace? Select one.

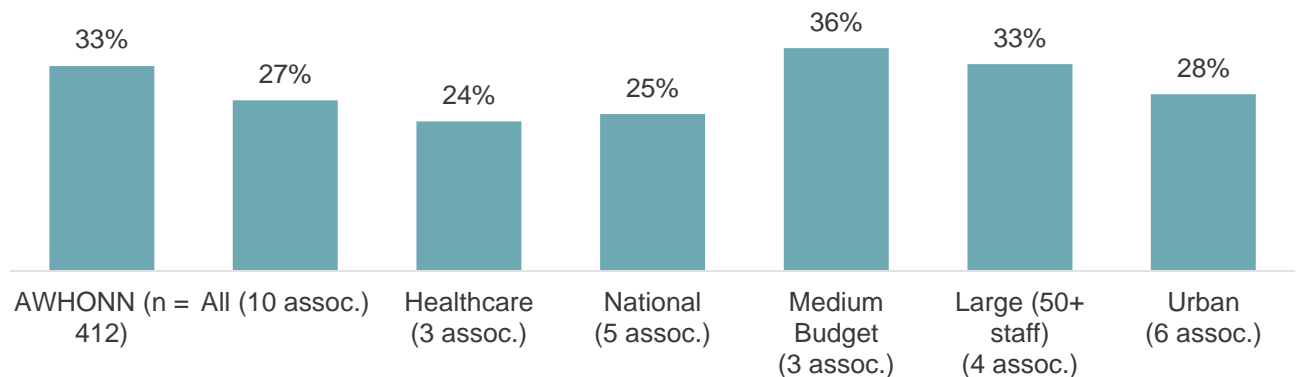■ Within the last year ■ Within the last 6 months ■ Within the last 3 months ■ Within the last month

	Experienced		Witnessed	
	AWHONN (n = 137)	All (10 assoc.)	AWHONN (n = 248)	All (10 assoc.)
Within the last month	26%	23%	23%	24%
Within the last 3 months	18%	14%	15%	15%
Within the last 6 months	15%	23%	19%	22%
Within the last year	41%	39%	42%	39%

Is your workplace representative of the diversity of the industry/ field/ community?

■ Yes ■ No ■ Unsure

	AWHONN (n = 502)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
Unsure	27%	25%	25%	24%	24%	27%	27%
No	26%	33%	26%	31%	25%	27%	31%
Yes	47%	42%	49%	45%	51%	46%	42%

The Association

Overall, how would you rate your association's level of success in integrating DE&I and creating a Welcoming Environment® through its overall practices?
% very/ extremely successful

AWHONN (n = 412)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
33%	27%	24%	25%	36%	33%	28%

In which of the following ways have you been involved with your association in the past? Select all that apply.

	AWHONN (n = 421)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
Conference attendee	72%	81%	85%	82%	74%	73%	78%
Committee/ task force participant	24%	44%	36%	36%	37%	38%	41%
Volunteer leader	24%	32%	28%	33%	32%	32%	36%
Board member	5%	19%	7%	14%	19%	20%	23%
None of the above	25%	14%	13%	15%	19%	19%	16%

Rate your level of agreement with the following statements.
% agree/ strongly agree

	AWHONN (n = 393)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
I feel welcome in locations where my association holds meetings and events	71%	78%	78%	78%	76%	74%	76%
I feel included in all association events I attend/ participate in	68%	70%	69%	69%	68%	68%	68%
Leaders in my association foster a welcoming environment for everybody that is a member	63%	65%	63%	65%	66%	63%	64%
My association recognizes that individuals have various identities that intersect and overlap	67%	63%	70%	68%	66%	62%	65%
I feel comfortable speaking up if I experience or witness bias, discrimination or harassment at an association event	57%	61%	56%	59%	61%	59%	59%
My association creates opportunities for individuals of different backgrounds to participate in inclusion-focused events	51%	50%	52%	52%	56%	54%	50%
Inclusion is integrated into everyday behaviors in my association	47%	44%	47%	47%	52%	47%	45%

In which of the following ways is DE&I and a Welcoming Environment® integrated into your association? Select all that apply.

	AWHONN (n = 396)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
Conferences, meetings and events	43%	41%	45%	44%	44%	42%	44%
Committees	26%	34%	35%	34%	35%	31%	33%
Association core values	30%	29%	31%	29%	34%	31%	29%
Strategic plan	19%	29%	35%	30%	24%	23%	30%
Diversity statement	27%	28%	37%	33%	32%	29%	32%
Member initiatives	21%	27%	31%	29%	31%	28%	27%
Volunteer leadership	21%	25%	25%	24%	32%	27%	27%
Mission statement	31%	22%	26%	22%	27%	24%	20%
Vision statement	27%	20%	24%	21%	24%	23%	20%
Unsure	41%	39%	32%	36%	36%	38%	38%
None of the above	2%	3%	2%	3%	3%	3%	3%

How would you rate your association's level of success in carrying out each of the following?
% very/ extremely successful

	AWHONN (n = 230)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
Living the association's core values	62%	60%	54%	57%	63%	58%	61%
Creating a welcoming environment®	61%	53%	49%	52%	62%	57%	55%
Fostering inclusive conferences, meetings and events	58%	50%	46%	50%	58%	54%	52%
Creating equitable opportunities for all members	52%	49%	43%	48%	56%	52%	50%
Promoting DE&I in the governance structure	47%	38%	34%	39%	49%	45%	43%
Providing education sessions on DE&I topics and concepts	44%	37%	37%	40%	44%	41%	41%
Weaving inclusion into daily communications and interactions	45%	37%	33%	36%	48%	42%	38%
Addressing bias	45%	36%	33%	33%	47%	40%	36%
Having a diverse staff	55%	35%	33%	38%	50%	44%	40%
Having diverse leadership	40%	34%	27%	33%	45%	40%	39%

Which of the following strategies has your association implemented to address DE&I and create a Welcoming Environment® among members? Select all that apply.

	AWHONN (n = 377)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
Had diverse speakers/ presenters at conferences, meetings and events	44%	45%	52%	49%	45%	42%	47%
Created a diversity task force, work group or committee	18%	34%	45%	41%	28%	28%	37%
Offered diversity education sessions related to the industry/ profession	23%	31%	33%	33%	24%	25%	33%
Created special interest/ affinity groups for diverse membership audiences	13%	27%	36%	34%	29%	25%	24%
Created opportunities for more diverse members to participate in association leadership	19%	23%	20%	21%	25%	23%	23%
Hosted events specifically designed to foster a welcoming environment®	18%	22%	21%	21%	22%	20%	19%
Hosted events specifically for diverse membership audiences	12%	21%	19%	22%	17%	21%	17%
Implemented mentoring opportunities for diverse membership audiences	12%	21%	20%	21%	20%	21%	18%
Provided diversity/ cultural training to members	21%	18%	29%	24%	17%	15%	20%
Partnered on events/ projects with other associations representing a diverse membership audience	14%	17%	15%	15%	18%	20%	16%
Offered member resources in different languages	11%	8%	12%	8%	12%	14%	8%
Other	1%	2%	1%	2%	2%	2%	2%
None of the above	4%	3%	2%	3%	4%	4%	3%
Unsure	36%	31%	24%	27%	31%	34%	32%

In your opinion, how important is it for your association to implement the following strategies related to DE&I and Welcoming Environments®?
% Necessary, "must-have" tactic for any membership organization

	AWHONN (n = 336)	All (10 assoc.)	Healthcare (3 assoc.)	National (5 assoc.)	Medium Budget (3 assoc.)	Large (50+ staff) (4 assoc.)	Urban (6 assoc.)
Have diverse speakers/ presenters at conferences, meetings and events	60%	64%	65%	66%	58%	59%	69%
Create opportunities for more diverse members to participate in association leadership	45%	55%	57%	57%	49%	48%	58%
Host events specifically designed to foster a welcoming environment	57%	48%	49%	49%	48%	42%	51%
Offer diversity education sessions related to the industry/ profession	43%	43%	44%	42%	37%	36%	47%
Provide diversity/ cultural training to members	46%	40%	48%	42%	38%	34%	40%
Implement mentoring opportunities for diverse membership audiences	36%	39%	43%	40%	39%	35%	37%
Create a diversity task force, work group or committee	39%	39%	51%	46%	42%	36%	44%
Partner on events/ projects with other associations representing a diverse membership audience	30%	22%	22%	22%	24%	24%	22%
Create special interest/ affinity groups for diverse membership audiences	27%	20%	31%	28%	24%	19%	22%
Host events specifically for diverse membership audiences	24%	17%	22%	21%	19%	18%	18%
Offer member resources in different languages	33%	17%	23%	18%	22%	24%	18%