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QUICK POLL RESULTS

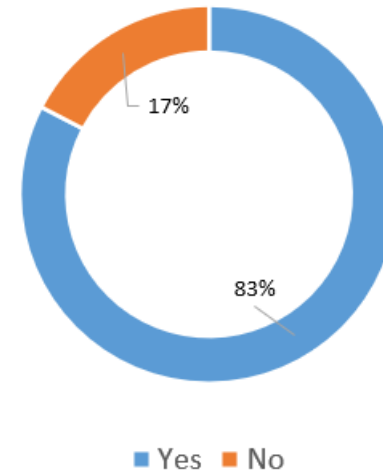
DEI Policies and Practices

PRM Consulting Group, Inc.
QUICK POLL RESULTS: DEI Policies and Practices

February 21, 2025

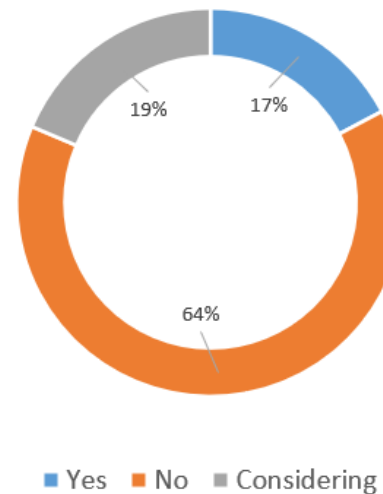
1. Does your organization currently have diversity, equity and inclusion (DEI) policies and/or initiatives? (144 responses)

- Most respondents have DEI policies in place.
- Percentages reflect 144 responses from all types of not-for-profit organizations nationwide.
- Among all respondents, 41 organizations (or 28%) responded anonymously.
- A listing of respondents who did not participate anonymously is provided on page 3.



2. Does your organization plan to make any changes to its current policy or adopt DEI initiatives in 2025? (144 responses)

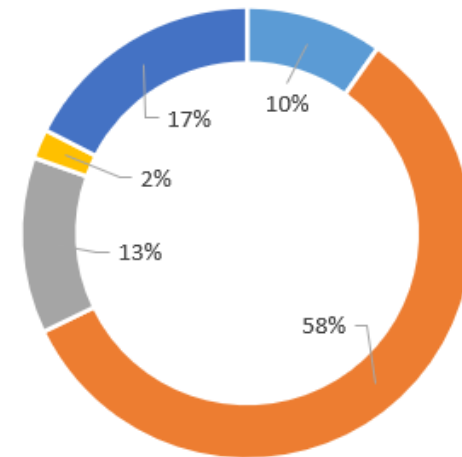
- Among the 17% of respondents planning changes, approximately half will expand their current policies while approximately half will scale back or reduce them.
- About two-thirds of all respondents (64%) will not make any changes to their current policies and programs.
- For the 19% of respondents still considering changes, most are undecided but about one-fourth of them will likely scale back their current policies and programs.



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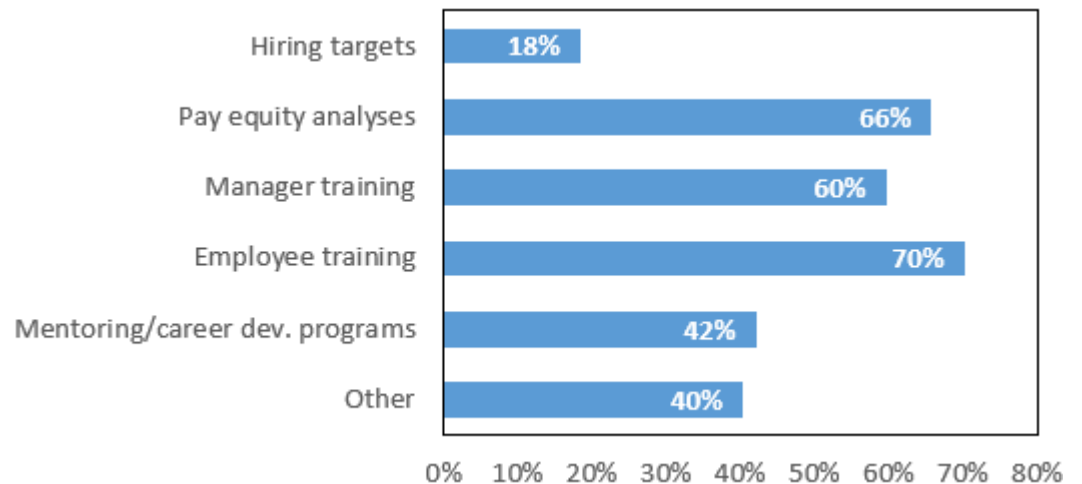
3. A breakdown of the anticipated or planned DEI policy/ program changes reported by all survey respondents is as follows. (143 responses)

- We are planning to expand our current DEI policies and/or initiatives
- We are planning to maintain our current DEI policies and/or initiatives
- We are planning to reduce or scale back our current DEI policies and/or initiatives
- We are planning to adopt DEI policies and/or initiatives for the first time
- We have no plans to establish a DEI policy or change our current DEI policies



4. If you currently have DEI policies and/or initiatives, please indicate the various program components. (Check all that apply). (114 responses)

- Respondents selecting “other” reported a variety of additional activities.
- Most of them focus on activities such as employee resource groups, cultural training, and awareness or social events.



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Listing of Respondents

AANEM	FASEB	Near East Foundation
AIAA	Free Press	Network of Jewish Human Service Agencies
AIP	HDA - Healthcare Distribution Alliance	NIGP - The Institute for Government Procurement
American Academy of Pediatrics	Housing Trust Silicon Valley	NRECA
American Association of Petroleum Geologists	IEEE	NTCA
American College of Cardiology	IFDA – Int’l. Foodservice Distributors Association	Oak Ridge Associated Universities
American College of Foot & Ankle Surgeons	IFF	Orbis International
American Council of Life Insurers	Infectious Diseases Society of America	Patient Advocate Foundation
American Counseling Association	Institute of Industrial and Systems Engineers	Prevent Blindness
American Gastroenterological Association	Institute of Management Accountants	Psychonomic Society
American Geosciences Institute	Insured Retirement Institute	Radiological Society of North America
American Meteorological Society	Lions International	Realize Impact
American Ornithological Society	LuMind IDSC Foundation	Recreation Vehicle Industry Association
American Society for Nutrition	Marfan Foundation	Research!America
American Society of Anesthesiologists	Martha's Table	Room to Read
American Society of Hematology	Materials Research Society	Safe Horizon
American Society of Landscape Architects	MBA - Mortgage Bankers Association	Scenic America
American Society of Plant Biologists	Meridian International Center	Society for Industrial and Applied Mathematics
America's Credit Unions	Milken Institute	Solar Energy Industries Association
AOAC International	Million Dollar Round Table	Springboard Collaborative
ASAE	Modern Language Association	Student Leadership Network
ASCD+ISTE	NABCA	Synergos Institute
Ashoka	NACS - National Association of Convenience Stores	The American College of Financial Services
Association for Diagnostic & Laboratory Medicine	National Academy of Public Administration	The American Society for Nondestructive Testing
Association for Iron & Steel Technology (AIST)	National Association of State Treasurers	The Arthritis Foundation
Association for Molecular Pathology	National Center For Lesbian Rights	The Center for Audit Quality
Biophysical Society	National Coalition for Asian Pacific American Community Development	The Minerals, Metals & Materials Society
BPO Elks	National Industries for the Blind	The National Academies
Casualty Actuarial Society	National Mining Association	The New York Community Trust
Center for Energy and Environment	National Organization for Rare Disorders	The Presser Foundation
Clinton Foundation	National Performance Network	The Tau Beta Pi Association
College of American Pathologists	National Society of Professional Engineers	YMCA Retirement Fund
CollegeSpring	National Urban League	ZERO Prostate Cancer
CTAM	NCEES	ZERO TO THREE
Environmental Law Institute		

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About PRM Consulting Group

PRM is a full-service professional services firm which specializes in compensation, benefits, actuarial staffing, communications, organization, and leadership development, as well as general management consulting services to diverse organizations. We were founded in 1999 by experts from some of the world's top consulting firms and with extensive experience in executive compensation across diverse organizations. We maintain a full-time staff of 40 employees plus a stable of contract staff to deliver consulting services to our clients.

PRM provides a fully integrated complement of people and compensation consulting services to a diverse client base. Our philosophy is to provide consulting services and staff augmentation which places the client's interests first and to deliver the highest possible quality services in helping clients maximize their people resources. We blend our practice area expertise with our industry knowledge to help clients develop the right solutions for their unique challenges. We have consulted across a variety of labor market sectors including trade associations, professional/technical societies, health care, not-for-profits, international development, general industry, technology, and higher education.

We offer a full range of compensation consulting services, including:

- Expert advice
- Compensation strategy/philosophy development
- Survey design and administration
- Benchmarking and best-practices analysis
- Pay equity
- Implementation and communication
- Outsourcing
- Staff augmentation.

For more information about pay management and administration, career ladders, and the other services PRM provides, please contact me.

Lyn McCloskey
Principal
PRM Consulting Group, Inc.
1814 13th Street, NW
Washington, DC 20009
Office: 202-745-3713
Mobile: 202-445-3136
lyn.mccloskey@prmconsulting.com

