

Generations

NOTE: Except for the one notation, Gen Z was not included in the comparisons because there was one respondent.

When comparing the generations from older to younger, the percentages changed in the following manner.

Males decreased.



Black or African Americans

remained the same while Whites

decreased, and all others increased.

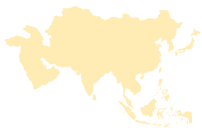


Greatest: 1945 & Before	Baby Boom: 1946-1964	Gen X: 1965-1981	Millennials: 1982-1996	Gen Z: 1997 and After
<ul style="list-style-type: none"> Interested in affiliation 	<ul style="list-style-type: none"> Most content Least interested in DEIJB 	<ul style="list-style-type: none"> Most respondents Less content than Baby Boomers, especially with diversity of chapter leadership Most who disclosed having a disability 	<ul style="list-style-type: none"> Least content Most interested in DEIJB 	<ul style="list-style-type: none"> Selected much higher number of member resource groups than other generations NOTE: Only one respondent

Racial & Ethnic Identity

NOTE: Due to few respondents in each group, information from those who identified as either Indigenous or Other were combined. Several of those who identified as Other listed Hispanic, white, Middle Eastern, Arab, Jewish, or Eurasian, as their racial or ethnic identity.

Asian

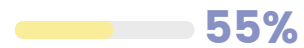


- Though not as positive as Whites, were very positive in feelings of belonging
- One of the groups most likely to select Other for a member resource group
- Unlike other non-white groups, the majority was not in North America or Western Europe
- Most respondents were in ICF's Asia region

Black or African American



- Highest percentage of females assigned at birth
- Least likely to be affiliated with a chapter



Just over half want to join the Black or African American member resource group

Hispanic, non-white



- Highest percentage of respondents to witness discrimination
- Highest percentage who thought their chapter leadership was diverse



Indigenous or Other



- More focused on ICF Global than other groups.
- Did not rate ICF Global communication and collaboration as being open
- Most likely to agree that leadership opportunities with ICF Global are fair and equitable

White

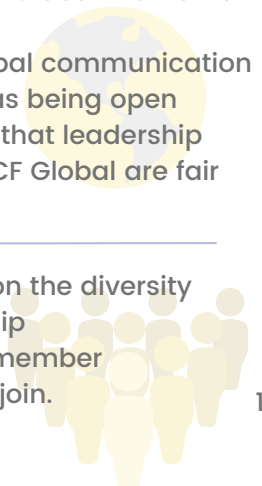


- Overall, the most positive about feeling belonging
- Least interested in DEIJB initiatives

Two or More Races



- Concerns focused on the diversity of chapter leadership
- Selected the most member resource groups to join.



Gender Identity

NOTE: There were no respondents who identified as being transgender female or transgender male. Due to few respondents for those who identified as non-binary, gender-neutral, or gender fluid and similarity in responses, information was combined.

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	Female (assigned at birth)	Male (assigned at birth)	Non Cis-Gender
Racial and ethnic identities	Diverse		White
Percent to disclose disability	Slightly more the males assigned at birth (9%)	Least (6%)	Much more than other genders (60%)
ICF Regions	Variety of regions		North America and Western Europe
Years with ICF	All tenure ranges		Less than 7 years
Current Credential Status	Include some who are not pursuing credential		All are pursuing a credential
Most questions: • Recruitment • Retention • ICF Commitment to Diversity Personal Experiences	Slightly less than males assigned at birth	Most	Least positive about perception of ICF commitment to diversity, etc.
Witness discrimination	Similar across all genders (12.5%)		
Interest in MRGs	Most (39%)	Slightly less than females assigned at birth (38%)	Much more interested (60%)

Disability

For all questions, those who disclosed a disability were less positive than those who stated they did not have a disability.

	More likely to disclose	More likely to not have disability
Generations	• Millennials	• Greatest • Baby Boom
Race/Ethnicity	• Indigenous or Other • 2 or More Races	• African American or Black • Asian • Hispanic, Non-White
Gender Identity	• Different than assigned at birth	• Males assigned at birth
Methods to learn about ICF Global	• Advertisement, article, story read	• Chapter
Methods to Learn about Chapter	• ICF Global • Other methods	• Coach-specific training program