2023 DEI Survey Report

Project Management Institute. Delaware Valley

April 2024

Thank you to all the participants!

PMI-DVC and DEI Committee appreciates your responses.

PMI-DVC DEI Journey

- 2020 - 2024

2020
- DEI Committee formed

2021
- DVC joins Multi-Chapter Collaborative
- Speaker Event (Megan Speight)
- DVC DEI Policy Statement adopted

2022
- Speaker Event (Estelle Redding and Marcine Pickron-Davis)
- Speaker Event (Tia Jones)

2023
- Publish DEI articles to newsletter
- Speaker Event (CJ Gross)
- Member Survey sent out

2024
- Publish Survey Results
- Plan DEI future programming

Survey – Need and Goals

- **Meet Chapter and DEI Goals**
  - Demonstrate DVC's commitment to DEI and culture of belonging.
  - Understand member's DEI needs.

- **Measure Effectiveness and Plan Future DEI Programming**
  - Measure what matters most to members aligned with broader chapter goals.
  - Tailor DEI programming to member needs.
  - Enhance member experience.

Survey Methodology

Develop Survey
- The DEI Team researched open-sourced data and developed survey questions with feedback from the Chapter Board.

Build Survey
- The survey consisted of 24 questions:
- 7 Likert scale questions, 6 open ended questions (1 multiple choice plus an open field, 2 binary (Yes/No) questions, 9 optional demographic questions.

Survey Window
- The survey was sent to all DVC members.
- Open from October 6th to December 6th, 2023 for all DVC members.

Survey Response
- 99 members responded to the survey (response rate of 2.5%).

Review Results
- The DEI Team (8 members) analyzed the data and summarized the results.

Survey Participants' Demographics

- All participants are located in the tri-state area.
  - 81% were from PA; 11% from NJ; and 8% from DE.
- Over half of participants were women.
- Racial and generational participants were similar to census estimates for the regions of participants.

Gender	% Participants
Female	53.8
Male	35.5
Non-binary	1.1
Prefer not to say	9.7

Race	% Participants
White	61.1
Black	17.8
Asian	6.7
Prefer not to say / Other	14.4

| Generation	% Participants
Baby Boomer	25.3
Gen X, Millennial	57.5
Gen Z	1.1
Prefer not to say	16.1

Findings: Environment and Communication

➢ Participants are generally satisfied with the chapter's efforts to create a welcoming environment.

➢ The communication commitment to DEI is viewed favorably; however with a more distributed response.

Recommendations:

☐ **Outreach** – partner with minority organizations.

☐ **Events** - host more diverse events.

☐ **Engagement** – promote engagement during events.

☐ **Diversity** – more diversity in chapter leadership and in instructors.

Satisfaction with DVC creating welcoming environment?

Not Satisfied	Somewhat Dissatisfied	Neither Satisfied nor Dissatisfied	Somewhat Satisfied	Very Satisfied
4	1	22	20	52
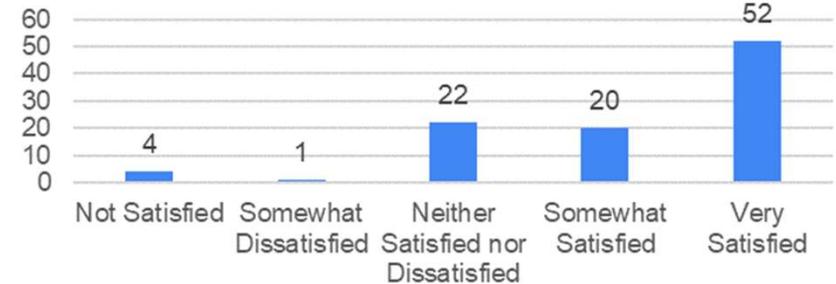
Does DVC communicate commitment to DEI?

| Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree
7	14	21	25	32
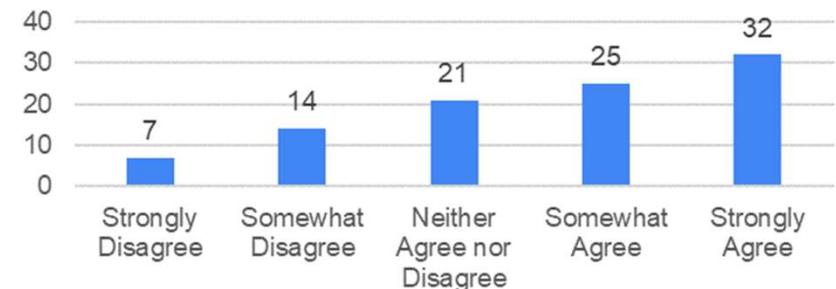
Findings: Topics and Speakers

➢ There is strong interest among all members in having diversity in program topics and speakers.

➢ 95% of participants felt diversity of program topics and speakers was at least somewhat important.

Recommendation:

❑ DEI team to collaborate with other Chapter Teams to increase diversity in all DVC events.

Importance for DVC to have diversity in program topics and speakers
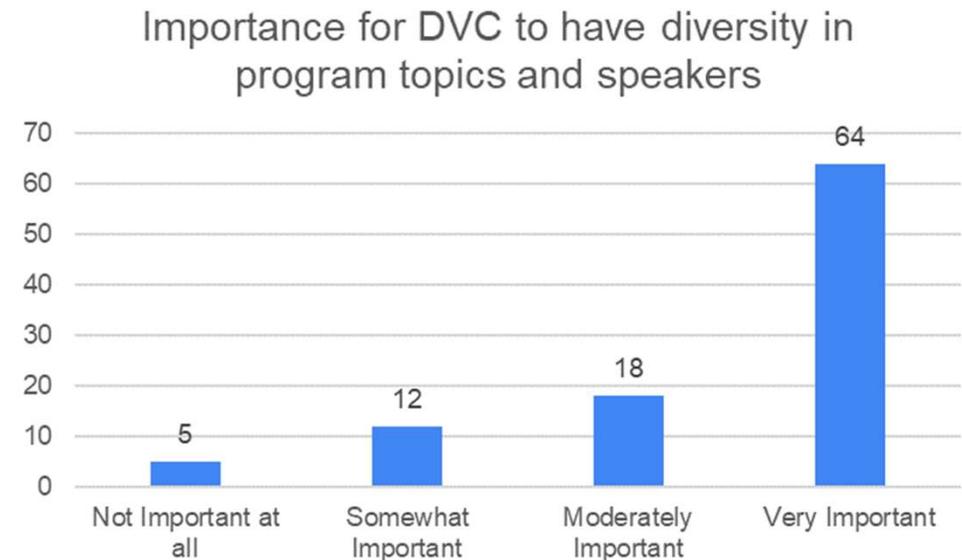
Findings: Resources and Support

- Most participants neither agreed nor disagreed that the Chapter provides adequate resources and support for members from underrepresented groups.

Recommendation:
- Increase communication and awareness for DEI team and efforts.
- Provide more resources and support for underrepresented groups.

Does DVC provide adequate resources and support for underrepresented groups

60	
50	50
40	
30	
20	20
10	9
0	2

Strongly Disagree: 2
Somewhat Disagree: 9
Neither Agree nor Disagree: 50
Somewhat Agree: 20
Strongly Agree: 18
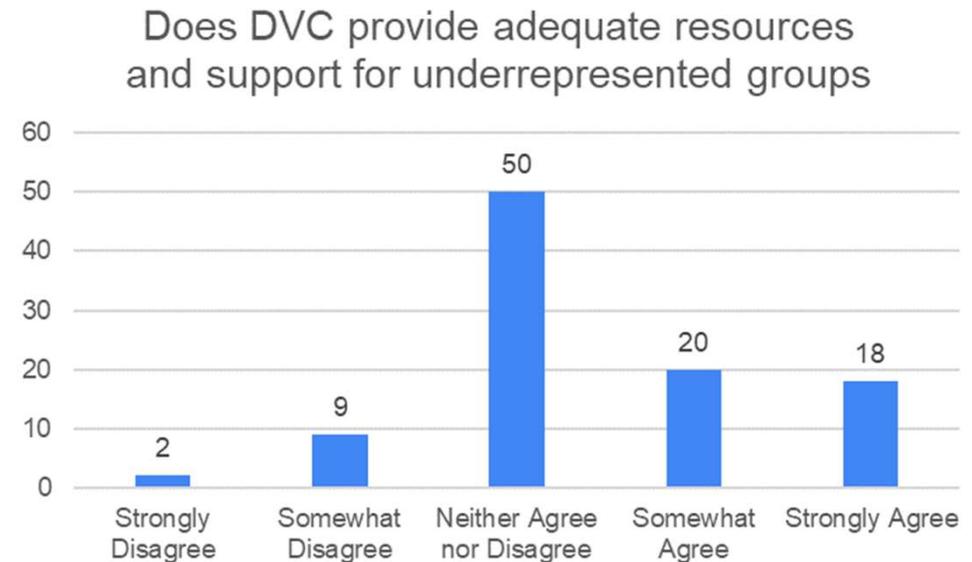
Findings: Tools and Programming

➢ Participants requested programming on unconscious bias, generational diversity, and overall DE&I awareness.

➢ Members expressed interest in programming for a variety of social identities, for example, disability, gender, ethnicity, race, neurodiversity, and social class.

Recommendation:

❑ Incorporate member requests into DEI programming plan and execute on the plan.

What DEI Tool or Skill training interests you and would help you in your career

Category	Value
Unconscious bias	19
Generational	14
Awareness	9
Gender	3
Racial	2
Team building	2
Other	8

Social Identities you would like DVC to provide programming for

| Category	Value
(Dis)ability	35
Gender	34
Ethnicity	32
Race	30
Neurodiversity	29
Social Class	25
Sexual Orientation	19
Religion	17
Nationality	17
Generational	7
Bias	2

Findings: Interest in DEI Initiative

➤ Participants are interested in DEI initiatives.

➤ Black participants are very interested in DEI initiatives, and White participants show a strong interest in DEI initiatives.

Recommendation:

☐ Continue to offer DEI programming to members.

Interest in DEI Initiative

Race	Interest Level	Number of Respondents
Null	Neither Interested nor Di..	2
	Not Interested	3
	Somewhat Disinterested	2
	Somewhat Interested	2
Asian	Neither Interested nor Di..	1
	Somewhat Disinterested	1
	Somewhat Interested	3
	Very Interested	1
Biracial	Very Interested	1
Black	Neither Interested nor Di..	2
	Somewhat Disinterested	1
	Somewhat Interested	3
	Very Interested	10
Hispanic or Latino	Somewhat Interested	1
Mestizo	Somewhat Interested	1
Prefer not to say	Not Interested	5
	Somewhat Disinterested	2
	Somewhat Interested	2
	Very Interested	1
White	Neither Interested nor Di..	14
	Not Interested	4
	Somewhat Interested	26
	Very Interested	11

Program Recommendations for 2024

Communication

- Enhance DEI communication

Diversity

- Enlist speakers with diverse backgrounds and topics
- Increase diversity in Chapter Board
- Spread DEI culture beyond the DEI team

Education

- Provide training and learning on unconscious bias, generational diversity, and overall DEI awareness
- Expand accessibility to all DVC programs

Further Analyze

- Review other results in more detail and include in the DEI plan

PMI-DVC DEI Continuous Improvement Model

Action:

❑ DEI Committee plans to update the 2024 plan with the input from survey participants.
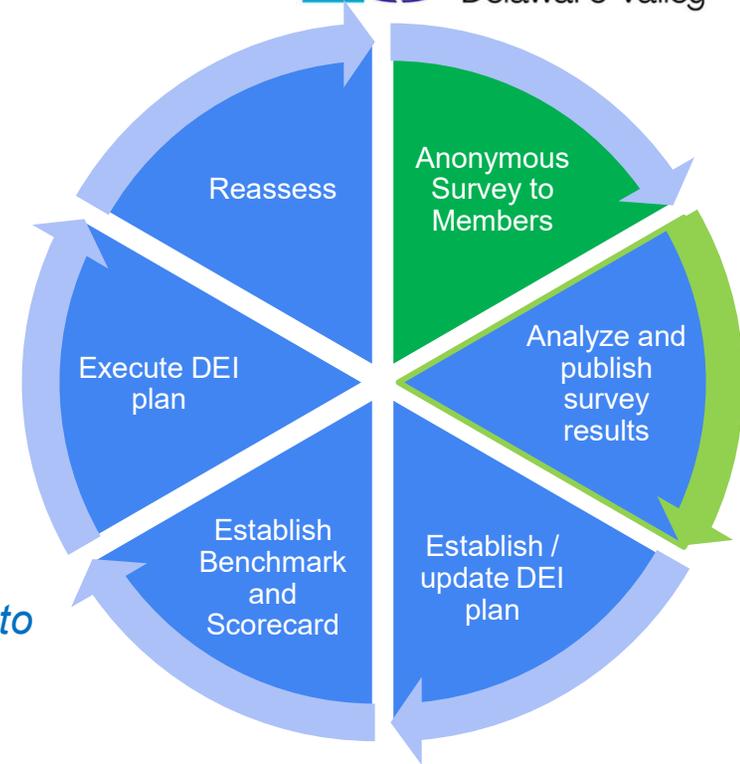
Thanks again to those who responded to the survey for contributing to our Chapter's efforts to fostering an inclusive, diverse, and equitable culture

DEI IS A JOURNEY, TOGETHER WE CAN MAKE A CHANGE!

Acknowledgements:

Thanks to the diligent and collaborative efforts of the PMI-DVC DEI Team!
- Sharon Brown
- Stefany Dresh
- Carmieshra Gorman
- Marie Hegarty
- Dontay Hilton
- Jackie Megraw
- Priya Rajagopalan
- L'Tanya Reyes
- Pat Salemo

Special Recognition to Carmieshra and Pat for the superior visualizations, graphs, and tables.

Special Thanks to the PMI-DVC Board for its efforts to improve member engagement, and outreach to chapter members, and contributing to create a culture of belonging in the Chapter, consistent with PMI's Global commitment.

Additional Details

Participants' Demographics

Gender	% Participants
Female	53.8
Male	35.5
Non-binary	1.1
Prefer not to say	9.7

Race	% Participants
White	63.7
Black	23.7
Asian	6.7
Prefer not to say	11.1

Generation	% Participants
Baby Boomer	25.3
Gen X, Millennial	57.5
Gen Z	1.1
Prefer not to say	16.1

Participant Demographics

Language	% Participants
Native English Speaker	85.9
Non-Native English Speaker	8.7
Prefer not to say	5.4

Disability	% Participants
Disabled	11.1
Not Disabled	76.7
Prefer not to say	12.2

Veteran	% Participants
Veteran/ Spouse	8.9
Not a Veteran	84.4
Prefer not to say	6.7

Participants Demographics

State	County	% Participants
PA	Chester	27.0
PA	Montgomery	20.6
PA	Delaware	17.5
PA	Philadelphia	11.1
PA	Bucks	3.2
PA	Berks	1.6
DE	New Castle	9.5
DE	Sussex	1.6
NJ	Burlington	3.2
NJ	Gloucester	1.6
NJ	Salem	1.6
NJ	Camden	1.6

Note: 63 participants filled out where they live

PMI-DVC DEI Interest

Interest in DVC DEI Initiative
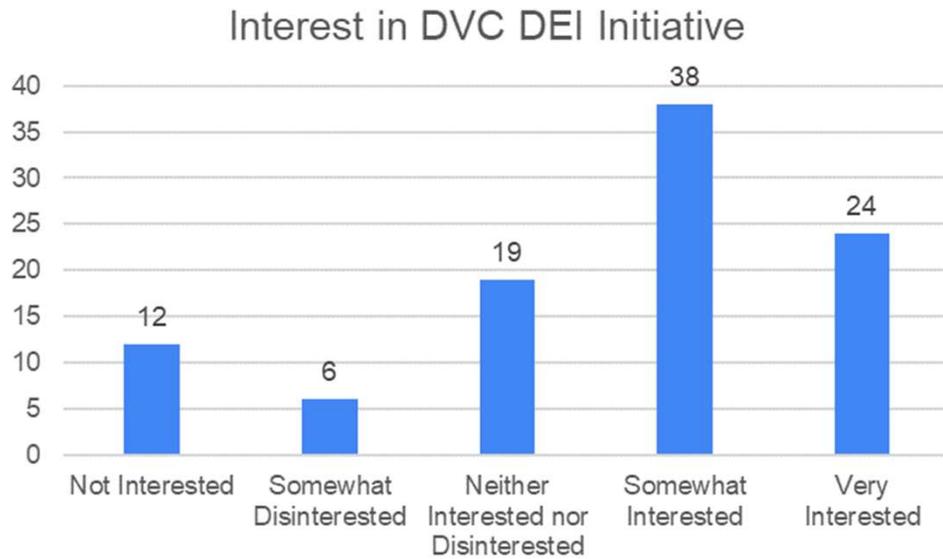
Have you attended a Chapter program or event that celebrated diversity?

- No
- Yes

22, 22%
77, 78%
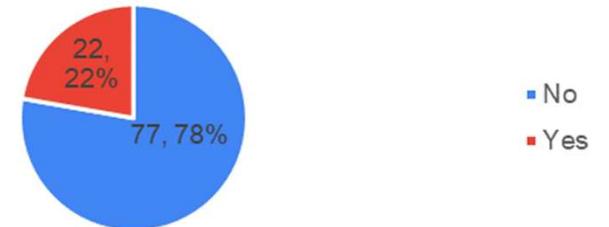
Are you willing to share your personal story?

- No
- Yes

15, 15%
84, 85%
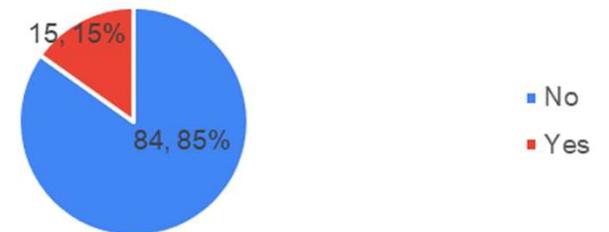
PMI-DVC DEI Support and Opportunities

Does DVC provide opportunites to learn about diverse people, cultures, and backgrounds
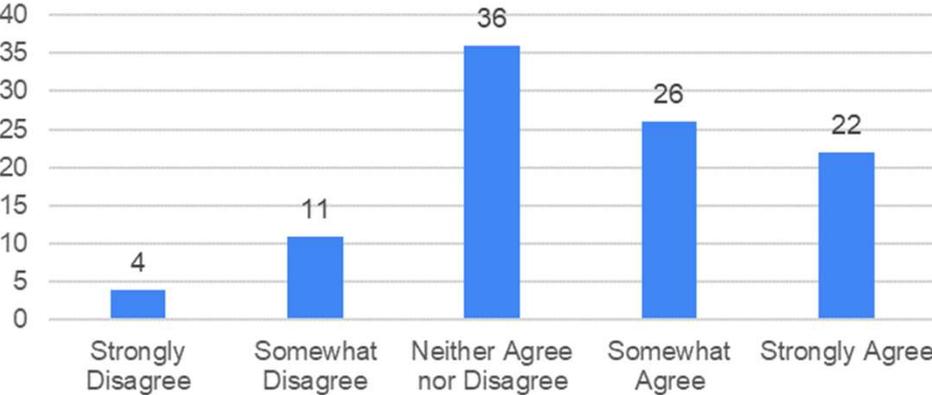
| Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree
4	11	36	26	22

Does DVC provide adequate resources and support for underrepresented groups

Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree
2	9	50	20	18
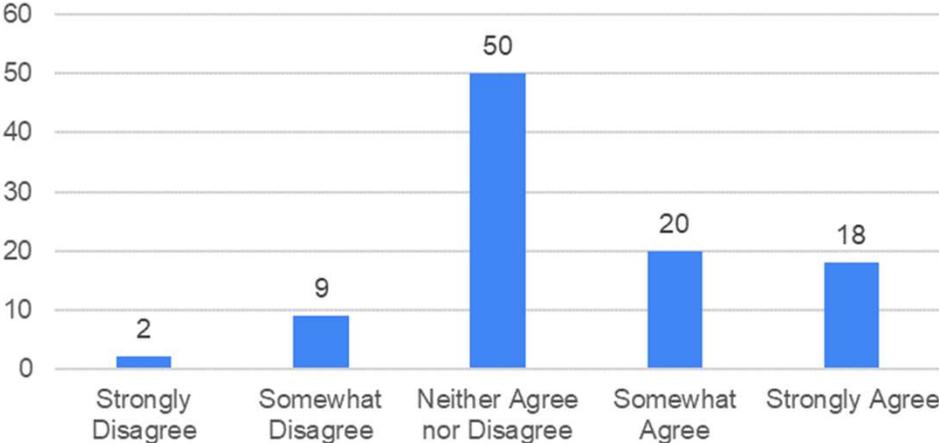
PMI-DVC Leadership and Recruitment

What could PMI-DVC do to support a more diverse Chapter leadership?
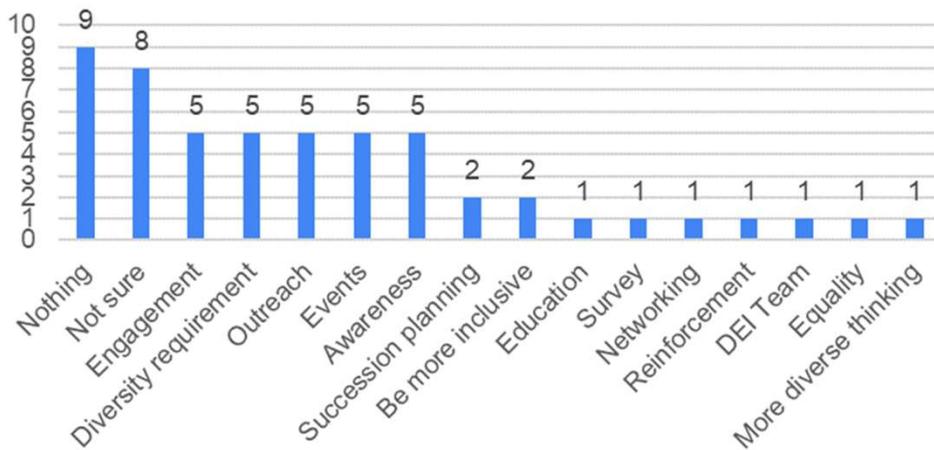

What could PMI-DVC do to recruit and retain a more diverse membership?
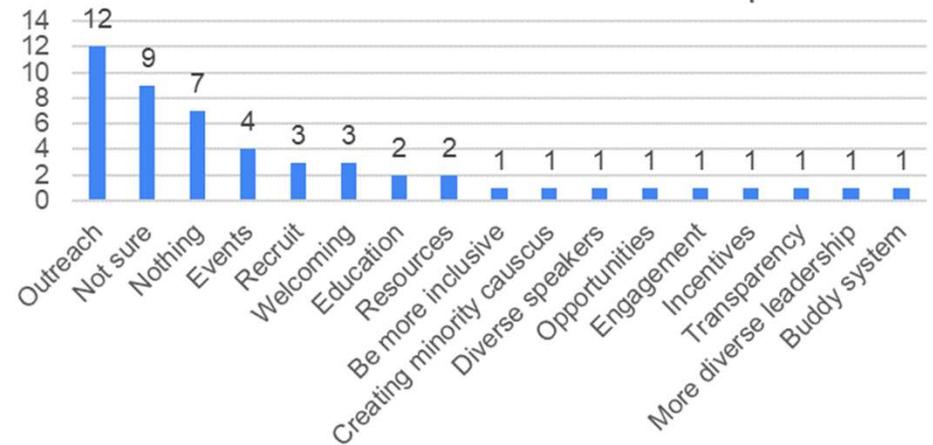
PMI-DVC Improving DEIB

How can our Chapter better address issues related to DE&I?

Values (left to right): Not sure 10, Events 9, Nothing 5, No need 3, Education 3, DEIB lens 3, Less DEI focus 2, Expand 2, Honesty 2, Inclusiveness focus 2, Small group events 2, Acknowledgement 2, Awareness of... 1, Tangible PM actions 1, Dicusss industry successes 1, Stance on issues 1, Issue ID 1
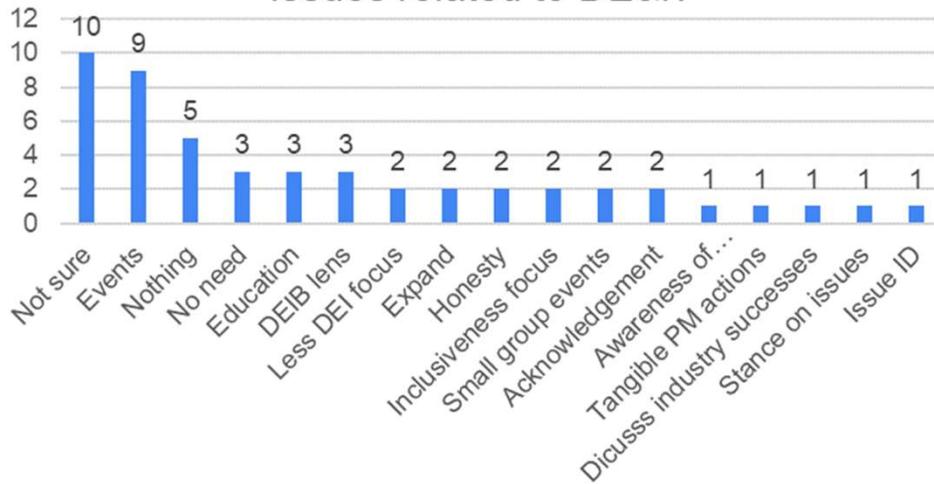
One thing the Chapter can do better related to DE&I not addressed previously?

Values (left to right): Nothing 8, Not sure 3, Awareness 2, DEIB lens 2, Welcoming 2, Modernize 2, DEIB committee 2, Inclusion... 1, Subsidize DEIB... 1, Focus on skills 1, Outreach 1, Less DEI focus 1, Tangible PM actions 1, Accountability 1, Opportunites 1, Respect 1, Education 1, Communication 1
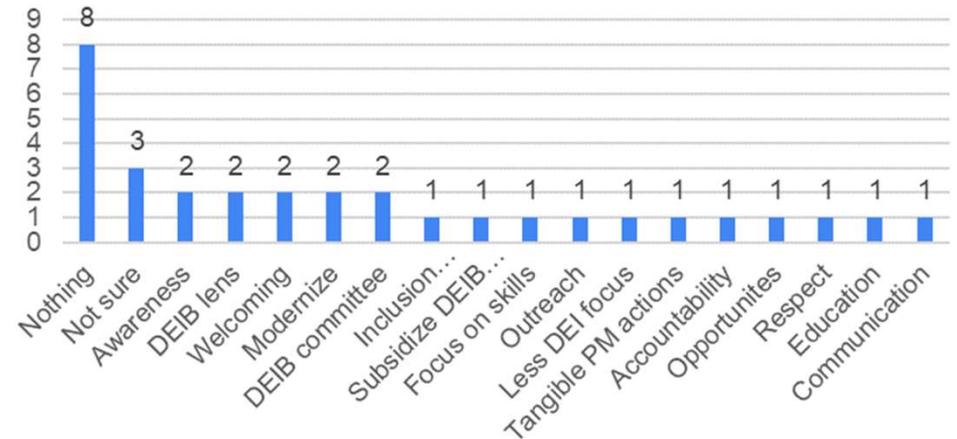
# PMI-DVC DEIB Topic Interests
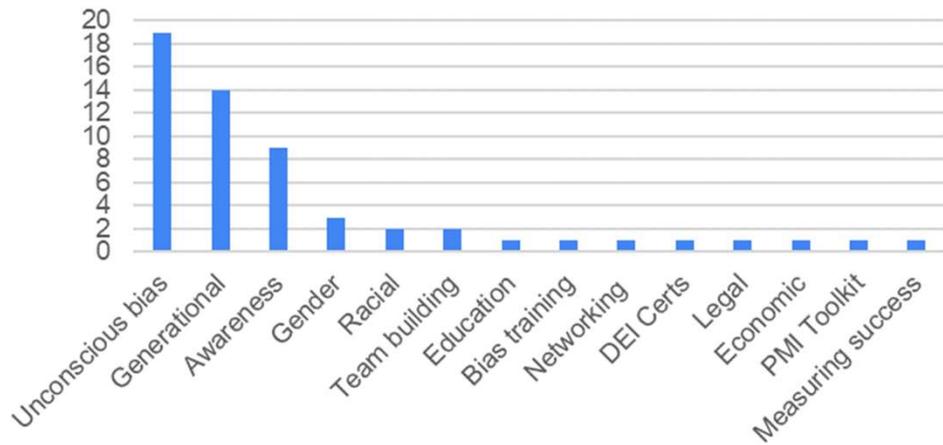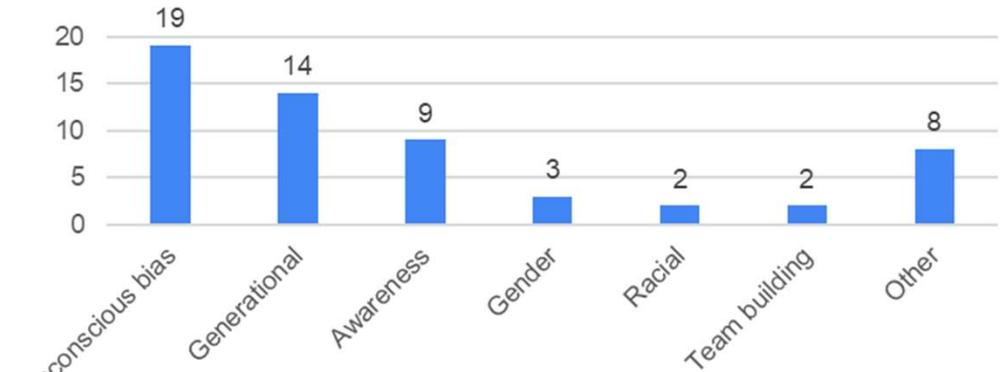
Race: Important to Address Issues Related to Diversity
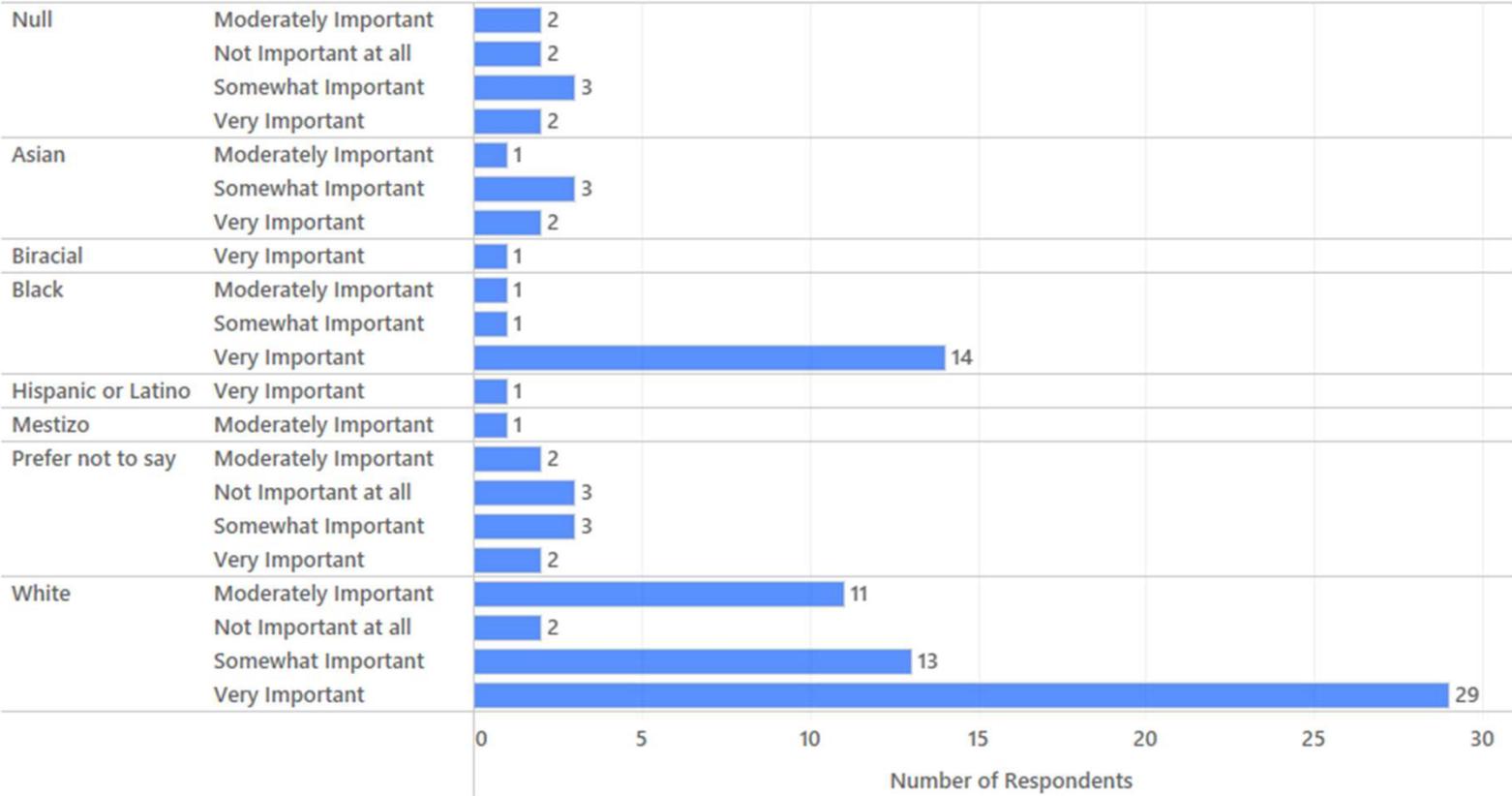
Adequately Communicates DEI Commitment to Members
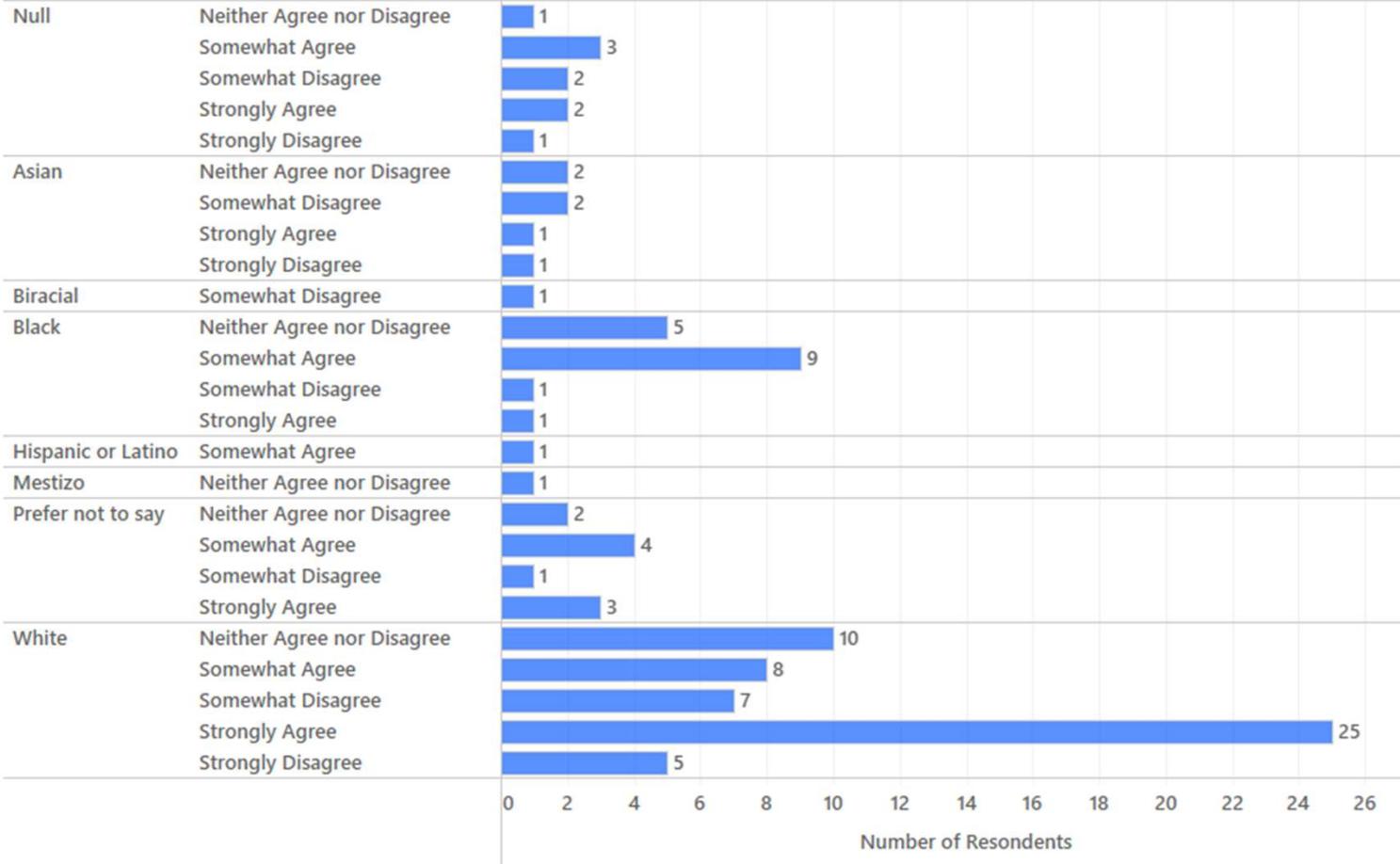
Age: Interest in DEI Initiative
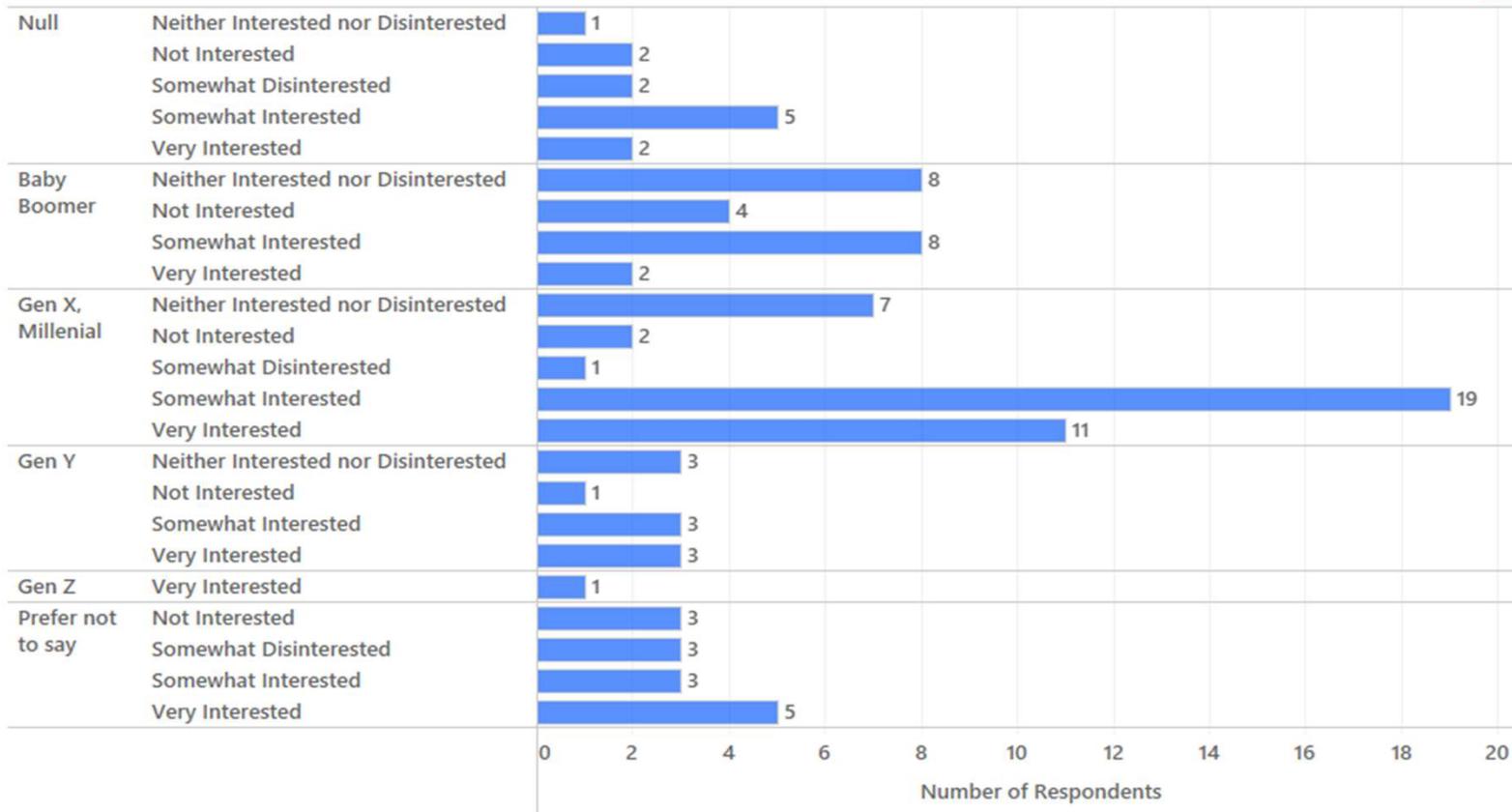
Race: Interest in DEI Initiative
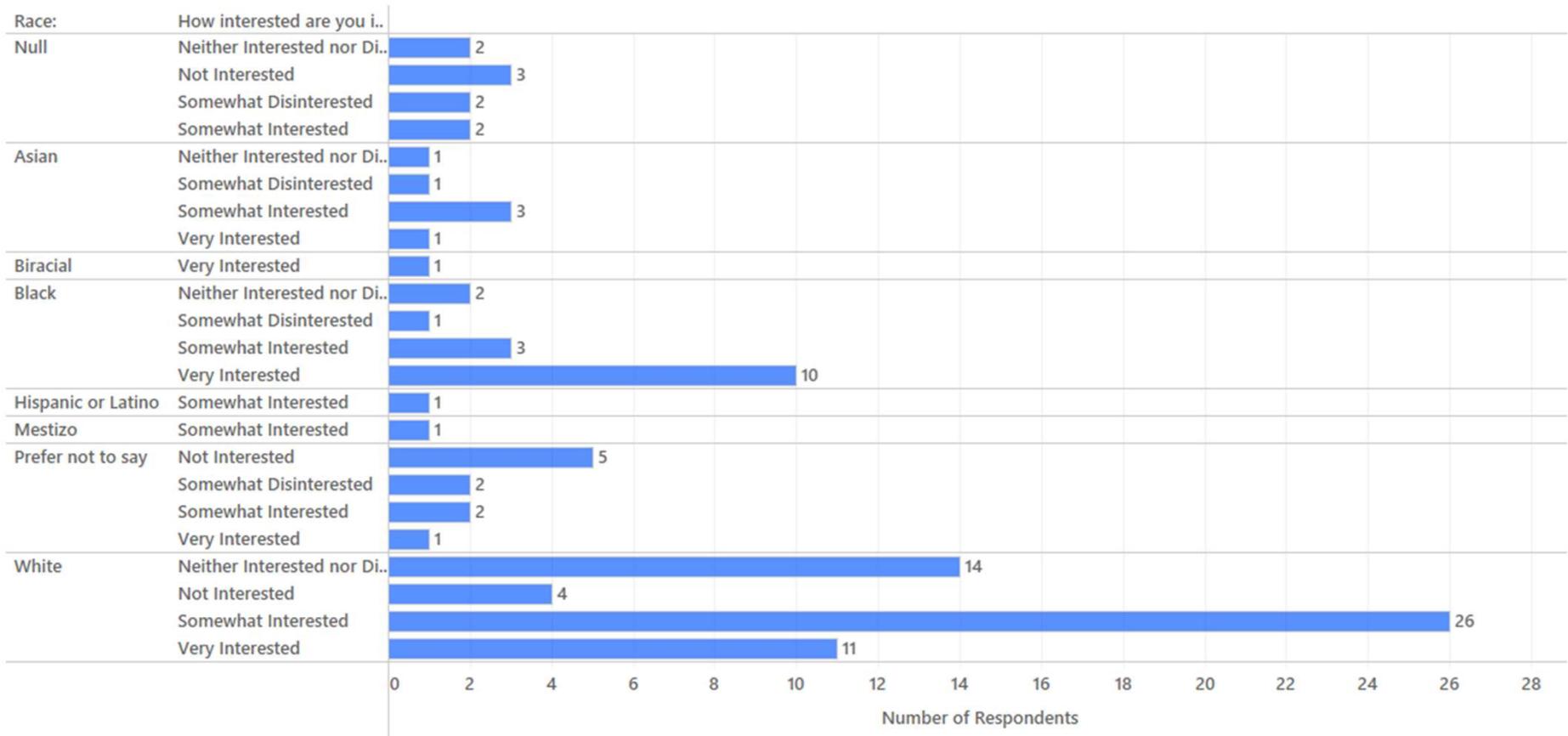
Disability: Adequate Opportunities to Learn
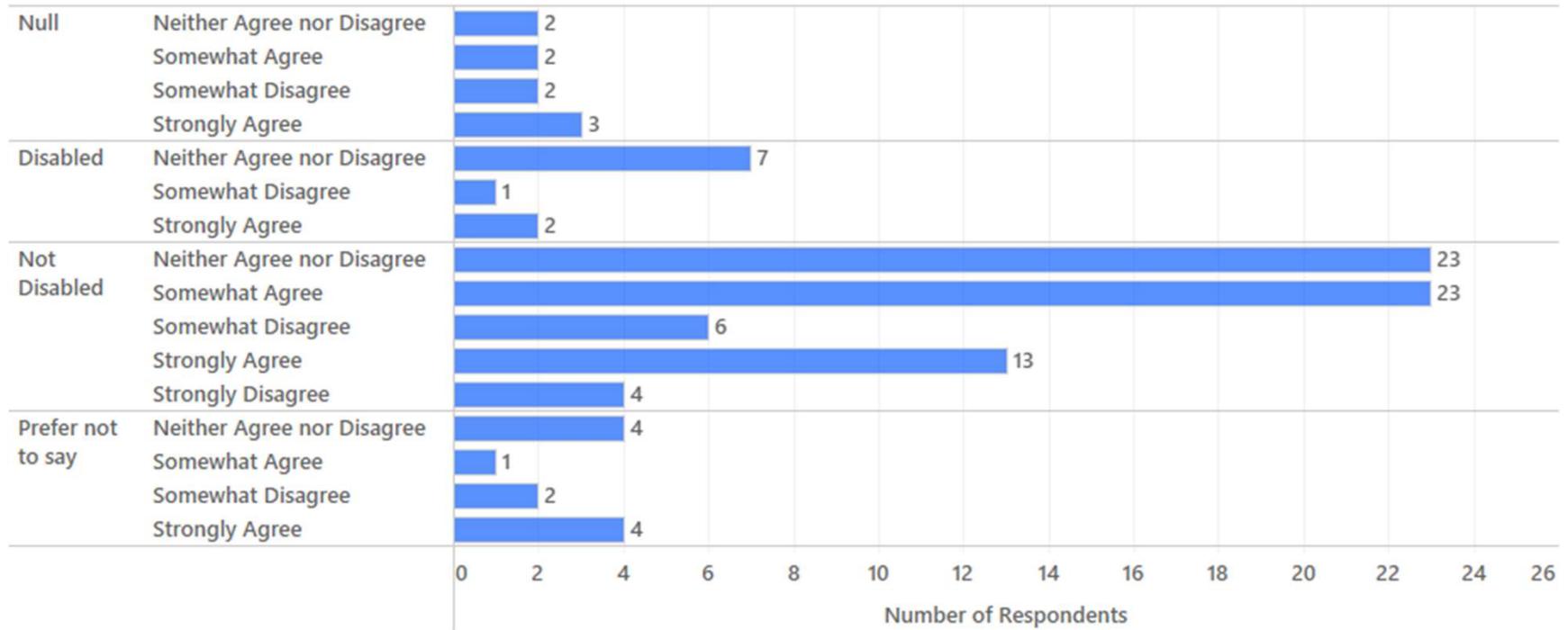
Disability: Adequate Resources and Supports

Disability:	Do you feel that our Chapter p..	Number of Respondents
Null	Neither Agree nor Disagree	3
	Somewhat Agree	2
	Somewhat Disagree	2
	Strongly Agree	2
Disabled	Neither Agree nor Disagree	6
	Somewhat Agree	1
	Somewhat Disagree	1
	Strongly Agree	1
	Strongly Disagree	1
Not Disabled	Neither Agree nor Disagree	37
	Somewhat Agree	14
	Somewhat Disagree	5
	Strongly Agree	12
	Strongly Disagree	1
Prefer not to say	Neither Agree nor Disagree	4
	Somewhat Agree	3
	Somewhat Disagree	1
	Strongly Agree	3