




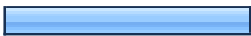


## Diversity Survey

1. Diversity can be defined as "a collection of individuals bringing together varied demographic, cultural, human intellectual and philosophical differences to help create an environment that honors and respects those differences in a safe and supportive environment." Do you believe that NIGP's processes and actions typically reflect the above perspective?

|                   |   | Response Percent | Response Count |
|-------------------|---|------------------|----------------|
| Yes               |  | 66.7%            | 80             |
| No                |  | 2.5%             | 3              |
| I am not sure     |  | 30.8%            | 37             |
| answered question |   |                  | 120            |
| skipped question  |   |                  | 2              |




2. Does NIGP do an acceptable job of advocating for diversity?

|                   |   | Response Percent | Response Count |
|-------------------|---|------------------|----------------|
| Yes               |  | 52.1%            | 62             |
| No                |  | 8.4%             | 10             |
| I am not sure     |  | 39.5%            | 47             |
| answered question |   |                  | 119            |
| skipped question  |   |                  | 3              |

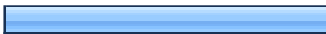
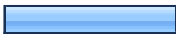

**3. Please read each of the following statements carefully and indicate whether you agree or disagree with the statement.**

|   | <b>Strongly Disagree</b> | <b>Disagree</b> | <b>Somewhat Disagree</b> | <b>Neither Agree nor Disagree</b> | <b>Somewhat Agree</b> | <b>Agree</b>      | <b>Strongly Agree</b> |
|---|--------------------------|-----------------|--------------------------|-----------------------------------|-----------------------|-------------------|-----------------------|
| Diversity directly affects my work.                               | 2.5% (3)                 | 9.2% (11)       | 5.8% (7)                 | 18.3% (22)                        | 16.7% (20)            | 21.7% (26)        | <b>25.8% (31)</b>     |
| Diversity has no direct or indirect affect in my procurement job. | <b>28.1% (34)</b>        | 26.4% (32)      | 16.5% (20)               | 12.4% (15)                        | 6.6% (8)              | 5.0% (6)          | 5.0% (6)              |
| Diversity is critical to all procurement professionals.           | 2.5% (3)                 | 1.7% (2)        | 2.5% (3)                 | 11.7% (14)                        | 19.2% (23)            | 25.8% (31)        | <b>36.7% (44)</b>     |
| Diversity is no longer an issue.                                  | <b>37.5% (45)</b>        | 27.5% (33)      | 15.8% (19)               | 8.3% (10)                         | 5.0% (6)              | 1.7% (2)          | 4.2% (5)              |
| Diversity issues change continuously.                             | 0.8% (1)                 | 4.1% (5)        | 6.6% (8)                 | 8.3% (10)                         | 27.3% (33)            | <b>34.7% (42)</b> | 18.2% (22)            |
| I have a good understanding of diversity issues.                  | 0.0% (0)                 | 0.0% (0)        | 4.1% (5)                 | 5.8% (7)                          | 22.3% (27)            | <b>43.0% (52)</b> | 24.8% (30)            |
| NIGP should take the lead in diversity matters.                   | 2.5% (3)                 | 1.7% (2)        | 5.0% (6)                 | <b>33.9% (41)</b>                 | 11.6% (14)            | 27.3% (33)        | 18.2% (22)            |
| My entity supports diversity.                                     | 1.7% (2)                 | 1.7% (2)        | 5.9% (7)                 | 8.5% (10)                         | 16.1% (19)            | <b>33.1% (39)</b> | <b>33.1% (39)</b>     |
| My entity does not support diversity.                             | <b>38.8% (47)</b>        | 29.8% (36)      | 11.6% (14)               | 10.7% (13)                        | 7.4% (9)              | 0.8% (1)          | 0.8% (1)              |
|   |                          |                 |                          |                                   |                       |                   | <b>answered</b>       |
|   |                          |                 |                          |                                   |                       |                   | <b>skipped</b>        |


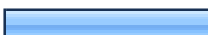

#### 4. Does your entity administer a minority preference program?

|                   |   | Response Percent | Response Count |
|-------------------|---|------------------|----------------|
| Yes               |  | 38.0%            | 46             |
| No                |  | 45.5%            | 55             |
| I am not sure     |  | 16.5%            | 20             |
| answered question |   |                  | 121            |
| skipped question  |   |                  | 1              |




#### 5. Does your entity have a diversity program?

|                   |   | Response Percent | Response Count |
|-------------------|---|------------------|----------------|
| Yes               |    | 52.1%            | 63             |
| No                |  | 27.3%            | 33             |
| I am not sure     |  | 20.7%            | 25             |
| answered question |   |                  | 121            |
| skipped question  |   |                  | 1              |




#### 6. Does your entity have dedicated personnel to manage the minority/diversity program?

|  |   | Response Percent | Response Count |
|--|---|------------------|----------------|
| No   |  | 33.1%            | 40             |
| I am not sure                                |  | 33.1%            | 40             |
| Yes (please, specify their number and title) |  | 33.9%            | 41             |
| answered question                            |   |                  | 121            |
| skipped question                             |   |                  | 1              |


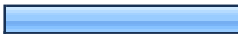
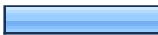
**7. Does your entity currently have mandatory scoring requirements for minority businesses for sourcing events?**

|   |   | Response Percent | Response Count |
|---|---|------------------|----------------|
| No  |  | 59.5%            | 72             |
| I am not sure   |  | 28.1%            | 34             |
| Yes (please specify the dollar, bidder or any other applicable threshold) |  | 12.4%            | 15             |
| <b>answered question</b>  |   |                  | <b>121</b>     |
| <b>skipped question</b>   |   |                  | <b>1</b>       |




**8. Does your entity follow the federal guidelines for "set-asides" when referring to minority owned businesses?**

|                          |   | Response Percent | Response Count |
|--------------------------|---|------------------|----------------|
| Yes                      |  | 35.0%            | 42             |
| No                       |  | 35.0%            | 42             |
| I am not sure            |  | 30.0%            | 36             |
| <b>answered question</b> |   |                  | <b>120</b>     |
| <b>skipped question</b>  |   |                  | <b>2</b>       |






**9. Does your entity have a diversity outreach program?**

|                          |   | Response Percent | Response Count |
|--------------------------|---|------------------|----------------|
| Yes                      |  | 37.5%            | 45             |
| No                       |  | 37.5%            | 45             |
| I am not sure            |  | 25.0%            | 30             |
| <b>answered question</b> |   |                  | <b>120</b>     |
| <b>skipped question</b>  |   |                  | <b>2</b>       |

### 10. Does your entity provide diversity training seminars for suppliers?

|                          |   | Response Percent | Response Count |
|--------------------------|---|------------------|----------------|
| Yes                      |  | 25.4%            | 30             |
| <b>No</b>                |  | <b>55.9%</b>     | <b>66</b>      |
| I am not sure            |  | 18.6%            | 22             |
| <b>answered question</b> |   |                  | <b>118</b>     |
| <b>skipped question</b>  |   |                  | <b>4</b>       |



### 11. Which of the following criteria would need to be present for a business to be considered a minority business for your entity? (check all that apply)

|  |  | Response Percent | Response Count |
|--|--|------------------|----------------|
| <b>Majority ownership by recognized minority group.</b>        |  | <b>86.9%</b>     | <b>93</b>      |
| Majority ownership by women or woman.                          |  | 83.2%            | 89             |
| Majority ownership by disabled or disadvantaged defined group. |   | 64.5%            | 69             |
| Majority ownership by economically disadvantaged.              |   | 52.3%            | 56             |
| Majority ownership by wartime veterans.                        |   | 45.8%            | 49             |
| <b>answered question</b>                                       |  |                  | <b>107</b>     |
| <b>skipped question</b>  |  |                  | <b>15</b>      |

## 12. Please indicate how important the following criteria are when considering diversity goals

|                            | Unimportant       | Somewhat Unimportant | Somewhat Important | Important                | Rating Average | Rating Count |
|----------------------------|-------------------|----------------------|--------------------|--------------------------|----------------|--------------|
| Race                       | 14.3% (16)        | 6.3% (7)             | 25.9% (29)         | <b>53.6% (60)</b>        | 3.19           | 112          |
| Gender                     | 13.3% (15)        | 6.2% (7)             | 36.3% (41)         | <b>44.2% (50)</b>        | 3.12           | 113          |
| Age                        | <b>49.5% (54)</b> | 11.0% (12)           | 22.0% (24)         | 17.4% (19)               | 2.07           | 109          |
| Veterans Status/Disability | 10.7% (12)        | 5.4% (6)             | 41.1% (46)         | <b>42.9% (48)</b>        | 3.16           | 112          |
| Sexual Orientation         | <b>58.3% (63)</b> | 10.2% (11)           | 16.7% (18)         | 14.8% (16)               | 1.88           | 108          |
| National Origin            | <b>30.1% (34)</b> | 15.0% (17)           | 26.5% (30)         | 28.3% (32)               | 2.53           | 113          |
| Disability                 | 15.3% (17)        | 4.5% (5)             | 33.3% (37)         | <b>46.8% (52)</b>        | 3.12           | 111          |
|                            |                   |                      |                    | Other (please specify)   |                | 9            |
|                            |                   |                      |                    | <b>answered question</b> |                | <b>116</b>   |
|                            |                   |                      |                    | <b>skipped question</b>  |                | <b>6</b>     |



## 13. Is there a need for NIGP to create a diversity library of best practices?

|     |  | Response Percent | Response Count |
|-----|--|------------------|----------------|
| Yes |  | 74.2%            | 89             |
| No  |   | 25.8%            | 31             |
|     | Please explain your choice:  |                  | 39             |
|     | <b>answered question</b>   |                  | <b>120</b>     |
|     | <b>skipped question</b>  |                  | <b>2</b>       |




**14. What are some topics that you would like to be addressed during NIGP’s Annual Diversity Town Hall Meeting at the Forum?**

|                   | Response Count |
|-------------------|----------------|
|                   | 38             |
| answered question | 38             |
| skipped question  | 84             |





**15. Did you know that a “Diversity Council” serves as an advisory group to your NIGP Board of Directors?**

|     |   | Response Percent | Response Count |
|-----|---|------------------|----------------|
| Yes |    | 9.9%             | 12             |
| No  |  | 90.1%            | 109            |
|     | answered question   |                  | 121            |
|     | skipped question  |                  | 1              |



**16. Do you think that there is still a need for such a Council?**

|               |   | Response Percent | Response Count |
|---------------|---|------------------|----------------|
| Yes           |  | 53.8%            | 7              |
| No            |  | 23.1%            | 3              |
| I am not sure |  | 23.1%            | 3              |
|               | answered question   |                  | 13             |
|               | skipped question  |                  | 109            |



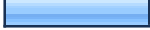
### 17. What do you perceive to be its primary role?

|                          |   | Response Percent | Response Count |
|--------------------------|---|------------------|----------------|
| Strictly advisory        |  | 53.8%            | 7              |
| Advocates                |   | 0.0%             | 0              |
| Policy development       |  | 7.7%             | 1              |
| Mentoring                |  | 7.7%             | 1              |
| Education                |  | 30.8%            | 4              |
| <b>answered question</b> |   |                  | <b>13</b>      |
| <b>skipped question</b>  |   |                  | <b>109</b>     |

### 18. Would you modify its primary role?

|                          |   | Response Percent | Response Count |
|--------------------------|---|------------------|----------------|
| No                       |  | 69.2%            | 9              |
| Yes (please specify)     |  | 30.8%            | 4              |
| <b>answered question</b> |   |                  | <b>13</b>      |
| <b>skipped question</b>  |   |                  | <b>109</b>     |

### 19. If an option, would you serve on the Diversity Council?

|                          |   | Response Percent | Response Count |
|--------------------------|---|------------------|----------------|
| Yes                      |  | 30.8%            | 4              |
| No                       |  | 46.2%            | 6              |
| I am not sure            |  | 23.1%            | 3              |
| <b>answered question</b> |   |                  | <b>13</b>      |
| <b>skipped question</b>  |   |                  | <b>109</b>     |



**20. Would you be willing to share with us your successes and challenges throughout the procurement process when trying to comply with diversity requirements? If yes, please provide us with your preferred contact info.**

|                          | <b>Response<br/>Count</b> |
|--------------------------|---------------------------|
|                          | 26                        |
| <b>answered question</b> | <b>26</b>                 |
| <b>skipped question</b>  | <b>96</b>                 |