

Policies and Procedures

FY26-Q3 Submission Type



Complaint Topics FY26-Q3

- Disability
- Ethnicity / Race
- Gender
- Nationality
- Politics
- Non-EEOC – Psych Safety..... 3

* Complaints were in both categories of race and gender

Member Resource Group Participation

| NUMBER OF MRG MEMBERS | FY26-Q3 |
|------------------------------------|------------|
| BIPOC | 229 |
| International Military Veterans | 46 |
| Kaleidoscope | 26 |
| Persons with Disabilities | 95 |
| Young Professionals (40 and under) | 124 |
| Total | 520 |

| NUMBER OF DEIB CHAPTER LEADERS | FY26-Q3 |
|--------------------------------|------------|
| Total | 42% |



DEIB Group Participation

Number of Members in DEIB Groups FY26-Q3

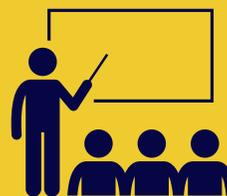
135
DEIB Chapter Leaders

159
DEIB Practitioners

15
ICF Black Presidents
Coach Collective

309
Total

DEIB Training Programs



DEIB training Evaluations

DEIB training evaluations FY26-Q3

