



FY26-Q4 Diversity Report Card

Policies and Procedures

FY26-Q4 Submission Type

3

Email (only)
complaints



+ 1

Formal
complaints



4

Total Received



Complaint Topics

FY26-Q4

Disability

Ethnicity / Race

Gender

Nationality..... 2

Politics

Non-EEOC – Psych Safety 2

* Complaints were in both categories of race and gender

Member Resource Group Participation

NUMBER OF MRG MEMBERS	FY26-Q4
BIPOC	236
International Military Veterans	53
Kaleidoscope	28
Persons with Disabilities	100
Young Professionals (40 and under)	128
Total	545



DEIB Group Participation

Number of Members in DEIB Groups FY26-Q4

208

DEIB Chapter Leaders

183

DEIB Practitioners

20

ICF Black Presidents
Coach Collective

411
Total

DEIB Training Programs



DEIB training Evaluations

DEIB training evaluations FY26-Q4

Participant reaction 4.40 ★★★★★

Learning environment 4.38 ★★★★★

Program content 4.19 ★★★★★

Learning 4.31 ★★★★★