



COVID-19 Survey Results

From Friday, August 14 to Friday, September 4, the Research & Evaluation team at YNPN Boston sent out a short survey to the YNPN Boston listserv to gauge the concerns/challenges and priorities of our young nonprofit professional (YNP) community.

TL;DR Summary

Survey duration: August 14 - September 4 (3 week duration)

of responses: 99

Top 3 Biggest Challenges/Concerns:

1. Concerns about Racism - 70%
2. Concerns for Clients / Communities I Serve - 56%
3. Feeling Isolated - 55%

Top 3 Desired Resources from YNPN Boston:

1. Compiling resources on equity, diversity, and inclusion (EDI)
2. Virtual sessions on professional development topics
3. Compiling resources to promote mental and physical health

Support from Employers

On average, respondents agreed with the statement: "I feel adequately supported by my employer(s) during the COVID-19 pandemic."

Demographics Summary

Respondents were predominantly:

- Employed full-time (74%)
- White (71% White/Caucasian, 11% Hispanic/Latinx, 9% Black/African/African American/Afro-Caribbean, 7% Asian American/Asian, 5% selected another racial/ethnic identity)
- Women (75%)
- Between the ages of 25-34 (64%)
- Work at "medium" to "large" organizations (64%)

In addition to the summary above, we ran basic statistical analyses (namely Chi Square tests, independent samples t-tests, and one-way analyses of variance) to see if any differences existed between different racial/ethnic groups, different gender identities, or based on the budget size of their employer. We found that respondents who identify as white less frequently

identified finances and remote work as challenges than respondents who do not identify as white. We did not find any other significant differences between groups, but that could be due to small sample size. As we know, disparities have been well documented on before and during the COVID-19 pandemic.

For a more detailed breakdown of responses, feedback, and demographics please see following pages

Survey Details

We launched this survey for 3 weeks (August 14 - September 4) to help inform our next steps and to inform our partners and networks. We disseminated the survey on the YNPN Boston listserv as well as on our social media pages and through our partner networks. We received entries and feedback from 99 respondents.

Biggest Challenges/Concerns During COVID-19

Respondents were asked to select all options that applied out of 14 options. The average respondent selected 4.32 concerns. The following chart represents the percentage of respondents that reported each category of concern.

TOP CONCERNS by PERCENTAGE*

1. Concerns About Racism 70%
2. Concerns for Clients/Communities I Serve 56%
3. Feeling Isolated 55%
4. Finding Childcare 9%
5. My Own Health 48%
6. Remote Work 43%
7. Difficulty Finding a Job 31%
8. Job Insecurity 20%
9. Finances 20%
10. Unemployment 17%
11. Finding Childcare 9%
12. Essential Worker 5%
13. Health of Loved Ones 53%
14. Other <5%

*Respondents were asked to select all that apply

Desired Resources from YNPN Boston

Respondents were asked to rate the usefulness of different potential responses from the YNPN Boston team on a scale from 1-5, with 1 being “Extremely Useful” and 5 being “Not Useful.” All options scored within “Very Useful” (2) and “Slightly Useful” (4).

Desired Resource Average Rating Compiling resources on equity, diversity, and inclusion

(EDI) 2.07 Virtual sessions on professional development topics 2.23 Compiling resources to promote mental and physical health 2.52

Compiling resources on remote work 2.60

Compiling information on mutual aid between individuals / neighborhoods / communities 2.89

Virtual networking events (5+ people) 3.02

Compiling information on aid from government sources or other nonprofits 3.02 Virtual social lunches or chats (25+ people) 3.18

Support from Employers

The survey asked respondents to rate their agreement with the following statement: "I feel adequately supported by my employer(s) during the COVID-19 pandemic." Overall, responses were primarily positive.

Adequately Supported by Employer Percentage Strongly Agree (1) 15% Agree (2)

34% Neutral (3) 20% Disagree (4) 12% Strongly Disagree (5) 8% *Not applicable* 10%

Average response: 2.33 or roughly "Agree" (does not count "not applicable")

Demographics

Employment Status Percentage Employed full-time 74% "Job seeker (i.e. unemployed,

furloughed, laid off)" 22% Employed part-time 12% Student (graduate) 8% Interning 2%

Prefer not to say 1% Student (undergraduate) 0% Total: 119%*

Race/Ethnicity Percentage White / Caucasian 71% Hispanic or Latino / Latina / Latinx

11% Black / African / African American / Afro-Caribbean 9% Asian American / Asian 7%

Multiracial / Multiethnic 5% Other <5% Middle Eastern / North African <5% American

Indian / Alaska Native / Indigenous 0%

Native Hawaiian / Pacific Islander 0% Prefer not to say / *No response* <5% Total:

109%*

Gender Percentage Man 15% Woman 75% Non-Binary 4% Queer 2% Transgender 5%

Prefer not to say/no response 2%

Total: 103%*

Age Range Percentage Under 20 years old 0% 20-24 years old 13% 25-29 years old

31% 30-34 years old 33% 35-39 years old 8% 40 years old and up 14% Total: 100%

Organization's Budget Size Percentage Small - less than \$1 million 13% Medium - \$1

million to \$5 million 27% Large - more than \$5 million 37% N/A - I do not work for an

organization 14% Prefer not to say/ *no response* 8% Total: 100%

Important Caveats and Limitations

Small Sample Size

Our response size is small - over 3,000 people subscribe to the listserv. This may reflect survey fatigue or (let's be honest) overall fatigue during the pandemic. As a result, we found only a few small significant differences between groups based on this data.

Potential Bias Due to Layoffs

We may be seeing some bias in our sample, particularly given the high percentage of respondents employed full time and the low percentage employed at smaller nonprofits, which may have been more heavily impacted by the pandemic.

For instance, many members of the YNPN Boston listserv subscribe using their work email addresses. While we advertised the survey through social media and through our partner networks, it is entirely possible that people who have been furloughed or laid off no longer have access to their work emails and thus did not see or take this survey. This may have biased our results in terms of the urgency or type of concerns reflected in this data.