

AFP-OSU Workplace Climate Survey

Preliminary Report 3

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Overview of Fundraising Workplace Climate Survey

This survey was conducted online by researchers from The Ohio State University in partnership with the Association of Fundraising Professionals (AFP) between July 30 and August 30, 2020. The survey was sent to 17,041 AFP members aged 18+ working in the U.S. or Canada. A total of 1,783 (n=1,598 U.S., n=184 Canadian) respondents completed the survey for a response rate of 10.46%.

The survey sample frame was selected among those who are members of the Association of Fundraising Professionals that have agreed to participate in online surveys. People who identify as male responded at a lower rate to the 2018 Harris Survey of AFP members, and were therefore over-sampled for this survey. Weights were then calculated to adjust for the over-sampling of males and non-response bias across males and females working in the U.S. and Canada.

The survey instrument was modeled after a workplace climate survey developed and implemented by the Merit Systems Protection Board (MSPB) of the U.S. Federal Government. Measures used in the MSPB survey are well-validated and reliable. After adapting the MSPB survey to the research objectives, OSU researchers conducted five cognitive interviews with fundraisers. Based on feedback from the cognitive interviews, the survey was adjusted to help ensure comprehension of the questions by respondents.

Comparison to 2018 Survey: The OSU researchers consider the present survey results to be more accurate than the results of the 2018 survey for several reasons. First, the 2018 survey was sent to all 25,000+ AFP members and yielded 1,040 (n=934 U.S., n=106 Canadian) responses. Therefore, the present survey returned a better response rate, decreasing the likelihood of response bias, and a larger overall sample, which increases the validity of the results. Second, the 2018 survey utilized several self-report and time-unbound measures of sexual harassment. The present survey adheres to standards for reliable research; for example, by asking respondents about experiences with specific behaviors rather than eliciting subjective assessments of experience with sexual harassment.

Organizational Efforts to Protect Employees and Prevent Workplace Violence, Bullying and Harassment

This preliminary report on the results of the Fundraising Workplace Climate Survey focuses on perceptions of organizational efforts to protect employees and prevent workplace violence, bullying and harassment. These preliminary descriptive results are important because research suggests that organizations may have different levels of commitment and capacity to protect employees and implement measures to prevent discrimination and harassment.

Completion of Survey by Organization Type

The following table presents a breakdown of survey respondents by the type of organization where the respondent worked for most of the last two years. Most survey respondents worked for nonprofit organizations over the past two years.

Survey Respondents by Organization Type

	Count	Percentage
Nonprofit	1398	78.41
Charity (CA)	106	5.95
Public/Gov Org	140	7.85
Foundation of Public/Gov Org	42	2.36
Other	97	5.44
Total	1783	100.00

Completion of Survey by Organization Size

The following table presents a breakdown of survey respondents by the number of full-time staff at the organization where they worked for most of the last two years. Staff size is an indicator of organizational size and capacity. Survey respondents were employed at a diverse range of organizations based on staff size over the past two years.

Survey Respondents by Organization Size

	Count	Percentage
None	25	1.40
1-5	269	15.09
6-15	329	18.45
16-30	257	14.41
31-100	371	20.81
Over 100	528	29.61
Total Responses	1779	99.78

Preventative Steps

To begin to understand preventative steps taken by organizations to protect employees, we consider respondent's perceptions of organization's efforts to prevent workplace violence, bullying and harassment. We asked respondents the degree to which they agreed with a series of four statements. We take each in turn.

Steps to Prevent Workplace Violence

The first statement read:

The organization where I worked for most of the past two years took sufficient steps to prevent workplace violence (e.g., verbal or physical intimidation or assault) from occurring for any reason.

The following table presents the estimated degree to which AFP members believe that the organization took sufficient steps to prevent workplace violence by the number of full-time staff at the organization as an indicator of organizational size and capacity.

Agreement that Organization took Sufficient Steps to Prevent Workplace Violence by Organizational Size

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree*	Don't Know
None*	0.00	2.28	4.84	21.07	52.43	19.37
1-5	2.28	1.72	10.89	23.71	55.09	6.31
6-15	3.09	4.58	10.84	22.18	54.46	4.85
16-30	2.99	5.59	8.46	28.74	50.97	3.25
31-100	2.58	4.93	10.82	32.66	46.11	2.90
Over 100	1.18	5.85	7.71	28.85	54.67	1.74
Overall	2.25	4.70	9.49	27.51	52.34	3.71

*Interpretation Example: Of the AFP members working for an organization that does not have any employees, we estimate 52.43% strongly agree that the organization took sufficient steps to prevent workplace violence.

Steps to Prevent Workplace Bullying

The second statement read:

The organization where I worked for most of the past two years took sufficient steps to prevent workplace bullying (i.e., a persistent pattern of mistreatment that causes physical or emotional harm) from occurring for any reason.

The following table presents the estimated degree to which AFP members believe that the organization took sufficient steps to prevent workplace bullying by the number of full-time staff at the organization as an indicator of organizational size and capacity.

Agreement that Organization took Sufficient Steps to Prevent Workplace Bullying by Organizational Size

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree*	Don't Know
None*	2.28	6.54	9.69	19.37	47.59	14.53
1-5	3.34	5.75	9.50	28.24	48.08	5.09
6-15	4.30	10.42	13.27	27.40	41.26	3.35
16-30	6.66	12.70	10.67	28.34	39.05	2.58
31-100	6.69	13.71	14.52	27.95	36.21	0.92
Over 100	4.12	11.00	12.54	28.52	42.01	1.82
Overall	4.92	10.84	12.37	27.94	41.24	2.69

*Interpretation Example: Of the AFP members working for an organization that does not have any employees, we estimate 47.59% strongly agree that the organization took sufficient steps to prevent workplace bullying.

Steps to Prevent Harassment Based on Race

The third statement read:

The organization where I worked for most of the past two years took sufficient steps to prevent harassment based on race, which includes workplace violence and bullying based on race.

The following table presents the estimated degree to which AFP members believe that the organization took sufficient steps to prevent harassment based on race by the number of full-time staff at the organization as an indicator of organizational size and capacity.

Agreement that Organization took Sufficient Steps to Prevent Harassment based on Race by Organizational Size

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree*	Don't Know
None*	0.00	0.00	9.69	23.35	52.43	14.53
1-5	1.22	4.51	8.76	19.25	58.23	8.03
6-15	2.06	5.42	8.84	23.07	54.98	5.63
16-30	2.79	4.67	7.75	25.49	54.94	4.36
31-100	3.38	5.17	11.87	30.46	47.19	1.93
Over 100	1.95	7.28	8.37	26.05	54.32	2.03
Overall	2.26	5.57	9.17	25.29	53.62	4.09

*Interpretation Example: Of the AFP members working for an organization that does not have any employees, we estimate 52.43% strongly agree that the organization took sufficient steps to prevent harassment based on race.

Steps to Prevent Sexual Harassment

The fourth statement read:

The organization where I worked for most of the past two years took sufficient steps to prevent sexual harassment, which includes workplace violence and bullying based on sex.

The following table presents the estimated degree to which AFP members believe that the organization took sufficient steps to prevent sexual harassment by the number of full-time staff at the organization as an indicator of organizational size and capacity.

Agreement that Organization took Sufficient Steps to Prevent Sexual Harassment by Organizational Size

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree*	Don't Know
None*	0.00	0.00	11.97	25.91	47.59	14.53
1-5	1.22	4.28	8.97	23.83	55.98	5.73
6-15	2.75	2.68	9.65	22.66	56.36	5.90
16-30	2.19	4.83	10.62	24.55	54.99	2.82
31-100	2.75	6.72	9.18	34.20	45.20	1.95
Over 100	2.75	4.45	8.67	27.29	54.66	2.16
Overall	2.40	4.56	9.38	26.88	53.16	3.61

*Interpretation Example: Of the AFP members working for an organization that does not have any employees, we estimate 47.59% strongly agree that the organization took sufficient steps to prevent sexual harassment.

Policies Prohibiting Workplace Violence, Bullying and Harassment

To begin to understand the extent to which organizations have taken formal steps to protect employees, we consider respondent reports of organizational policies prohibiting workplace violence, bullying and harassment. We asked respondents to respond to four statements about organizational policies. We take each in turn.

Policy Prohibiting Workplace Violence

The first statement read:

The organization where I worked for most of the past two years has a policy prohibiting workplace violence (e.g., verbal or physical intimidation or assault) from occurring for any reason.

The following table presents the estimated percentage of AFP members that work in organizations with a formal policy prohibiting workplace violence by the number of full-time staff at the organization as an indicator of organizational size and capacity.

Organization has Policy Prohibiting Workplace Violence by Organizational Size

	Yes*	No	Don't Know
None*	33.34	11.97	54.69
1-5	69.20	11.85	18.95
6-15	80.38	3.33	16.29
16-30	79.58	3.99	16.43
31-100	86.71	3.30	9.99
Over 100	92.79	0.22	6.99
Overall	82.88	3.94	13.18

*Interpretation Example: Of the AFP members working for an organization that does not have any employees, we estimate 33.34% work in organizations with a policy prohibiting workplace violence.

Policy Prohibiting Workplace Bullying

The second statement read:

The organization where I worked for most of the past two years has a policy prohibiting workplace bullying (i.e., a persistent pattern of mistreatment that causes physical or emotional harm) from occurring for any reason.

The following table presents the estimated percentage of AFP members that work in organizations with a formal policy prohibiting workplace bullying by the number of full-time staff at the organization as an indicator of organizational size and capacity.

Organization has Policy Prohibiting Workplace Bullying by Organizational Size

	Yes*	No	Don't Know
None*	28.50	11.97	59.53
1-5	64.54	13.98	21.48
6-15	69.41	9.97	20.62
16-30	70.61	9.70	19.69
31-100	78.99	6.19	14.82
Over 100	81.24	4.22	14.54
Overall	73.71	8.11	18.18

*Interpretation Example: Of the AFP members working for an organization that does not have any employees, we estimate 28.50% work in organizations with a policy prohibiting workplace bullying.

Policy Prohibiting Harassment Based on Race

The third statement read:

The organization where I worked for most of the past two years has a policy prohibiting harassment based on race, which includes workplace violence and bullying based on race.

The following table presents the estimated percentage of AFP members that work in organizations with a formal policy prohibiting harassment based on race by the number of full-time staff at the organization as an indicator of organizational size and capacity.

Organization has Policy Prohibiting Harassment based on Race by Organizational Size

	Yes*	No	Don't Know
None*	28.50	11.97	59.53
1-5	76.27	9.93	13.81
6-15	83.43	4.86	11.71
16-30	81.44	4.71	13.85
31-100	87.07	4.02	8.91
Over 100	93.58	0.88	5.54
Overall	84.96	4.39	10.65

*Interpretation Example: Of the AFP members working for an organization that does not have any employees, we estimate 28.50% work in organizations with a policy prohibiting harassment based on race.

Policy Prohibiting Sexual Harassment

The fourth statement read:

The organization where I worked for most of the past two years has a policy prohibiting sexual harassment, which includes workplace violence and bullying based on sex.

The following table presents the estimated percentage of AFP members that work in organizations with a formal policy prohibiting sexual harassment by the number of full-time staff at the organization as an indicator of organizational size and capacity.

Organization has Policy Prohibiting Sexual Harassment by Organizational Size

	Yes*	No	Don't Know
None*	33.34	11.97	54.69
1-5	78.24	8.46	13.30
6-15	86.17	4.18	9.65
16-30	84.39	3.72	11.90
31-100	90.79	2.38	6.83
Over 100	95.61	0.22	4.17
Overall	87.64	3.36	9.00

*Interpretation Example: Of the AFP members working for an organization that does not have any employees, we estimate 33.34% work in organizations with a policy prohibiting sexual harassment.

Trust in Organizational Response to Discrimination or Harassment

Finally, we consider the degree to which AFP members trust that the organization where they worked for most of the last two year would appropriately address reports and findings of discrimination and harassment. We asked respondents the degree to which they agreed with a series of three statements. We take each in turn.

Confidence that a Charge of Discrimination or Harassment Would Be Resolved in Fair and Just Manner

The first statement read:

If I made a charge of discrimination or harassment, I was confident that it would be resolved in a fair and just manner by the organization where I worked for most of the past two years.

The following table presents the estimated degree to which AFP members believe that the organization would resolve a charge of discrimination or harassment in a fair and just manner by the number of full-time staff at the organization as an indicator of organizational size and capacity.

Agreement that Organization would Fairly and Justly Resolve Charge of Discrimination or Harassment by Organizational Size

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree*	Don't Know
None*	0.00	6.24	16.03	18.48	31.53	27.72
1-5	5.07	7.32	11.98	29.01	38.17	8.46
6-15	5.42	9.12	14.13	35.41	29.93	5.99
16-30	8.95	13.87	14.99	30.27	27.64	4.27
31-100	11.97	11.74	14.35	32.10	25.75	4.08
Over 100	7.79	10.75	18.95	34.19	25.34	2.99
Overall	7.93	10.58	15.41	32.35	28.60	5.13

*Interpretation Example: Of the AFP members working for an organization that does not have any employees, we estimate 31.53% strongly agree that the organization would resolve a charge of discrimination or harassment in a fair and just manner.

Confidence that Appropriate Action Would Be Taken in Case of Discrimination or Harassment by Employee

The second statement read:

If someone who worked for the organization where I worked for most of the past two years was found to have discriminated or harassed, management would take appropriate action against that person.

The following table presents the estimated degree to which AFP members believe that the organization would take appropriate action if an employee was found to have discriminated or harassed by the number of full-time staff at the organization as an indicator of organizational size and capacity.

Agreement that Organization would take Appropriate Action in case of Discrimination or Harassment by Employee by Organizational Size

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree*	Don't Know
None*	0.00	0.00	15.48	20.65	36.15	27.72
1-5	4.99	4.89	10.56	30.50	41.44	7.62
6-15	3.44	6.86	13.21	35.31	35.45	5.72
16-30	7.63	10.59	13.17	35.90	28.01	4.71
31-100	7.18	11.81	13.61	34.99	27.76	4.65
Over 100	5.90	9.17	14.69	36.62	29.66	3.95
Overall	5.80	8.71	13.40	34.75	31.92	5.42

*Interpretation Example: Of the AFP members working for an organization that does not have any employees, we estimate 36.15% strongly agree that the organization would take appropriate action if an employee was found to have discriminated or harassed.

Confidence that Appropriate Action Would Be Taken in Case of Discrimination or Harassment by External Stakeholder

The third statement read:

If an external stakeholder (donor, board member, foundation leader, client, volunteer, etc.) who supported the organization where I worked for most of the past two years was found to have discriminated or harassed, management would take appropriate action against that person.

The following table presents the estimated degree to which AFP members believe that the organization would take appropriate action if an external stakeholder was found to have discriminated or harassed by the number of full-time staff at the organization as an indicator of organizational size and capacity.

Agreement that Organization would take Appropriate Action in case of Discrimination or Harassment by External Stakeholder by Organizational Size

	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree*	Don't Know
None*	0.00	0.00	24.72	23.10	22.30	29.89
1-5	5.04	6.46	15.52	27.31	33.56	12.11
6-15	4.82	8.94	21.07	28.83	23.87	12.47
16-30	9.32	13.27	19.52	29.54	16.53	11.81
31-100	6.37	13.18	20.43	30.48	14.95	14.59
Over 100	5.91	12.47	21.53	29.77	16.94	13.38
Overall	6.07	10.98	20.16	29.20	20.34	13.25

*Interpretation Example: Of the AFP members working for an organization that does not have any employees, we estimate 22.30% strongly agree that the organization would take appropriate action if an external stakeholder was found to have discriminated or harassed.