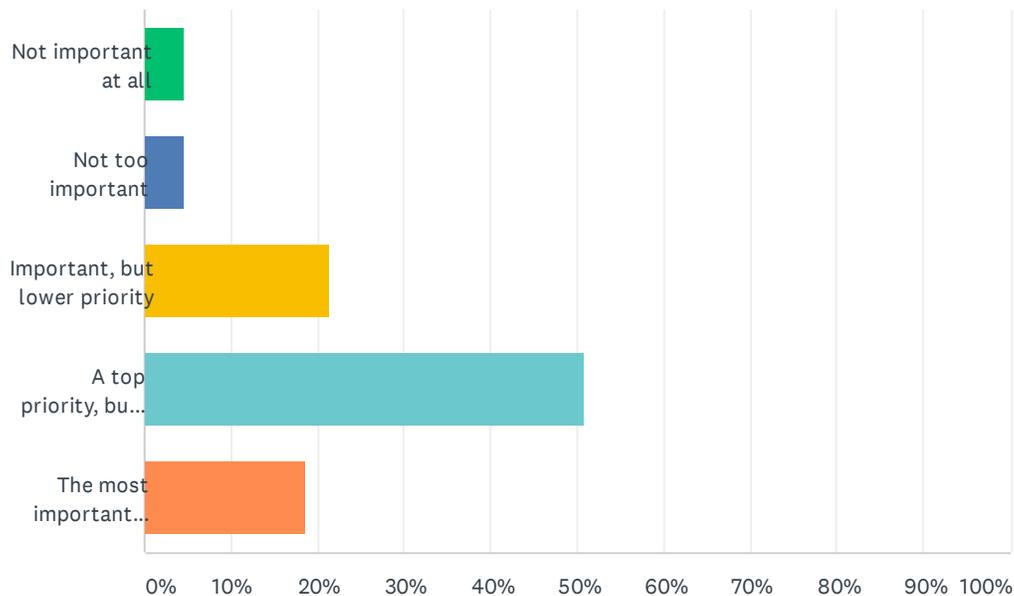


Q1 How much of a priority is advocating for, and actively supporting, greater diversity and inclusiveness to you, yourself?

Answered: 108 Skipped: 1



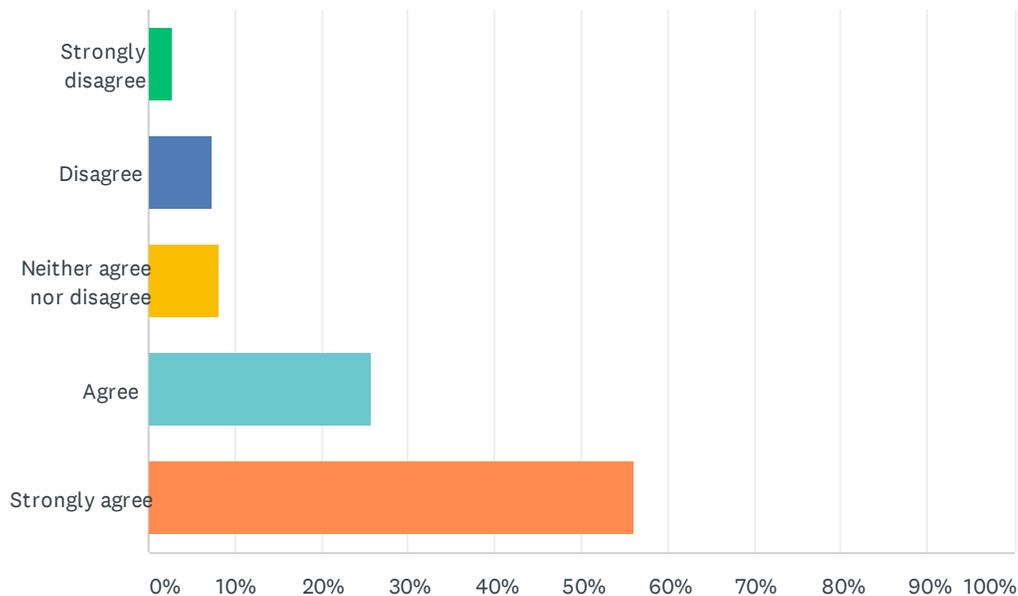
ANSWER CHOICES	RESPONSES
Not important at all	4.63% 5
Not too important	4.63% 5
Important, but lower priority	21.30% 23
A top priority, but not the most important	50.93% 55
The most important priority	18.52% 20
TOTAL	108

#	COMMENTS ENCOURAGED (100 CHARACTER MAX)	DATE
1	We all have so many individual priorities. Needing to feed my family is tippy top, but I try and incorporate diversity and inclusiveness in everything we do.	4/7/2021 9:17 AM
2	I've been a Flyer off and on for the past 10 years. While there was never any feeling of lack of inclusion or lack of friendliness and helpfulness by any Flyer, or Coach, the Club has always seemed to be a white clique	3/31/2021 12:35 AM
3	Greater diversity ensures we all grow & learn.	3/25/2021 9:45 PM
4	This is not something that is important for a running club to tackle as there other are other avenues for engagement if this is important for someone	3/25/2021 12:34 PM
5	I joined a running club not a political advocacy organization.	3/25/2021 11:56 AM
6	I have never considered people according their skin color or sexual orientation. I really couldn't care less.	3/25/2021 10:49 AM
7	I am of the opinion silent actions are more important than saying we as a group (as some do and other do not)	3/25/2021 10:19 AM

8	I personally believe that supporting DEI is important to the extent that the Club can partake in such efforts.	3/25/2021 10:03 AM
9	What are the % of diversity in NYC vs NYRR vs NYF?	3/25/2021 9:45 AM
10	While I am not that active beyond morning runs, I believe a bigger issue for the club is the age of our membership. I think getting younger members of all ethnicities and identities is most important.	3/25/2021 9:44 AM
11	This is a running club and not looking for anything political. The Flyers have always been open to all.	3/25/2021 9:12 AM

Q2 Runners of all races, ethnicities and cultures are respected, accepted and valued in the New York Flyers.

Answered: 109 Skipped: 0



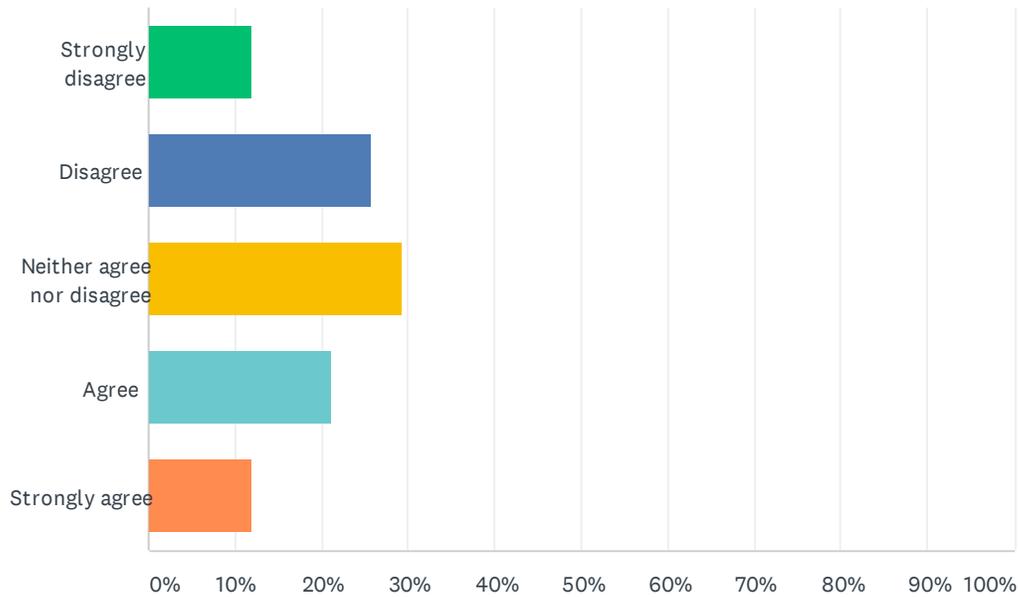
ANSWER CHOICES	RESPONSES
Strongly disagree	2.75% 3
Disagree	7.34% 8
Neither agree nor disagree	8.26% 9
Agree	25.69% 28
Strongly agree	55.96% 61
TOTAL	109

#	COMMENTS ENCOURAGED (100 CHARACTER MAX)	DATE
1	Is the question asking if this is how it is, or if this is how it ought to be? "Strongly agree" that ought to be. "Agree" that it's how it actually is, but there have been instances where it appears not to have been the case, which I understand is a reason why the EB formed a diversity group.	4/7/2021 9:23 PM
2	Facebook is a monster and there are always a few that are not as understanding. But I think that overwhelmingly we love and support all runners.	4/7/2021 9:17 AM
3	In the 10 years, I've been a member, the Flyers have never felt like a diverse club- just felt like a cliquy bunch of white folks	3/31/2021 12:35 AM
4	The white dominant culture is not welcoming to non white members.	3/25/2021 9:45 PM
5	I was disappointed to see that most candidates who won seats in our last election were white.	3/25/2021 4:03 PM
6	The NYF is primarily white and older, but I do not believe that there is active disrespect of minorities. If there is I will quit the Flyers immediately.	3/25/2021 11:56 AM
7	It's a farce. Racist members are tolerated, with others not even realizing their racist actions.	3/25/2021 11:23 AM

8	I would hope that this is true but I don't know if it is true.	3/25/2021 10:45 AM
9	Not true, I have personally victimized by the NYF	3/25/2021 10:19 AM
10	I have not seen any instances where runners of all races, ethnicities and cultures have been treated any differently than other runners within the Flyer community.	3/25/2021 10:03 AM
11	I think I agree? It's hard to know, as I have not had many specific conversations on this, though I have NEVER heard a negative or disparaging comment.	3/25/2021 9:45 AM
12	As a majority white, and older club, it is not seen as a welcoming club for non older & white members. There have been disparaging remarks made throughout the year.	3/25/2021 9:38 AM

Q3 The membership of the New York Flyers reflects the diversity of the greater NYC running community.

Answered: 109 Skipped: 0



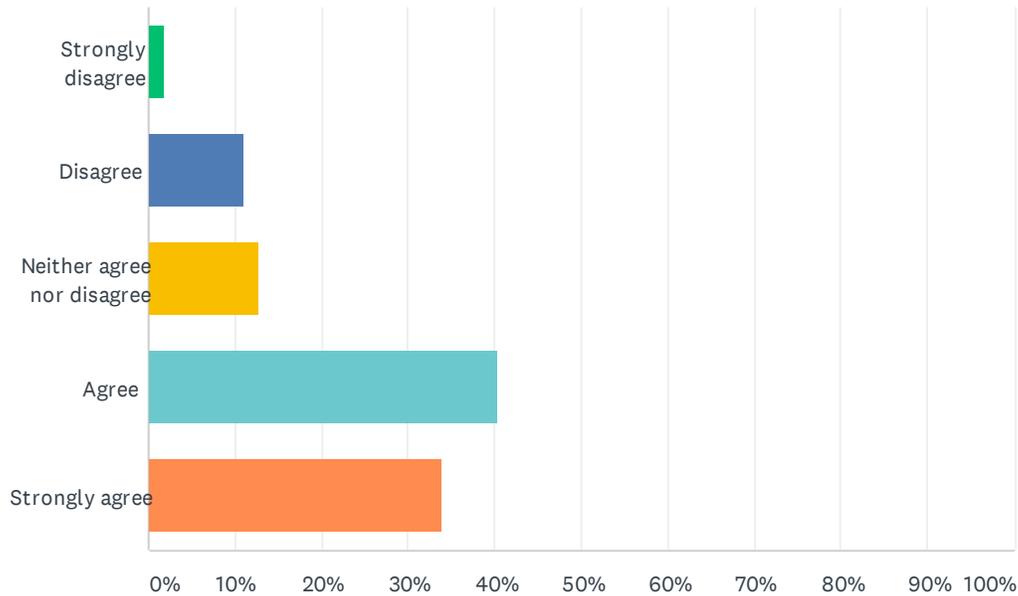
ANSWER CHOICES	RESPONSES	
Strongly disagree	11.93%	13
Disagree	25.69%	28
Neither agree nor disagree	29.36%	32
Agree	21.10%	23
Strongly agree	11.93%	13
TOTAL		109

#	COMMENTS ENCOURAGED (100 CHARACTER MAX)	DATE
1	I think we have a good mix of people, but the NYC running community has lots of clubs for specific groups to join. I think that lowers our chances at diversifying.	4/7/2021 9:17 AM
2	Really not sure - what is the makeup of the NYC running community?	4/5/2021 5:12 PM
3	I wish I could respond that I agree with this but it just isn't true. While we all agree it seems that our membership is mostly white and a small number of Asian.	4/5/2021 10:34 AM
4	We are a pretty white group.	4/5/2021 10:19 AM
5	Nope, hardly	3/31/2021 12:35 AM
6	Amongst the early morning runners, there is good gender diversity, but little racial diversity (e.g., I don't think we have any runners of Asian descent).	3/28/2021 2:39 PM
7	The NYF look nothing like the NYC running community. NYF are mostly older & white.	3/25/2021 9:45 PM
8	Not quite. The NYF is whiter and older. BUT, I believe firmly that people are allowed to join groups/club thats align with their own demographic. There are more diverse clubs. No one is forcing anyone to be a Flyer.	3/25/2021 11:56 AM

9	Hardly. How many Black and Hispanic members are in the club?	3/25/2021 11:23 AM
10	the club meets in Central Park, which - for the most part - is surrounded by predominantly white neighborhoods. If we want to stay a "neighborhood" club, you're going to have a tough time building "membership....[that] reflects the diversity of the greater NYC running community."	3/25/2021 11:13 AM
11	I would hope that this is true but feel that it's probably not—probably mostly a white demographic.	3/25/2021 10:45 AM
12	Yes, as we come from many different diverse backgrounds and cultures.	3/25/2021 10:19 AM
13	To the extent that the NYC running community itself is not very diverse, esp wrt to African American presence, I believe that the NYF membership generally reflects the situation of the NYC running community.	3/25/2021 10:03 AM
14	As I look around myself at races, yes, we appear to reflect the people I see run in CP & NYC, though running seems less diverse than NYC overall.	3/25/2021 9:45 AM
15	Not sure how to measure this. I don't know the makeup or the flyers or greater running community	3/25/2021 9:44 AM
16	Majority white and older. Not reflective of the diversity of the city or the NYC running community.	3/25/2021 9:38 AM
17	Generally speaking, as a more Manhattan based group we don't have as many hispanic/latino members, or black members, and many other racial or ethnic backgrounds that make up all of NYC. This doesn't mean we exclude anyone but we don't represent every group that makes up NYC.	3/25/2021 9:34 AM
18	We're an older club of largely white and Asian runners. But we are welcoming to all!	3/25/2021 9:21 AM
19	The vast majority of our members are caucasian unlike other clubs.	3/25/2021 9:15 AM
20	I don't care. We are a running group and anyone is free to join. We do not need to look like any specific demographics	3/25/2021 9:12 AM

Q4 The New York Flyers, as an organization, is actively committed to diversity, inclusion and belonging for all members, regardless of their identity and background.

Answered: 109 Skipped: 0



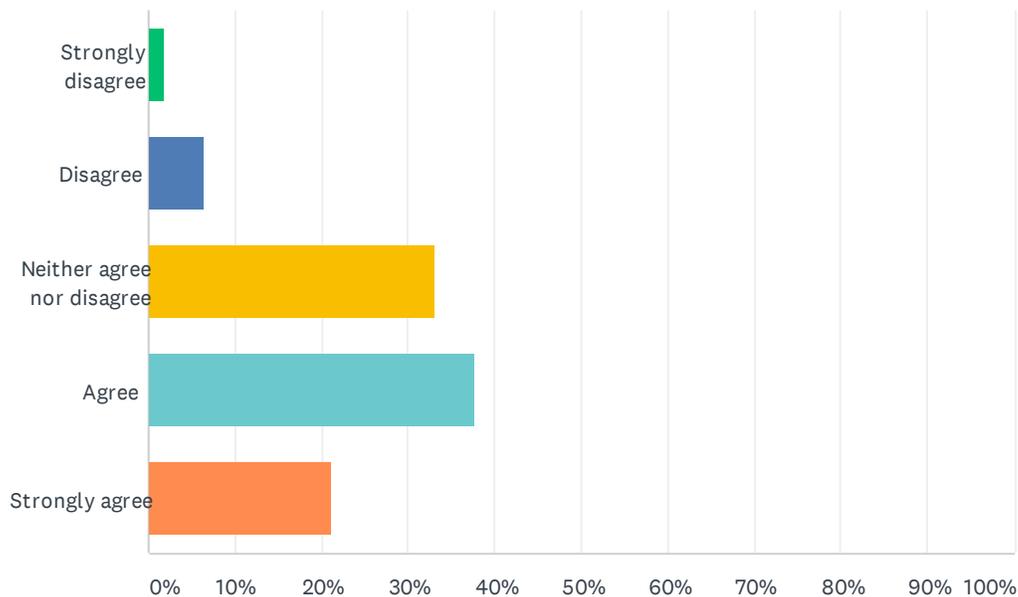
ANSWER CHOICES	RESPONSES
Strongly disagree	1.83% 2
Disagree	11.01% 12
Neither agree nor disagree	12.84% 14
Agree	40.37% 44
Strongly agree	33.94% 37
TOTAL	109

#	COMMENTS ENCOURAGED (100 CHARACTER MAX)	DATE
1	I don't know how actual belt the Flyers look to recruit or whether perspective members reach out to the Flyers through word of mouth, Facebook, website or other means	4/8/2021 2:17 PM
2	I really have not seen any marketing efforts by the Flyers to support this concept of active commitment.	4/5/2021 1:48 PM
3	I think the group is welcoming to everyone, but is maybe not doing all that much to encourage participation by people of color.	4/5/2021 10:19 AM
4	No group events or activities or coaching seasons ever excluded anyone but the majority white clique kinda shouldered all others aside	3/31/2021 12:35 AM
5	There is not an active commitment. Board members over the years have made racist remarks.	3/25/2021 9:45 PM
6	Yes, however as a member of the NY Flyers, I hope the club will be more engaged in running related activities which is why I joined	3/25/2021 12:34 PM
7	What does this even mean? We're a running club. We should welcome anyone of any race,	3/25/2021 11:56 AM

	age, gender, etc. But the focus should be running.	
8	Only when it's pressured to do so, then no meaningful action results.	3/25/2021 11:23 AM
9	I don't have a clear understanding of the organizations real priorities.	3/25/2021 10:45 AM
10	You either fit in with someone's belief or risk becoming excluded	3/25/2021 10:19 AM
11	It is hard for me to speak to what the organization is doing as I am just a member with limited insight into organizational activity or commitment. However, nothing would give me the indication that the NYF organization is not committed to DEI efforts or to having an inclusive membership body.	3/25/2021 10:03 AM
12	The key word is "actively". Verbal action is action, though I suspect you mean 'physical' action, outreach? Probably the club does not do that? It does not hold recruitment events to draw black and brown persons?	3/25/2021 9:45 AM
13	I don't understand the question and what you mean by "actively". I believe the club welcomes and values people of all ethnicities, identities and backgrounds. I also think the club has done a nice job reinforcing that we welcome everyone. I am not sure the club needs to do anything more.	3/25/2021 9:44 AM
14	It seems to be performative and not taken seriously by the majority of the club. People are not willing to take accountability.	3/25/2021 9:38 AM
15	We welcome everyone	3/25/2021 9:21 AM
16	Becoming more so....	3/25/2021 9:19 AM

Q5 Broadly speaking, New York Flyers individual members are actively committed to diversity, inclusion and belonging for all members, regardless of their identity and background.

Answered: 109 Skipped: 0



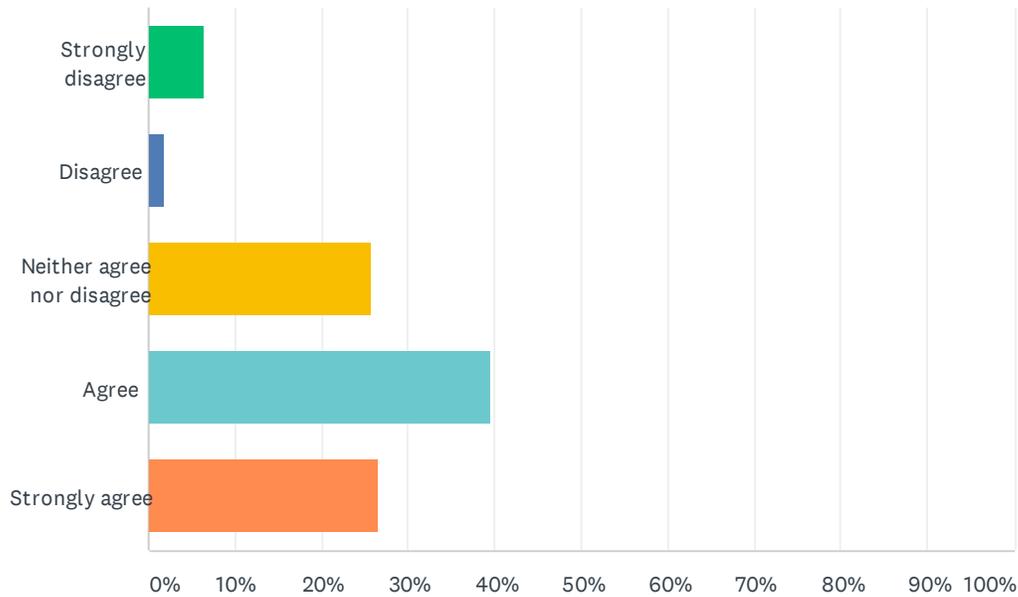
ANSWER CHOICES	RESPONSES
Strongly disagree	1.83% 2
Disagree	6.42% 7
Neither agree nor disagree	33.03% 36
Agree	37.61% 41
Strongly agree	21.10% 23
TOTAL	109

#	COMMENTS ENCOURAGED (100 CHARACTER MAX)	DATE
1	Hard to say. So many of our members aren't active members in any capacity. And I can speak for what's in the hearts of others, although I believe this view is shared by the vast majority if not all of the Flyers I know.	4/7/2021 9:23 PM
2	To answer this query, I would need sampling data that reflects individual commitment	4/5/2021 1:48 PM
3	Sure, seems like it but not sure	3/31/2021 12:35 AM
4	Members have made actively racist and misogynistic comments.	3/25/2021 9:45 PM
5	Again, this should not be a focus of a running club	3/25/2021 12:34 PM
6	The Flyers i've met have been nothing short of welcoming to me.	3/25/2021 11:56 AM
7	No. Many tolerate racism, discrimination & white supremacist views, including past & current Boards.	3/25/2021 11:23 AM
8	I honestly don't know. My friends in the club are but that is a small group amongst many many	3/25/2021 11:13 AM

	others. If I've learned anything this year it is to not generalize or rush to conclusions.	
9	Some are, yes, but I wouldn't say it's across the board at all.	3/25/2021 10:49 AM
10	I don't interact with enough members to know if this is true.	3/25/2021 10:45 AM
11	Some are some are not (we are not all alike)	3/25/2021 10:19 AM
12	WRT individual members that I know or come into contact with, I believe that members are committed to DEI efforts. The members that I encounter demonstrate openness to welcoming all runners equally regardless of race, ethnicity etc.	3/25/2021 10:03 AM
13	I honestly don't know. They talk the talk. Do they walk the walk? I think most white/Caucasian NYers don't walk the walk.	3/25/2021 9:45 AM
14	Not sure what you mean by "actively". Every Flyers that I know welcome everyone, regardless of race or sexuality	3/25/2021 9:44 AM
15	A few people are but most people actively WANT to exclude others. They like reliving high school apparently. One thing they do for this is to go out with other Flyers to events where not everyone was invited and then post on FB about it. For a while [NYF] would only wish happy birthday or good luck in a race to only certain Flyers (presumably those in MTP).	3/25/2021 9:44 AM
16	There has been very poor behavior from individual members of the last year+ with people seemingly disinterested in this topic.	3/25/2021 9:38 AM
17	Many members are active in supporting what they believe in, and many people accept and support one another. Some members are less likely to listen to another person's story or actively seek how to help a group that is outside of their current interests. There are so many large issues in the US I think it is a lot on all individuals to really open up, listen and act on all matters.	3/25/2021 9:34 AM
18	Some are, some are not	3/25/2021 9:19 AM

Q6 The New York Flyers need to do more to establish meaningful, lasting connections with communities of color.

Answered: 109 Skipped: 0



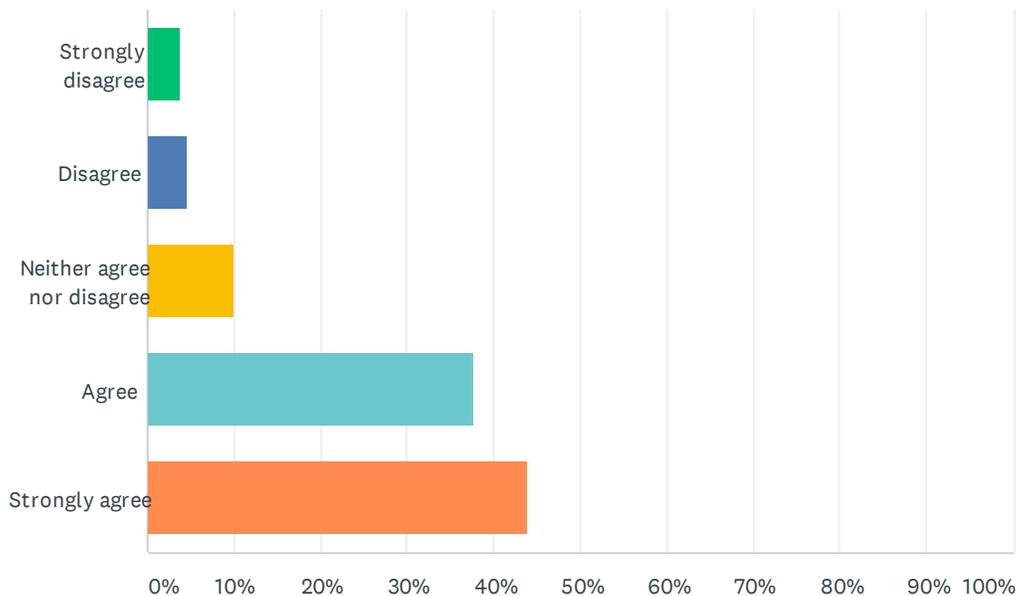
ANSWER CHOICES	RESPONSES
Strongly disagree	6.42% 7
Disagree	1.83% 2
Neither agree nor disagree	25.69% 28
Agree	39.45% 43
Strongly agree	26.61% 29
TOTAL	109

#	WE WOULD LOVE TO HEAR ANY SUGGESTIONS YOU MAY HAVE ABOUT HOW TO BEST ACCOMPLISH THIS (100 CHARACTER MAX)	DATE
1	Reach out to significant stakeholders in minority communities to establish running clinics for youngsters	4/5/2021 1:48 PM
2	With all diverse communities -Asian, Hispanic, Black	3/31/2021 12:35 AM
3	To date, nothing has been done.	3/25/2021 9:45 PM
4	Partner w/ smaller running clubs in communities of color organize and execute the LTRs for marathons. Smaller clubs often don't have the capacity to plan these events!	3/25/2021 1:28 PM
5	I do not feel this is an important endeavor for a running club. There are other ways we can show we are a big contributor to the community through other activities and collaboration with other running clubs and groups.	3/25/2021 12:34 PM
6	Joint runs / events / partnerships and or volunteering with diverse or disadvantaged groups	3/25/2021 12:22 PM
7	I believe that the Flyers membership reflects that of the running community in the NYRR location. Change and inclusion could always be improved. It needs to be authentic, organic, and in being so, it might not be as immediate as we imagine. I believe that the wording on the	3/25/2021 12:03 PM

	website and membership agreement are a very strong first step . Next comes following up on those words with respect to all.	
8	Communities of color gravitate towards other running clubs. I just want everyone to find their home club and be happy. If thats with the Flyers, great. If its with West Side Runners or Dashing Whippets, great.	3/25/2021 11:56 AM
9	Not so much as an organization but on an individual basis	3/25/2021 10:19 AM
10	It might be fun to reach out to other running clubs that have more diversity and do joint fun runs or other events.	3/25/2021 10:12 AM
11	To the extent that we all need to do more, the NYF as an organization can do more. Suggestions: Encourage NYF members to participate in events sponsored by running clubs that identify as community of color, NYF can co-sponsor events with those clubs, invite those clubs/members to NYF events, encourage cross membership, offer discounted entry/membership to runners from those clubs. For example, I have entered events sponsored by Harlem United and gone to some of their evening group runs.	3/25/2021 10:03 AM
12	Stop having ridiculously expensive events and making the club about money. It doesn't cost anything to have a picnic but you can only do bar events that are \$50. Actually talk to people when they show up for an event and stop valuing the faster runners and MTP members more than others.	3/25/2021 9:44 AM
13	In order to continue to grow and be relevant to the NYC running community, more must be done.	3/25/2021 9:38 AM
14	We are welcoming to all. Joining is simple. Dues are low.	3/25/2021 9:21 AM

Q7 I feel comfortable and included when interacting with other New York Flyers members, both online and in person.

Answered: 109 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	3.67%	4
Disagree	4.59%	5
Neither agree nor disagree	10.09%	11
Agree	37.61%	41
Strongly agree	44.04%	48
TOTAL		109

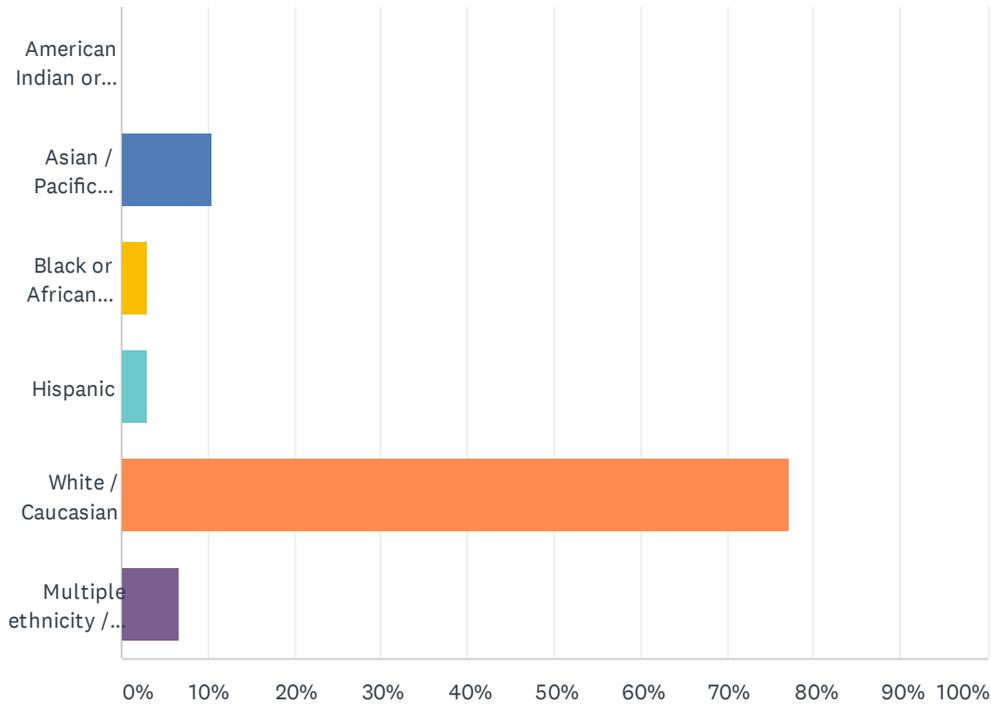
#	PLEASE EXPLAIN WHY OR WHY NOT (100 CHARACTER MAX)	DATE
1	Club is too cliquy with longtime members being super cliquish and exclusive	3/31/2021 12:35 AM
2	The Flyers FB is not a safe space.	3/25/2021 9:45 PM
3	The New York Flyers is a very social group and very inclusive.	3/25/2021 12:34 PM
4	The NYF Facebook page has turned into a disaster.	3/25/2021 11:56 AM
5	There have been several incidents on the FB group this past year of women being treated with disrespect.	3/25/2021 10:49 AM
6	I support the Flyers in its effort to include all people & to avoid 'inadvertently' being a clubhouse for any specific identity: gender, ethnicity, creed or skin tone.	3/25/2021 10:45 AM
7	As said above, if you agree with someone all is fine. If you have an opinion you risk exclusion	3/25/2021 10:19 AM
8	Generally yes but there are some NYF who are not very friendly and who make me feel uncomfortable but believe that is not based on my race, ethnicity or gender.	3/25/2021 10:03 AM
9	The Flyers are a clique and currently that's dominated by MTP. If you can't afford the	3/25/2021 9:44 AM

exorbitant price of MTP or don't want to run in the evening then forget it. All non-elected positions in the Flyers come from MTP. It's never posted or in an email about how would like to do this or that. All of the Flyers events are costly (\$50+) usually. I've actually even mentioned the clique-y-ness of the Flyers to 'members of influence' just to have them defend it. I'm actually not a Flyer anymore btw but since you're sending me this I might as well tell you why not,

10	Sometimes. Moreso in person since I can choose who I interact with.	3/25/2021 9:38 AM
11	There are a few men that have made me feel objectified as a woman. Comments about my body, etc.	3/25/2021 9:19 AM

Q8 Which race/ethnicity best describes you? (Please choose only one.)

Answered: 105 Skipped: 4

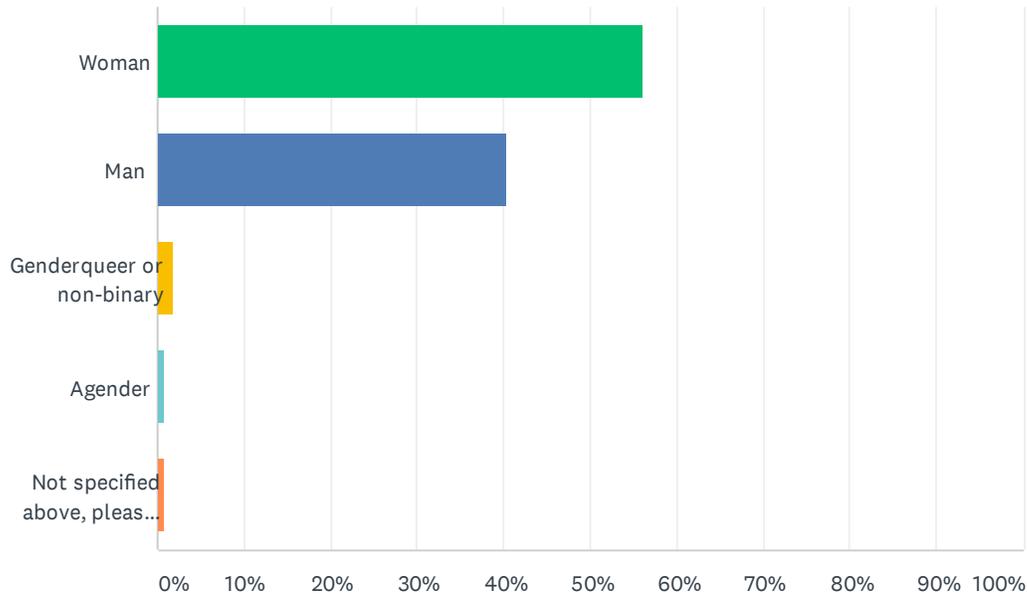


ANSWER CHOICES	RESPONSES
American Indian or Alaskan Native	0.00% 0
Asian / Pacific Islander	10.48% 11
Black or African American	2.86% 3
Hispanic	2.86% 3
White / Caucasian	77.14% 81
Multiple ethnicity / Other (please specify)	6.67% 7
TOTAL	105

#	MULTIPLE ETHNICITY / OTHER (PLEASE SPECIFY)	DATE
1	Asian American / White	4/5/2021 5:12 PM
2	Middle Eastern	4/5/2021 11:02 AM
3	x	3/26/2021 4:32 AM
4	According to 23 and me, 25% Irish, 25% French, 50% Eastern European. I'm part of a historically disenfranchised minority. Am I White?	3/25/2021 11:56 AM
5	White with Hispanic/Latino background.	3/25/2021 9:34 AM
6	Prefer not to answer	3/25/2021 9:21 AM
7	Mix of middle eastern and Eastern European	3/25/2021 9:12 AM

Q9 What is your gender identity?

Answered: 109 Skipped: 0



ANSWER CHOICES	RESPONSES	
Woman	55.96%	61
Man	40.37%	44
Genderqueer or non-binary	1.83%	2
Agender	0.92%	1
Not specified above, please specify	0.92%	1
TOTAL		109

#	NOT SPECIFIED ABOVE, PLEASE SPECIFY	DATE
1	x	3/26/2021 4:32 AM