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2022 Return to Workplace Report

nonprofitnewyork.org

March 2022

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Introduction

Report Background

When your nonprofit is stronger, all of us are stronger. Nonprofit New York is committed to bringing high quality information and resources to the nonprofit sector, helping you to make the best choices possible for your organization.

The Nonprofit New York Return to Workplace Report is a tool to help nonprofits in New York City, Long Island, and Westchester make informed decisions while preparing to return to a physical workplace.

How To Read This Report

The survey responses are displayed in three different ways:

1. In the aggregate (all respondents)
2. Broken down by nonprofits' operating budget size
3. Broken down by subsector of nonprofit

Numerical data is presented in tables as such:

- The number of respondents per position (N)
- The average (mean)
- The median, or the figure that falls in the middle, where 50% of respondents fall below the average and 50% are above the average
- The 25th and 75th percentiles, which are calculated by arranging the values from lowest to highest and determining the points where these percentages (25% and 75%) fall

Multiple Select Answers and Percentages

Most of the questions in this survey were multiple choice and allowed respondents to select multiple answers, which leads to some tables with percentages that do not add up to 100%.¹

You can think of these percentages as the percentage of people who chose this answer out of all of those who chose to answer this question. For example, 26% just means that 26% of respondents chose that answer.

A Word of Caution

Caution is advised in cases where the sample size (N) is small. In these cases, the findings should be viewed as directional in nature, meaning they are not as reliable as the positions with a larger sample size. In addition, some questions did not require an answer from respondents, so it's likely at least some respondents skipped those questions - further decreasing the sample size.

While Nonprofit New York is aware that not much can be inferred from small sample sizes, we decided to analyze and share the information because some information (even if it is not comprehensive), is better than no information. Again, we strongly encourage you to take the sample size for each position into consideration when reviewing this report.

The Legal Stuff

Nonprofit New York adheres to high standards in the collection and analysis of data, but this report is interpretive and should only be used as a guide. The data are self-reported and provided "as-is." Nonprofit New York makes no warranty, either expressed or implied, including but not limited to, warranties of correctness and fitness for a particular purpose. In no event will Nonprofit New York be liable for any indirect, special, consequential or other damages, however caused.

Acknowledgements

Nonprofit New York would like to express our most sincere thanks to all those involved, whose contributions, insights, and expertise were instrumental in the development of the survey and subsequent report. We would also like to acknowledge our primary authors and contributors Celine Yip and Darby Masland from [Nonprofit New York](#).

We are grateful to all of the organizations that responded to our survey and enabled us to provide you with this report, providing affordable, hyper-local data that is broken down by budget size and subsector.

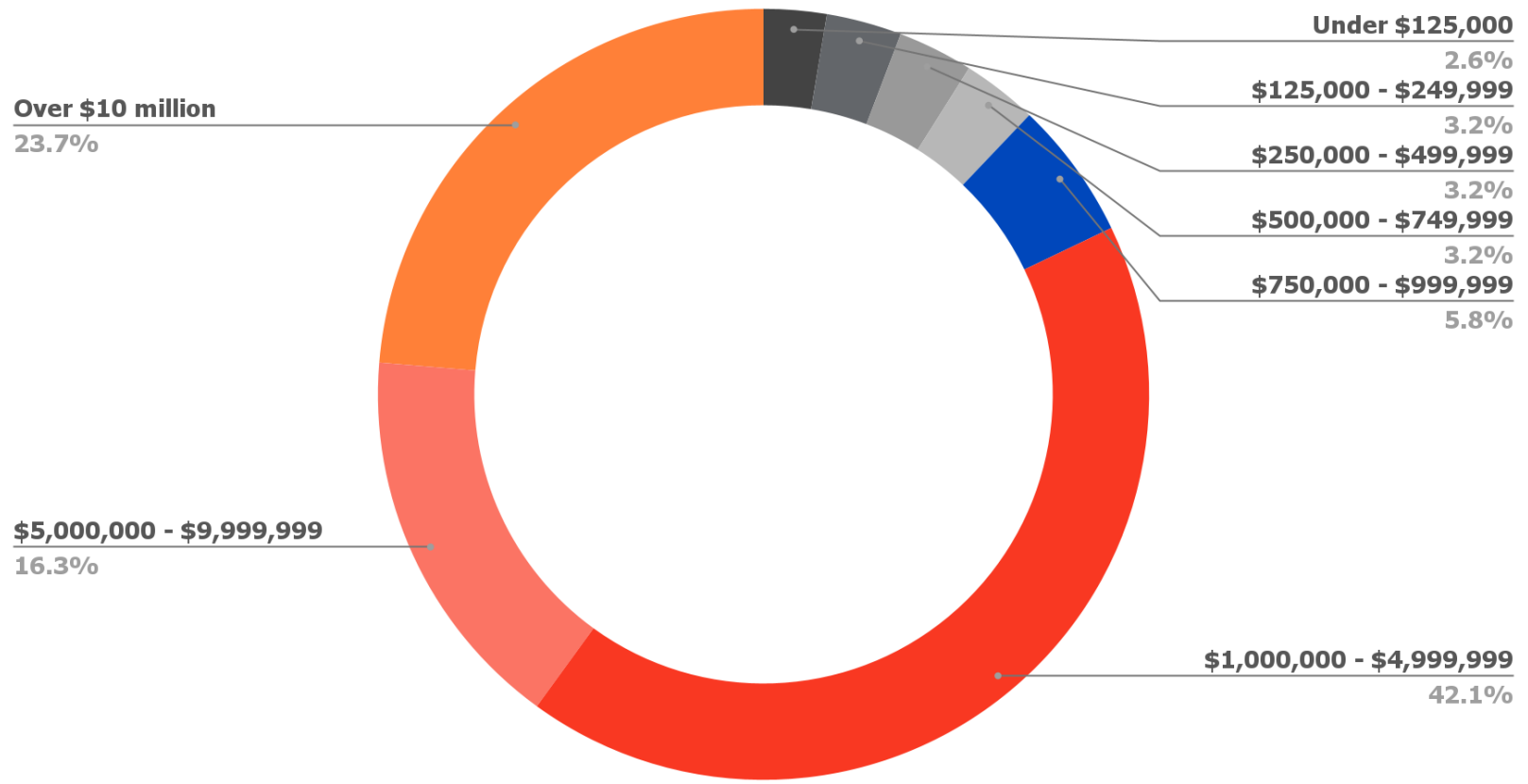
¹ This is calculated by taking the number of respondents who chose that answer option divided by the total number of responses (from all respondents who chose to answer that question) to the question.

Respondent Demographics

This report outlines the results from a survey conducted from December 27, 2021 through March 10, 2022. The survey was sent to 17,280 contacts via email and we received 193 valid responses; valid here meaning that we excluded any duplicate responses from the same organization.

Respondent Budget Sizes

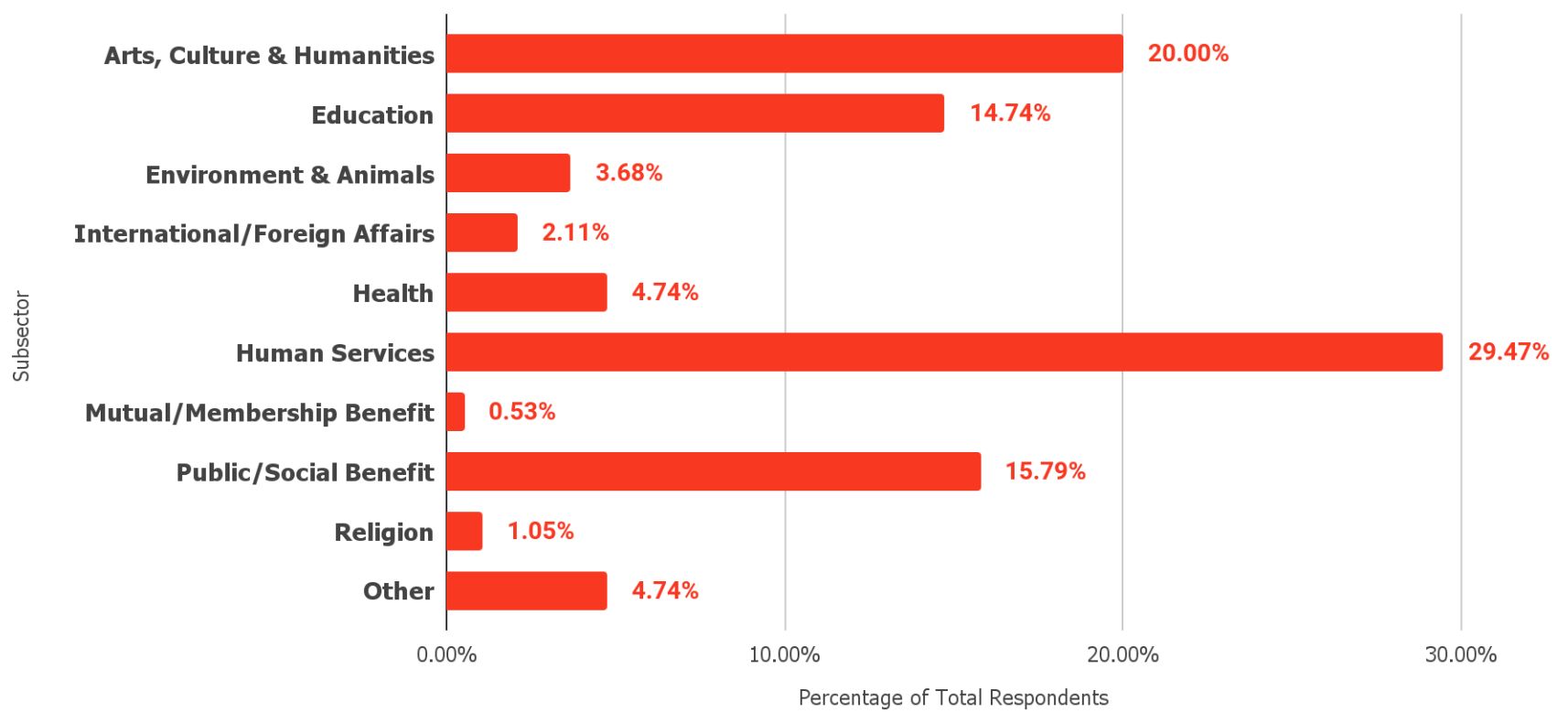
This chart shows the percentage of respondents whose budget size fell into the following categories. The largest category represented in this report are nonprofits with budget sizes between \$1,000,000 - \$4,999,999.



Out of 193 responses from nonprofit organizations in New York City area

Respondent Subsectors

This chart shows the percentage of respondents classified their organization into one of the following subsectors. The largest subsector represented in this report are human service nonprofits.

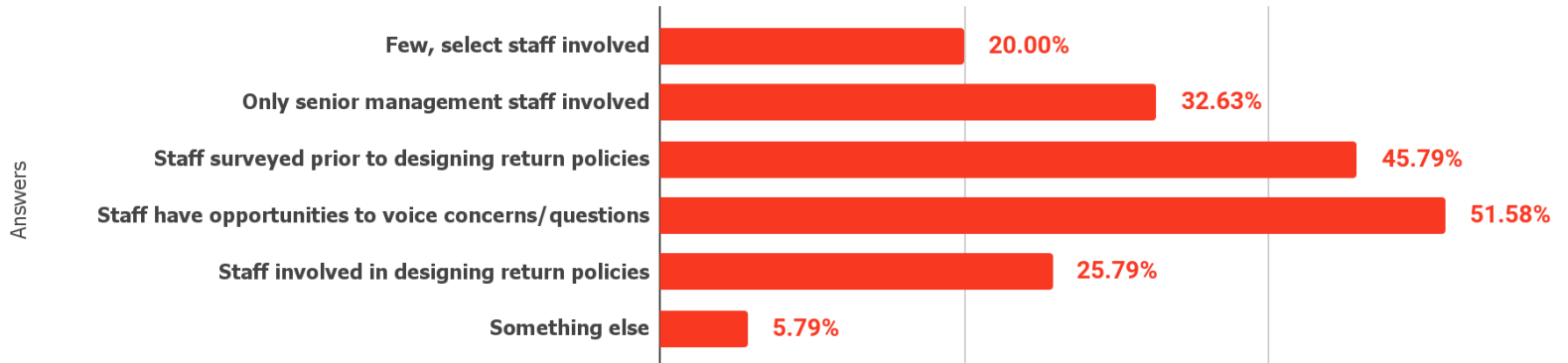


Out of 193 responses from nonprofit organizations in New York City area

Planning and Considerations

Planning and Considerations | Staff Input on Planning and Designing Policies

This chart shows the responses to the question: "How are staff involved in the decisions about return to work policies?". One respondent also mentioned that their organization has a reopening advisory committee composed of primarily non-managerial staff who represent each department in the planning process.



[1] Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%. The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer").

[2] This chart pulls data from all respondents (from any subsector and of any budget size).

Staff Input on Planning and Designing Policies [1]

This table shows the responses to the question: "How are staff involved in the decisions about return to work policies?". See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Few, select staff involved	(%) Few, select staff involved	Only senior management staff involved	(%) Only senior management staff involved
All Respondents	190	38	20.00%	62	32.63%
Subsector					
Arts, Culture & Humanities	38	13	6.84%	9	4.74%
Education	28	3	1.58%	10	5.26%
Environment & Animals	7	0	0.00%	2	1.05%
International/Foreign Affairs	4	1	0.53%	2	1.05%
Health	9	2	1.05%	3	1.58%
Human Services	56	14	7.37%	18	9.47%
Mutual/Membership Benefit	1	0	0.00%	0	0.00%
Public/Social Benefit	30	4	2.11%	13	6.84%
Religion	2	0	0.00%	2	1.05%
Other	9	1	0.53%	2	1.05%
Budget Size					
Under \$125,000	5	1	0.53%	1	0.53%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	16	8.42%	20	10.53%

The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer"). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Staff Input on Planning and Designing Policies [2]

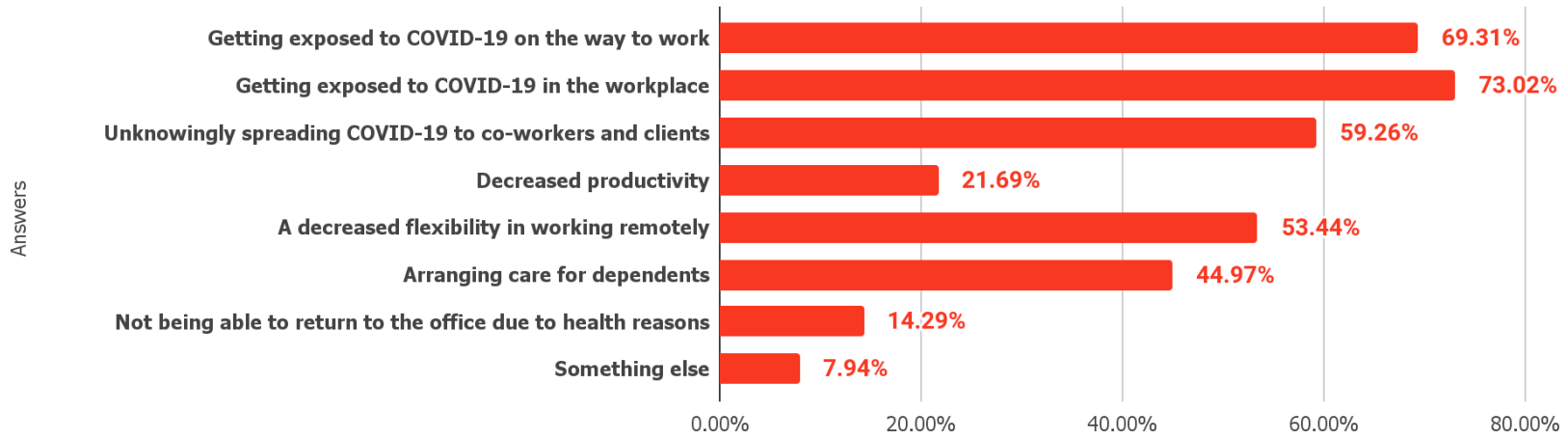
This table shows the responses to the question: "How are staff involved in the decisions about return to work policies?". See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Staff surveyed prior to designing return policies	(%) Staff surveyed prior to designing return policies	Staff have opportunities to voice concerns/questions	(%) Staff have opportunities to voice concerns/questions	Staff involved in designing return policies	(%) Staff involved in designing return policies
All Respondents	190	87	45.79%	98	51.58%	49	25.79%
Subsector							
Arts, Culture & Humanities	38	14	7.37%	19	10.00%	12	6.32%
Education	28	9	4.74%	12	6.32%	9	4.74%
Environment & Animals	7	3	1.58%	5	2.63%	0	0.00%
International/Foreign Affairs	4	3	1.58%	3	1.58%	1	0.53%
Health	9	4	2.11%	4	2.11%	2	1.05%
Human Services	56	29	15.26%	31	16.32%	14	7.37%
Mutual/Membership Benefit	1	0	0.00%	0	0.00%	1	0.53%
Public/Social Benefit	30	15	7.89%	18	9.47%	9	4.74%
Religion	2	0	0.00%	1	0.53%	0	0.00%
Other	9	6	3.16%	3	1.58%	0	0.00%
Budget Size							
Under \$125,000	5	1	0.53%	2	1.05%	2	1.05%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%	0	0.00%
Over \$10 million	45	25	13.16%	18	9.47%	8	4.21%

The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer"). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Planning and Considerations | Staff Concerns on Return to Workplace

This chart shows the responses to the question: "What are the biggest concerns from your organization's staff regarding returning to a workplace setting?". In addition to the concerns below, one organization's staff also worried about spreading COVID-19 to the people they live with, and commute time.



[1] Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%. The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer").
 [2] This chart pulls data from all respondents (from any subsector and of any budget size).

Staff Concerns on Return to Workplace [1]

This table shows the responses to the question: "What are the biggest concerns from your organization's staff regarding returning to a workplace setting?". See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Getting exposed to COVID-19 on the way to work	(%) Getting exposed to COVID-19 on the way to work	Getting exposed to COVID-19 in the workplace	(%) Getting exposed to COVID-19 in the workplace
All Respondents	189	131	69.31%	138	73.02%
Subsector					
Arts, Culture & Humanities	37	29	15.34%	28	14.81%
Education	28	17	8.99%	15	7.94%
Environment & Animals	7	5	2.65%	7	3.70%
International/Foreign Affairs	4	3	1.59%	4	2.12%
Health	9	7	3.70%	6	3.17%
Human Services	56	32	16.93%	49	25.93%
Mutual/Membership Benefit	1	1	0.53%	1	0.53%
Public/Social Benefit	30	28	14.81%	16	8.47%
Religion	2	1	0.53%	2	1.06%
Other	9	6	3.17%	7	3.70%
Budget Size					
Under \$125,000	5	0	0.00%	4	2.12%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	44	34	17.99%	35	18.52%

The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer"). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Staff Concerns on Return to Workplace [2]

This table shows the responses to the question: "What are the biggest concerns from your organization's staff regarding returning to a workplace setting?". See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Unknowingly spreading COVID-19 to co-workers and clients	(%) Unknowingly spreading COVID-19 to co-workers and clients	Arranging care for dependents	(%) Arranging care for dependents	Not being able to return to the office due to health reasons	(%) Not being able to return to the office due to health reasons
All Respondents	189	112	59.26%	85	44.97%	27	14.29%
Subsector							
Arts, Culture & Humanities	37	28	14.81%	13	6.88%	6	3.17%
Education	28	17	8.99%	14	7.41%	3	1.59%
Environment & Animals	7	3	1.59%	3	1.59%	0	0.00%
International/Foreign Affairs	4	4	2.12%	2	1.06%	2	1.06%
Health	9	6	3.17%	4	2.12%	2	1.06%
Human Services	56	29	15.34%	28	14.81%	5	2.65%
Mutual/Membership Benefit	1	1	0.53%	1	0.53%	0	0.00%
Public/Social Benefit	30	17	8.99%	13	6.88%	4	2.12%
Religion	2	1	0.53%	0	0.00%	0	0.00%
Other	9	4	2.12%	4	2.12%	4	2.12%
Budget Size							
Under \$125,000	5	4	2.12%	1	0.53%	1	0.53%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%	0	0.00%
Over \$10 million	44	23	12.17%	31	16.40%	10	5.29%

The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer"). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Staff Concerns on Return to Workplace [3]

This table shows the responses to the question: “What are the biggest concerns from your organization’s staff regarding returning to a workplace setting?”. See [How to Read This Report](#) for an explanation of how to interpret the data.

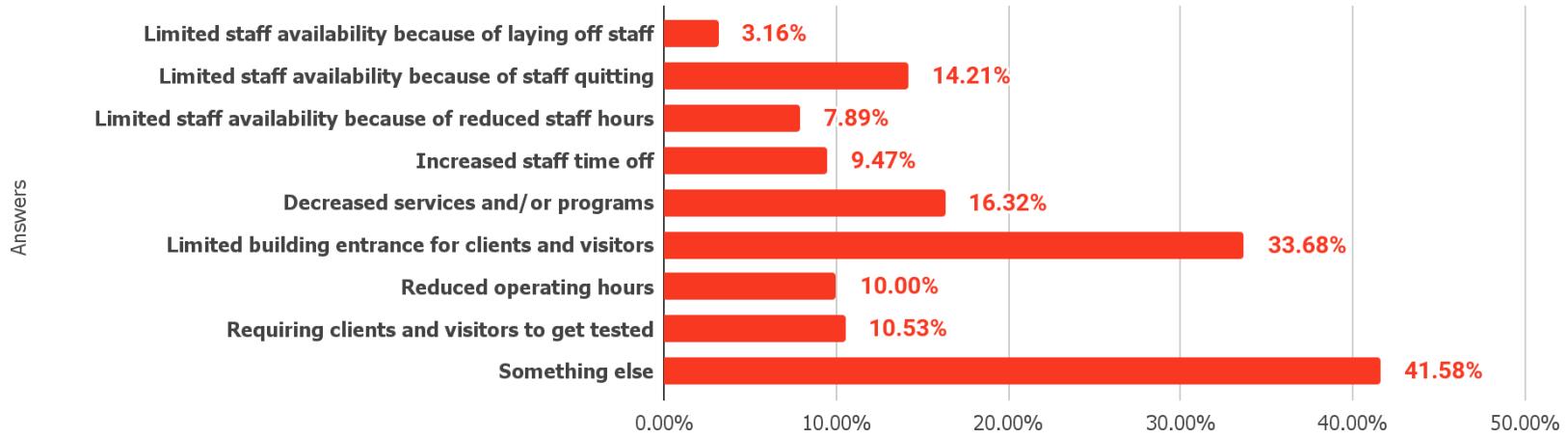
Responses	N	Decreased productivity	(%) Decreased productivity	A decreased flexibility in working remotely	(%) A decreased flexibility in working remotely
All Respondents	189	41	21.69%	101	53.44%
Subsector					
Arts, Culture & Humanities	37	11	5.82%	18	9.52%
Education	28	6	3.17%	14	7.41%
Environment & Animals	7	1	0.53%	5	2.65%
International/Foreign Affairs	4	1	0.53%	2	1.06%
Health	9	0	0.00%	2	1.06%
Human Services	56	8	4.23%	32	16.93%
Mutual/Membership Benefit	1	0	0.00%	1	0.53%
Public/Social Benefit	30	7	3.70%	17	8.99%
Religion	2	0	0.00%	0	0.00%
Other	9	5	2.65%	5	2.65%
Budget Size					
Under \$125,000	5	1	0.53%	1	0.53%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	44	9	4.76%	27	14.29%

The percentages show the percentage of respondents who chose that answer (i.e. “26%” means that “26% of respondents chose that answer”). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Planning and Considerations | Impact on Clients and Constituents

This chart shows the responses to the question: "How does your organization's return to work plan impact the communities you serve?". In addition to those below, respondents also reported other ways clients and constituents would be impacted by their policies:

- Programs which need in-person interaction must be changed or have been halted
- Volunteer policies are being revised/need to be revised
- Clients are less willing to enter their workplace to get services
- Limited opportunity for in-person interviews
- Staff routinely sick or need to quarantine



[1] Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%. The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer").

[2] This chart pulls data from all respondents (from any subsector and of any budget size).

Impact on Clients and Constituents [1]

This table shows the responses to the question: "How does your organization's return to work plan impact the communities you serve?". See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Limited staff availability because of laying off staff	(%) Limited staff availability because of laying off staff	Limited staff availability because of staff quitting	(%) Limited staff availability because of staff quitting
All Respondents	190	6	3.16%	27	14.21%
Subsector					
Arts, Culture & Humanities	38	0	0.00%	2	1.05%
Education	28	1	0.53%	5	2.63%
Environment & Animals	7	0	0.00%	1	0.53%
International/Foreign Affairs	4	0	0.00%	0	0.00%
Health	9	0	0.00%	2	1.05%
Human Services	56	3	1.58%	12	6.32%
Mutual/Membership Benefit	1	0	0.00%	0	0.00%
Public/Social Benefit	30	1	0.53%	3	1.58%
Religion	2	0	0.00%	0	0.00%
Other	9	0	0.00%	0	0.00%
Budget Size					
Under \$125,000	5	0	0.00%	0	0.00%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	2	1.05%	13	6.84%

The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer"). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Impact on Clients and Constituents [2]

This table shows the responses to the question: "How does your organization's return to work plan impact the communities you serve?". See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Limited staff availability because of reduced staff hours	(%) Limited staff availability because of reduced staff hours	Increased staff time off	(%) Increased staff time off
All Respondents	190	15	7.89%	18	9.47%
Subsector					
Arts, Culture & Humanities	38	1	0.53%	3	1.58%
Education	28	4	2.11%	5	2.63%
Environment & Animals	7	1	0.53%	0	0.00%
International/Foreign Affairs	4	0	0.00%	0	0.00%
Health	9	1	0.53%	1	0.53%
Human Services	56	3	1.58%	4	2.11%
Mutual/Membership Benefit	1	0	0.00%	0	0.00%
Public/Social Benefit	30	4	2.11%	2	1.05%
Religion	2	0	0.00%	0	0.00%
Other	9	1	0.53%	0	0.00%
Budget Size					
Under \$125,000	5	0	0.00%	0	0.00%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	5	2.63%	5	2.63%

The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer"). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Impact on Clients and Constituents [3]

This table shows the responses to the question: “How does your organization’s return to work plan impact the communities you serve?”. See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Decreased services and/or programs	(%) Decreased services and/or programs	Limited building entrance for clients and visitors	(%) Limited building entrance for clients and visitors
All Respondents	190	31	16.32%	64	33.68%
Subsector					
Arts, Culture & Humanities	38	9	4.74%	9	4.74%
Education	28	5	2.63%	8	4.21%
Environment & Animals	7	1	0.53%	3	1.58%
International/Foreign Affairs	4	1	0.53%	1	0.53%
Health	9	3	1.58%	3	1.58%
Human Services	56	10	5.26%	23	12.11%
Mutual/Membership Benefit	1	0	0.00%	0	0.00%
Public/Social Benefit	30	1	0.53%	12	6.32%
Religion	2	0	0.00%	1	0.53%
Other	9	1	0.53%	2	1.05%
Budget Size					
Under \$125,000	5	3	1.58%	0	0.00%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	4	2.11%	17	8.95%

The percentages show the percentage of respondents who chose that answer (i.e. “26%” means that “26% of respondents chose that answer”). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Impact on Clients and Constituents [4]

This table shows the responses to the question: "How does your organization's return to work plan impact the communities you serve?". See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Reduced operating hours	(%) Reduced operating hours	Requiring clients and visitors to get tested	(%) Requiring clients and visitors to get tested
All Respondents	190	19	10.00%	20	10.53%
Subsector					
Arts, Culture & Humanities	38	5	2.63%	6	3.16%
Education	28	3	1.58%	3	1.58%
Environment & Animals	7	1	0.53%	0	0.00%
International/Foreign Affairs	4	0	0.00%	0	0.00%
Health	9	1	0.53%	0	0.00%
Human Services	56	3	1.58%	3	1.58%
Mutual/Membership Benefit	1	0	0.00%	1	0.53%
Public/Social Benefit	30	2	1.05%	6	3.16%
Religion	2	1	0.53%	0	0.00%
Other	9	2	1.05%	1	0.53%
Budget Size					
Under \$125,000	5	0	0.00%	0	0.00%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	3	1.58%	5	2.63%

The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer"). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Scheduling and Hours

Scheduling and Hours | Workplace Return Dates

Workplace Return Dates

This table shows the responses to the question: “When did staff start working in-person?” - in other words, the table summarizes return dates for organizations who have already transitioned to working in-person. See [How to Read This Report](#) for an explanation of how to interpret the data.

Date	N	Average	25th Percentile	Median	75th Percentile
All Respondents	99	11/30/2001	9/8/2020	7/1/2021	9/4/2021
Subsector					
Arts, Culture & Humanities	18	5/31/2021	3/24/2021	8/23/2021	9/4/2021
Education	14	5/10/2021	4/8/2021	8/11/2021	9/26/2021
Environment & Animals	4	3/5/2021	2/2/2021	4/16/2021	5/17/2021
International/Foreign Affairs	1	10/1/2021	10/1/2021	10/1/2021	10/1/2021
Health	3	4/13/2021	1/30/2021	9/1/2021	9/4/2021
Human Services	35	3/16/2021	9/1/2020	6/16/2021	8/31/2021
Mutual/Membership Benefit	0	No Data	No Data	No Data	No Data
Public/Social Benefit	12	1/27/1863	3/9/2021	6/16/2021	9/2/2021
Religion	2	7/17/2020	6/24/2020	7/17/2020	8/9/2020
Other	5	9/2/2021	9/1/2021	9/13/2021	9/15/2021
Budget Size					
Under \$125,000	1	11/17/2021	11/17/2021	11/17/2021	11/17/2021
\$125,000 – \$249,999	0	No Data	No Data	No Data	No Data
\$250,000 – \$499,999	0	No Data	No Data	No Data	No Data
\$500,000 – \$749,999	0	No Data	No Data	No Data	No Data
\$750,000 – \$999,999	0	No Data	No Data	No Data	No Data
\$1,000,000 – \$4,999,999	0	No Data	No Data	No Data	No Data
\$5,000,000 – \$9,999,999	0	No Data	No Data	No Data	No Data
Over \$10 million	28	4/16/2021	11/4/2020	7/1/2021	9/3/2021

Planned Workplace Return Dates

This table shows the responses to the question: “When do you plan to start having staff return to in-person work?” - in other words, the table summarizes return dates for organizations who have yet to transition back to working in-person, but plan to do so. See [How to Read This Report](#) for an explanation of how to interpret the data.

Date	N	Average	25th Percentile	Median	75th Percentile
All Respondents	69	3/6/2022	2/15/2022	3/1/2022	4/1/2022
Subsector					
Arts, Culture & Humanities	17	1/18/2022	2/1/2022	2/15/2022	3/1/2022
Education	9	5/13/2022	3/21/2022	4/15/2022	6/1/2022
Environment & Animals	2	3/16/2022	3/8/2022	3/16/2022	3/24/2022
International/Foreign Affairs	3	5/26/2022	4/8/2022	5/2/2022	7/2/2022
Health	4	3/5/2022	2/25/2022	3/1/2022	3/8/2022
Human Services	17	3/2/2022	2/14/2022	3/1/2022	4/1/2022
Mutual/Membership Benefit	0	No Data	No Data	No Data	No Data
Public/Social Benefit	15	3/7/2022	2/15/2022	3/1/2022	4/1/2022
Religion	0	No Data	No Data	No Data	No Data
Other	2	3/4/2022	3/2/2022	3/4/2022	3/5/2022
Budget Size					
Under \$125,000	3	3/6/2022	2/6/2022	3/5/2022	4/3/2022
\$125,000 – \$249,999	0	No Data	No Data	No Data	No Data
\$250,000 – \$499,999	0	No Data	No Data	No Data	No Data
\$500,000 – \$749,999	0	No Data	No Data	No Data	No Data
\$750,000 – \$999,999	0	No Data	No Data	No Data	No Data
\$1,000,000 – \$4,999,999	0	No Data	No Data	No Data	No Data
\$5,000,000 – \$9,999,999	0	No Data	No Data	No Data	No Data
Over \$10 million	13	1/9/2022	2/8/2022	3/1/2022	3/15/2022

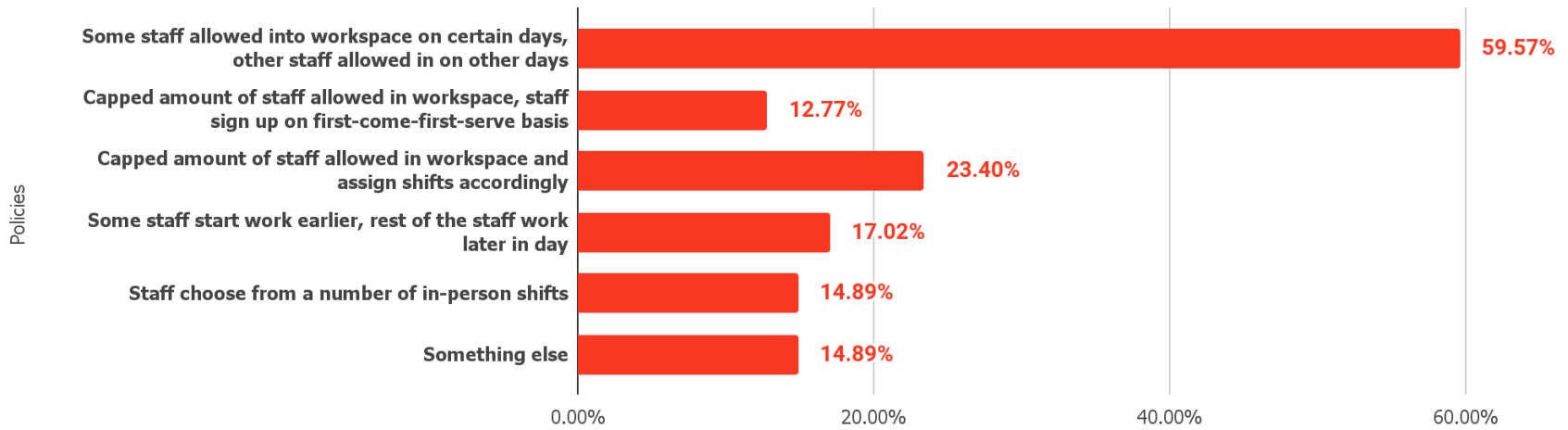
Scheduling and Hours | In-Person Work Hours Per Week

This table shows the responses to the question: “How many hours a week will staff be required to be in-person to work?”. See [How to Read This Report](#) for an explanation of how to interpret the data.

Date	N	Average	25th Percentile	Median	75th Percentile
All Respondents	190	18.46	14	20	24
Subsector					
Arts, Culture & Humanities	38	18.47	14	18	24
Education	28	14.32	8	15	20
Environment & Animals	7	15.29	8.5	16	22
International/Foreign Affairs	4	13.5	10.5	17	20
Health	9	17.67	16	16	20
Human Services	56	21.39	14	21	30
Mutual/Membership Benefit	1	0	0	0	0
Public/Social Benefit	30	19.6	16	20	24
Religion	2	20	10	20	30
Other	9	16	14	16	16
Budget Size					
Under \$125,000	5	16.6	8	20	20
\$125,000 – \$249,999	0	No Data	No Data	No Data	No Data
\$250,000 – \$499,999	0	No Data	No Data	No Data	No Data
\$500,000 – \$749,999	0	No Data	No Data	No Data	No Data
\$750,000 – \$999,999	0	No Data	No Data	No Data	No Data
\$1,000,000 – \$4,999,999	0	No Data	No Data	No Data	No Data
\$5,000,000 – \$9,999,999	0	No Data	No Data	No Data	No Data
Over \$10 million	45	21.11	15	21	30

Scheduling and Hours | Staggered Shifts Schedules

This chart shows the responses to the question: “How do you plan to stagger in-person shifts/hours for your staff?”. Some respondents implemented flexible scheduling policies where staff could check who is in the workplace on which days, then make their own decisions to which days they intend to work in-person.



[1] Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%. The percentages show the percentage of respondents who chose that answer (i.e. “26%” means that “26% of respondents chose that answer”).

[2] This chart pulls data from all respondents (from any subsector and of any budget size).

Staggered Shifts Schedules [1]

This table shows the responses to the question: “How do you plan to stagger in-person shifts/hours for your staff?”. See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Some staff allowed into workspace on certain days, other staff allowed in on other days	(%) Some staff allowed into workspace on certain days, other staff allowed in on other days	Capped amount of staff allowed in workspace, staff sign up on first-come-first-serve basis	(%) Capped amount of staff allowed in workspace, staff sign up on first-come-first-serve basis
All Respondents	47	28	59.57%	6	12.77%
Subsector					
Arts, Culture & Humanities	12	5	10.64%	3	6.38%
Education	8	6	12.77%	0	0.00%
Environment & Animals	2	2	4.26%	0	0.00%
International/Foreign Affairs	0	0	0.00%	0	0.00%
Health	0	0	0.00%	0	0.00%
Human Services	14	9	19.15%	1	2.13%
Mutual/Membership Benefit	0	0	0.00%	0	0.00%
Public/Social Benefit	7	4	8.51%	2	4.26%
Religion	0	0	0.00%	0	0.00%
Other	3	1	2.13%	0	0.00%
Budget Size					
Under \$125,000	1	1	2.13%	0	0.00%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	10	6	12.77%	0	0.00%

The percentages show the percentage of respondents who chose that answer (i.e. “26%” means that “26% of respondents chose that answer”). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Staggered Shifts Schedules [2]

This table shows the responses to the question: "How do you plan to stagger in-person shifts/hours for your staff?". See [How to Read This Report](#) for an explanation of how to interpret the data.

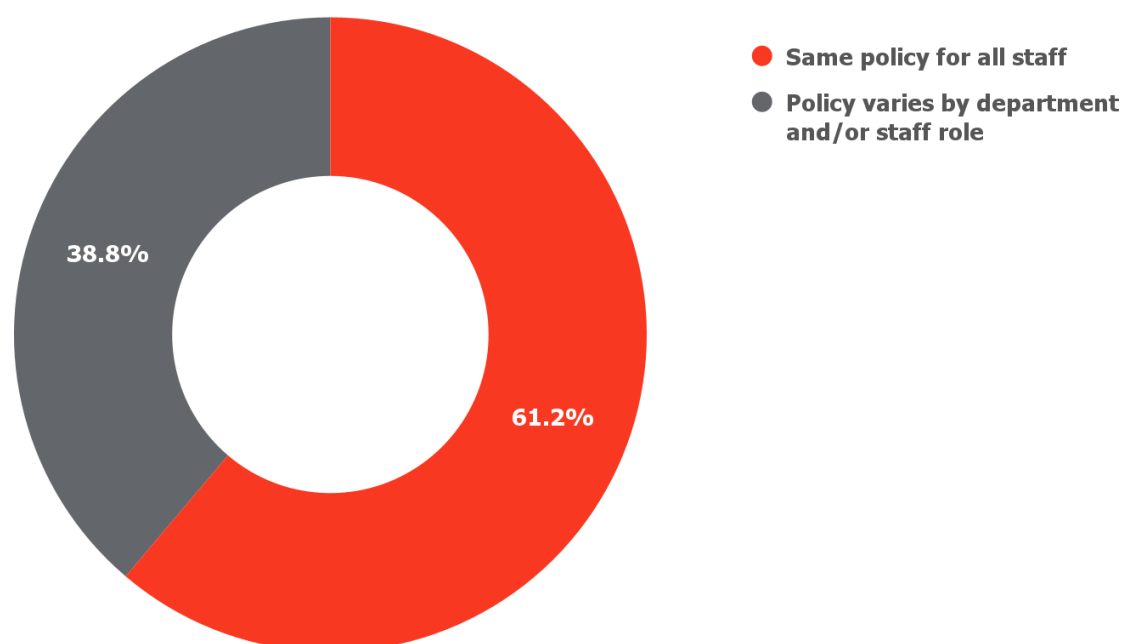
Responses	N	Capped amount of staff allowed in workspace and assign shifts accordingly	(%) Capped amount of staff allowed in workspace and assign shifts accordingly	Some staff start work earlier, rest of the staff work later in day	(%) Some staff start work earlier, rest of the staff work later in day	Staff choose from a number of in-person shifts	(%) Staff choose from a number of in-person shifts
All Respondents	47	11	23.40%	8	17.02%	7	14.89%
Subsector							
Arts, Culture & Humanities	12	2	4.26%	2	4.26%	2	4.26%
Education	8	2	4.26%	3	6.38%	3	6.38%
Environment & Animals	2	1	2.13%	0	0.00%	0	0.00%
International/Foreign Affairs	0	0	0.00%	0	0.00%	0	0.00%
Health	0	0	0.00%	0	0.00%	0	0.00%
Human Services	14	3	6.38%	2	4.26%	1	2.13%
Mutual/Membership Benefit	0	0	0.00%	0	0.00%	0	0.00%
Public/Social Benefit	7	3	6.38%	1	2.13%	1	2.13%
Religion	0	0	0.00%	0	0.00%	0	0.00%
Other	3	0	0.00%	0	0.00%	0	0.00%
Budget Size							
Under \$125,000	1	0	0.00%	0	0.00%	0	0.00%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%	0	0.00%
Over \$10 million	10	3	6.38%	2	4.26%	0	0.00%

The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer"). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Workplace Policies

Workplace Policies | Department Specific Policies

This chart shows the responses to the question: "Does each department have the same back to work policy?". One respondent reported that their organization had a "minimum policy" for return to the workplace, which departments could use as part of their department-specific requirements.



[1] This chart pulls data from all respondents (from any subsector and of any budget size).

Department Specific Policies

This table shows the responses to the question: "Does each department have the same back to work policy?". See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Same policy for all staff	(%) Same policy for all staff	Policy varies by department and/or staff role	(%) Policy varies by department and/or staff role
All Respondents	190	112	58.95%	71	37.37%
Subsector					
Arts, Culture & Humanities	38	25	13.16%	11	5.79%
Education	28	16	8.42%	10	5.26%
Environment & Animals	7	4	2.11%	3	1.58%
International/Foreign Affairs	4	2	1.05%	2	1.05%
Health	9	4	2.11%	4	2.11%
Human Services	56	25	13.16%	30	15.79%
Mutual/Membership Benefit	1	1	0.53%	0	0.00%
Public/Social Benefit	30	25	13.16%	4	2.11%
Religion	2	1	0.53%	1	0.53%
Other	9	6	3.16%	3	1.58%
Budget Size					
Under \$125,000	5	5	2.63%	0	0.00%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	20	10.53%	25	13.16%

Workplace Policies | Vaccination Requirements

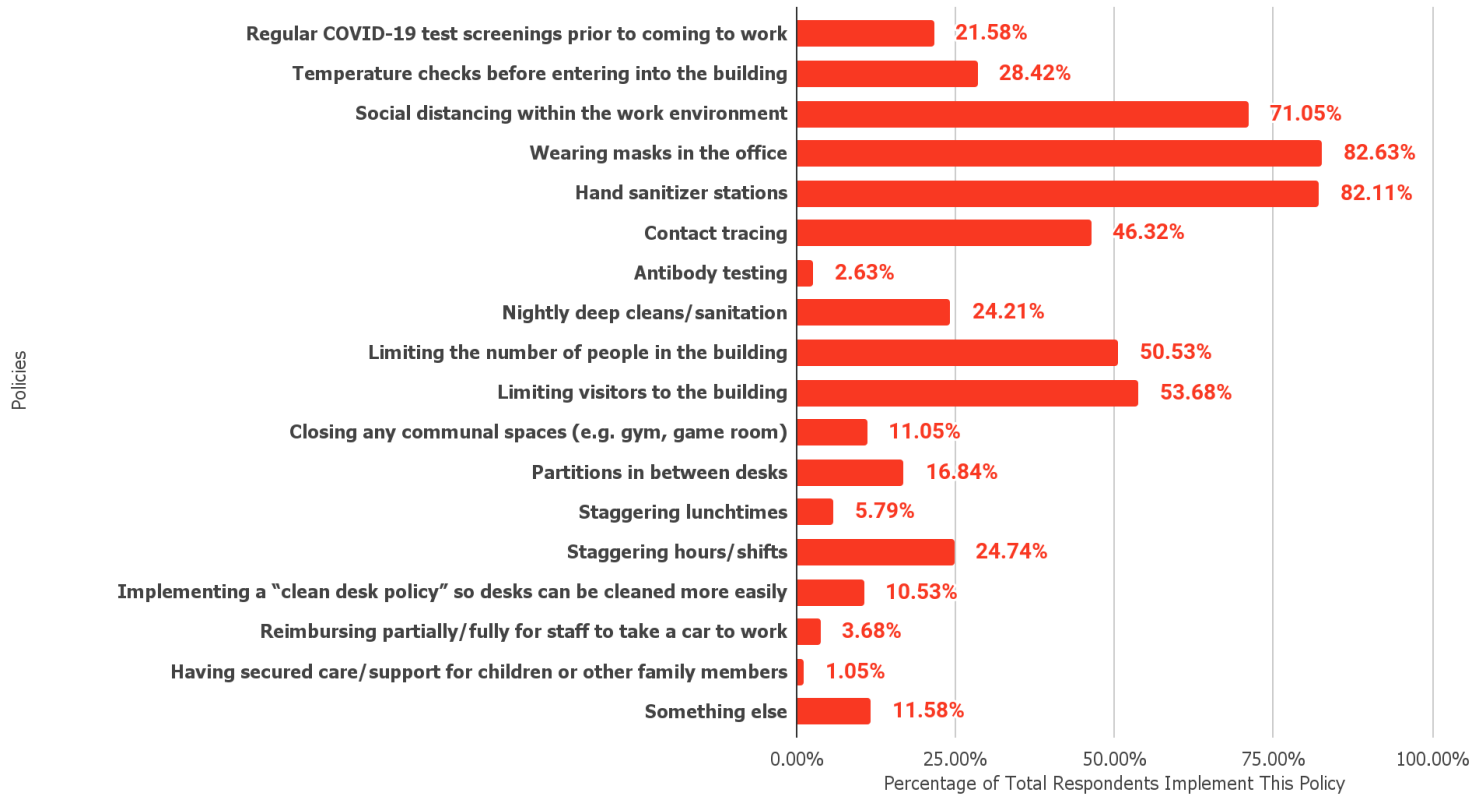
This table shows the responses to the question: “As part of your return to workplace policies, will you require vaccination for any of the following groups?”. See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Not Required For Anyone	(%) Not Required For Anyone	On-Site Staff	(%) On-Site Staff	Visitors to the workspace	(%) Visitors to the workspace
All Respondents	190	19	10.00%	164	86.32%	79	41.58%
Subsector							
Arts, Culture & Humanities	38	0	0.00%	36	18.95%	27	14.21%
Education	28	2	1.05%	23	12.11%	11	5.79%
Environment & Animals	7	1	0.53%	6	3.16%	1	0.53%
International/Foreign Affairs	4	0	0.00%	4	2.11%	3	1.58%
Health	9	0	0.00%	8	4.21%	3	1.58%
Human Services	56	11	5.79%	44	23.16%	13	6.84%
Mutual/Membership Benefit	1	0	0.00%	1	0.53%	1	0.53%
Public/Social Benefit	30	2	1.05%	27	14.21%	15	7.89%
Religion	2	0	0.00%	2	1.05%	0	0.00%
Other	9	1	0.53%	8	4.21%	4	2.11%
Budget Size							
Under \$125,000	5	1	0.53%	4	2.11%	3	1.58%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%	0	0.00%
Over \$10 million	45	6	3.16%	39	20.53%	17	8.95%

The percentages show the percentage of respondents who chose that answer (i.e. “26%” means that “26% of respondents chose that answer”). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Workplace Policies | Preventative Measures

This chart shows the responses to the question: “Which of the following apply to your organization’s return to work plan?”.



[1] Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%. The percentages show the percentage of respondents who chose that answer (i.e. “26%” means that “26% of respondents chose that answer”).

[2] This chart pulls data from all respondents (from any subsector and of any budget size).

Preventative Measures [1]

This table shows the responses to the question: “Which of the following apply to your organization’s return to work plan?”. See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Regular COVID-19 test screenings prior to coming to work	(%) Regular COVID-19 test screenings prior to coming to work	Implementing a “clean desk policy” so desks can be cleaned more easily	(%) Implementing a “clean desk policy” so desks can be cleaned more easily
All Respondents	190	41	21.58%	20	10.53%
Subsector					
Arts, Culture & Humanities	38	12	6.32%	3	1.58%
Education	28	3	1.58%	2	1.05%
Environment & Animals	7	1	0.53%	1	0.53%
International/Foreign Affairs	4	0	0.00%	1	0.53%
Health	9	3	1.58%	1	0.53%
Human Services	56	13	6.84%	7	3.68%
Mutual/Membership Benefit	1	0	0.00%	0	0.00%
Public/Social Benefit	30	5	2.63%	3	1.58%
Religion	2	0	0.00%	0	0.00%
Other	9	3	1.58%	2	1.05%
Budget Size					
Under \$125,000	5	3	1.58%	0	0.00%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	9	4.74%	2	1.05%

The percentages show the percentage of respondents who chose that answer (i.e. “26%” means that “26% of respondents chose that answer”). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Preventative Measures [2]

This table shows the responses to the question: “Which of the following apply to your organization’s return to work plan?”. See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Reimbursing partially/fully for staff to take a car to work	(%) Reimbursing partially/fully for staff to take a car to work	Having secured care/support for children or other family members	(%) Having secured care/support for children or other family members
All Respondents	190	7	3.68%	2	1.05%
Subsector					
Arts, Culture & Humanities	38	0	0.00%	0	0.00%
Education	28	2	1.05%	1	0.53%
Environment & Animals	7	0	0.00%	0	0.00%
International/Foreign Affairs	4	0	0.00%	0	0.00%
Health	9	0	0.00%	0	0.00%
Human Services	56	3	1.58%	1	0.53%
Mutual/Membership Benefit	1	0	0.00%	0	0.00%
Public/Social Benefit	30	0	0.00%	0	0.00%
Religion	2	0	0.00%	0	0.00%
Other	9	1	0.53%	0	0.00%
Budget Size					
Under \$125,000	5	0	0.00%	0	0.00%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	0	0.00%	0	0.00%

The percentages show the percentage of respondents who chose that answer (i.e. “26%” means that “26% of respondents chose that answer”). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Workplace Policies | Antibody Testing and Tracing Infections

This table shows the responses to the question: “Which of the following apply to your organization’s return to work plan?”. See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Antibody testing	(%) Antibody testing	Contact tracing	(%) Contact tracing
All Respondents	190	5	2.63%	88	46.32%
Subsector					
Arts, Culture & Humanities	38	1	0.53%	20	10.53%
Education	28	2	1.05%	11	5.79%
Environment & Animals	7	0	0.00%	0	0.00%
International/Foreign Affairs	4	0	0.00%	3	1.58%
Health	9	0	0.00%	3	1.58%
Human Services	56	2	1.05%	33	17.37%
Mutual/Membership Benefit	1	0	0.00%	0	0.00%
Public/Social Benefit	30	0	0.00%	12	6.32%
Religion	2	0	0.00%	0	0.00%
Other	9	0	0.00%	4	2.11%
Budget Size					
Under \$125,000	5	0	0.00%	2	1.05%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	1	0.53%	29	15.26%

The percentages show the percentage of respondents who chose that answer (i.e. “26%” means that “26% of respondents chose that answer”). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Workplace Policies | Building Max Occupancy

This table shows the responses to the question: “Which of the following apply to your organization’s return to work plan?”. See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Limiting the number of people in the building	(%) Limiting the number of people in the building	Limiting visitors to the building	(%) Limiting visitors to the building
All Respondents	190	96	50.53%	102	53.68%
Subsector					
Arts, Culture & Humanities	38	22	11.58%	19	10.00%
Education	28	12	6.32%	12	6.32%
Environment & Animals	7	4	2.11%	2	1.05%
International/Foreign Affairs	4	1	0.53%	2	1.05%
Health	9	4	2.11%	5	2.63%
Human Services	56	29	15.26%	31	16.32%
Mutual/Membership Benefit	1	0	0.00%	0	0.00%
Public/Social Benefit	30	16	8.42%	20	10.53%
Religion	2	0	0.00%	1	0.53%
Other	9	5	2.63%	6	3.16%
Budget Size					
Under \$125,000	5	1	0.53%	1	0.53%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	21	11.05%	28	14.74%

The percentages show the percentage of respondents who chose that answer (i.e. “26%” means that “26% of respondents chose that answer”). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Workplace and Hygiene [1]

This table shows the responses to the question: “Which of the following apply to your organization’s return to work plan?”. See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Social distancing within the work environment	(%) Social distancing within the work environment	Wearing masks in the office	(%) Wearing masks in the office
All Respondents	190	135	71.05%	157	82.63%
Subsector					
Arts, Culture & Humanities	38	24	12.63%	30	15.79%
Education	28	18	9.47%	22	11.58%
Environment & Animals	7	4	2.11%	6	3.16%
International/Foreign Affairs	4	3	1.58%	4	2.11%
Health	9	8	4.21%	6	3.16%
Human Services	56	43	22.63%	51	26.84%
Mutual/Membership Benefit	1	0	0.00%	0	0.00%
Public/Social Benefit	30	26	13.68%	25	13.16%
Religion	2	1	0.53%	2	1.05%
Other	9	6	3.16%	8	4.21%
Budget Size					
Under \$125,000	5	3	1.58%	4	2.11%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	38	20.00%	40	21.05%

The percentages show the percentage of respondents who chose that answer (i.e. “26%” means that “26% of respondents chose that answer”). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Workplace and Hygiene [2]

This table shows the responses to the question: "Which of the following apply to your organization's return to work plan?". See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Hand sanitizer stations	(%) Hand sanitizer stations	Partitions in between desks	(%) Partitions in between desks
All Respondents	190	156	82.11%	32	16.84%
Subsector					
Arts, Culture & Humanities	38	31	16.32%	3	1.58%
Education	28	19	10.00%	5	2.63%
Environment & Animals	7	5	2.63%	0	0.00%
International/Foreign Affairs	4	4	2.11%	1	0.53%
Health	9	8	4.21%	3	1.58%
Human Services	56	51	26.84%	15	7.89%
Mutual/Membership Benefit	1	0	0.00%	0	0.00%
Public/Social Benefit	30	26	13.68%	5	2.63%
Religion	2	1	0.53%	0	0.00%
Other	9	8	4.21%	0	0.00%
Budget Size					
Under \$125,000	5	4	2.11%	0	0.00%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	39	20.53%	13	6.84%

The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer"). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

Workplace and Hygiene [3]

This table shows the responses to the question: "Which of the following apply to your organization's return to work plan?". See [How to Read This Report](#) for an explanation of how to interpret the data.

Responses	N	Nightly deep cleans/sanitation	(%) Nightly deep cleans/sanitation	Closing any communal spaces (e.g. gym, game room)	(%) Closing any communal spaces (e.g. gym, game room)
All Respondents	190	46	24.21%	21	11.05%
Subsector					
Arts, Culture & Humanities	38	8	4.21%	5	2.63%
Education	28	10	5.26%	5	2.63%
Environment & Animals	7	1	0.53%	0	0.00%
International/Foreign Affairs	4	0	0.00%	0	0.00%
Health	9	3	1.58%	0	0.00%
Human Services	56	14	7.37%	7	3.68%
Mutual/Membership Benefit	1	0	0.00%	0	0.00%
Public/Social Benefit	30	6	3.16%	4	2.11%
Religion	2	0	0.00%	0	0.00%
Other	9	2	1.05%	0	0.00%
Budget Size					
Under \$125,000	5	1	0.53%	0	0.00%
\$125,000 – \$249,999	0	0	0.00%	0	0.00%
\$250,000 – \$499,999	0	0	0.00%	0	0.00%
\$500,000 – \$749,999	0	0	0.00%	0	0.00%
\$750,000 – \$999,999	0	0	0.00%	0	0.00%
\$1,000,000 – \$4,999,999	0	0	0.00%	0	0.00%
\$5,000,000 – \$9,999,999	0	0	0.00%	0	0.00%
Over \$10 million	45	14	7.37%	7	3.68%

The percentages show the percentage of respondents who chose that answer (i.e. "26%" means that "26% of respondents chose that answer"). Respondents could choose multiple answers, which leads to the percentages in this chart not adding up to 100%.

About Nonprofit New York

Nonprofit New York's mission is to strengthen and unite New York's nonprofits. We're building a thriving community of extraordinary nonprofits - a relentless, collective force for good.

Serving over 4,000 nonprofits in the New York City area each year, we've been building a powerful nonprofit community in New York for more than 35 years. We believe that when one nonprofit is stronger, all of us are stronger. Together, we're changing New York - and the world.

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