	TOTAL	English	French	German	Spanish
Total Respondents	**330**	**289**	**4**	**34**	**3**
Male	**74**	62	1	9	2
Female	**252**	224	3	24	1
AGES					
18-25	**39**	37	1	1	0
26-35	**75**	59	3	12	1
35-45	**69**	53	0	14	2
46-55	**69**	62	0	7	0
56-65	**52**	52	0	0	0
66-75	**20**	20	0	0	0
76-over	**3**	3	0	0	0
Skipped	***3***	*3*	*0*	*0*	*0*

	TOTAL	English	French	German	Spanish
Residential Location					
Region 1	**45**	32	0	13	0
Region 2	**50**	50	0	0	0
Region 3	**41**	41	0	0	0
Region 4	**31**	31	0	0	0
Region 5	**50**	50	0	0	0
Region 6	**87**	61	4	20	2
Region 7	**23**	21	0	1	1
Skipped	***3***	*3*	*0*	*0*	*0*

	TOTAL	English	French	German	Spanish
Non-USA Residents					
Australia	**14**	14	0	0	0
Austria	**2**	0	0	2	0
Canada	**18**	16	2	0	0
Dominican Republic	**1**	1	0	0	0
Ethiopia	**1**	1	0	0	0
France	**2**	1	1	0	0
Germany	**40**	10	0	30	0
Ghana, West Africa	**2**	2	0	0	0
Hong Kong	**1**	1	0	0	0
Iceland	**1**	1	0	0	0
Ireland	**4**	4	0	0	0
Kenya	**1**	1	0	0	0
Mexico	**1**	1	0	0	0
Netherlands/Holland	**7**	7	0	0	0
Norway	**6**	6	0	0	0
Poland	**1**	1	0	0	0
Spain	**3**	1	0	0	2
Switzerland	**1**	0	0	1	0
UK/England	**19**	18	1	0	0
Venezuela	**1**	0	0	0	1

	TOTAL	English	French	German	Spanish
Selected Identities					
Hispanic or Latino	**18**	17	0	0	1
American Indian or Alaska Native	**6**	6	0	0	0
Asian	**6**	5	1	0	0
Black or African Ancestry	**8**	8	0	0	0
Native Hawaiian or Other Pacific Islander	**1**	1	0	0	0
White or European Ancestry	**278**	254	3	19	2
Other Identities	**21**	21	0	0	0
Skipped	***18***	*3*	*0*	*15*	*0*

	TOTAL	English	French	German	Spanish
Membership Status					
I am a current CODA member (dues paid) and actively involved in the organization.	**79**	77	1	1	0
I am a current CODA member (dues paid), but not actively involved in the organization.	**71**	67	0	4	0
I am not a current CODA member, but I used to be (i.e., dues-paying or actively involved).	**47**	36	0	11	0
I have never been a member of the CODA organization.	**130**	106	3	18	3
Skipped	***3***	*3*	*0*	*0*	*0*

	TOTAL	English	French	German	Spanish
Leadership and Service					
I am currently or have previously served on the CODA-International Board of Directors.	**29**	28	0	1	0
I am currently or have previously served as a committee chair or co-chair (including conferences).	**37**	36	0	1	0
I am currently or have previously served as a committee member (including conferences).	**54**	51	1	1	1
I am currently or have previously served as a CODA conference keynote speaker, workshop presenter, and/or facilitator.	**47**	45	0	2	0
None of these apply to me.	**226**	191	3	30	2
Skipped	***3***	*3*	*0*	*0*	*0*

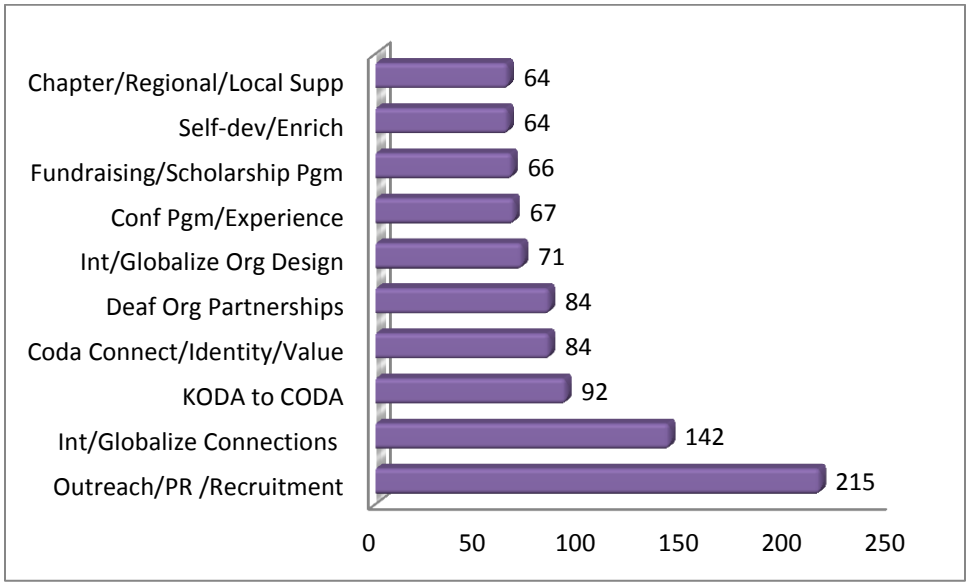
	TOTAL	English	French	German	Spanish
Mission Statement Relevancy					
YES	**265**	234	4	25	2
NO	**47**	45	0	2	0
Skipped	***18***	*10*	*0*	*7*	*1*

Sorted - High (99) to Low (27)	TOTAL	English	French	German	Spanish
Top Priorities					
Developing strategy and programming to build a KODA to CODA pipeline (e.g., engage and mentor youth/teens)	**99**	85	3	11	0
Enhancing the organization's public relations, outreach and recruitment strategy and efforts	**97**	87	2	8	0
Developing partnerships and collaborating with Deaf organizations (i.e., NAD, WFD, DSA, etc.)	**81**	74	1	6	0
Enhancing the diversity of the organization's membership (race, ethnicity, nationality, age/generation, etc.)	**80**	71	2	6	1
Globalizing the organization (organizational re-design to include tiered governance/federation, tiered regional/national/international conferences, enhanced communications)	**77**	62	4	11	0
Cultivating, supporting and promoting Coda/Koda research	**75**	63	2	10	0
Providing leadership development, training, mentoring and succession planning for current and potential leaders	**67**	64	1	2	0
Developing strategy and programming to engage members in service and leverage their talents/expertise	**60**	50	2	8	0
Archiving and documenting the history of codas and the CODA organization	**56**	40	3	13	0
Enhancing and/or diversifying CODA Conference design, programming, activities and events	**53**	46	3	4	0
Re-evaluating, enhancing and diversifying fundraising and scholarship strategy and efforts	**46**	39	2	5	0
Improving the Board of Directors' communication, transparency and accountability to the membership	**46**	35	1	10	0
Formalizing the regional and/or state chapter system and forging partnerships and support	**38**	32	2	4	0
Improving the organization's business operations and effectiveness	**27**	24	1	2	0
Other (please specify)	**12**	11	0	1	0
Skipped	**154**	*135*	*0*	*17*	*2*

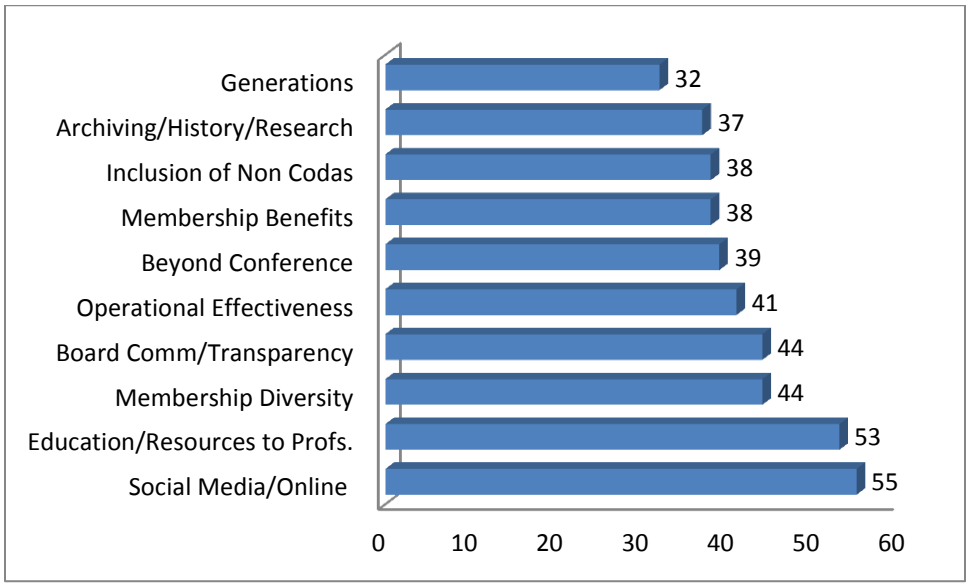
Charts of Open Ended Response Topics/Themes*

*** Note: See legend on pages 7-8.**

Top Range (1-10)



Mid-Range (11 – 20)



Bottom-Range (21-30)

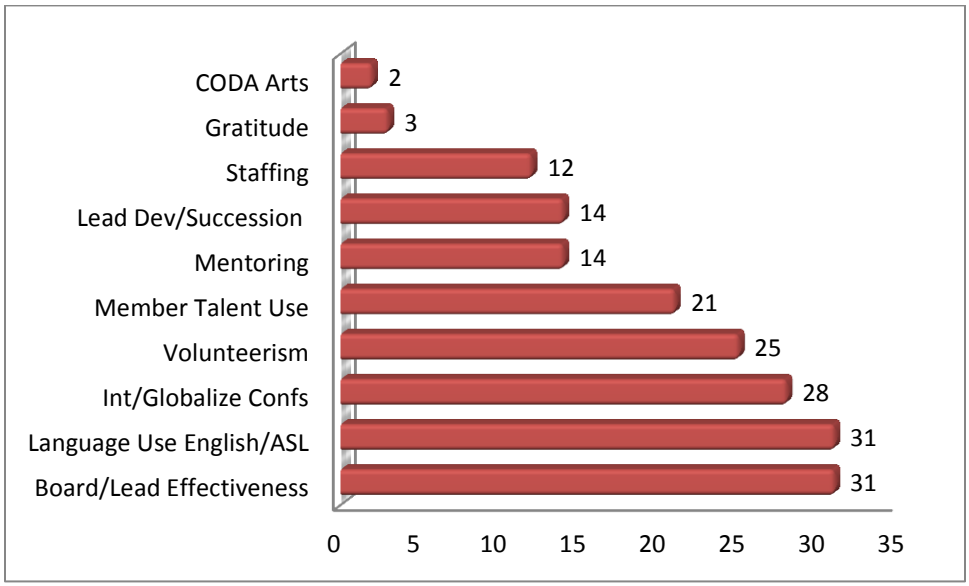


Table of Open Ended Response Topics/Themes

Topic	TOTAL Comments
Outreach/PR /Recruitment	215
Int/Globalize Connections	142
KODA to CODA	92
Coda Connect/Identity/Value	84
Deaf Org Partnerships	84
Int/Globalize Org Design	71
Conf Pgm/Experience	67
Fundraising/Scholarship Pgm	66
Self-dev/Enrich	64
Chapter/Regional/Local Supp	64
Social Media/Online	55
Education/Resources to Profs.	53
Membership Diversity	44
Board Comm/Transparency	44
Operational Effectiveness	41

Topic	TOTAL Comments
Beyond Conference	39
Membership Benefits	38
Inclusion of Non Codas	38
Archiving/History/Research	37
Generations	32
Board/Lead Effectiveness	31
Language Use English/ASL	31
Int/Globalize Confs	28
Volunteerism	25
Member Talent Use	21
Mentoring	14
Lead Dev/Succession	14
Staffing	12
Gratitude	3
CODA Arts	2

Legend of Response Topics/Themes

Int/Globalize Connections: Building greater international and global connections for the organization and its members.

Int/Globalize Org Design: Redesigning the CODA-International organization so that it is not as USA-centric, but truly international by providing more equitable representation, power, voice across the globe.

Int/Globalize Confs: Increasing the number of international conferences to foster more international participation.

Membership Diversit y: Diversifying the membership of the organization. This includes diversity in terms of various identity factors, such as: nationality, race, ethnicity, gender, sexual orientation, profession, and so forth.

Outreach/PR/Recruitment: Enhancing and increasing the organization's efforts in the areas of outreach, public relations and recruitment.

Member Talent Use: Engaging and employing more members to volunteer their talents and expertise on committees, projects and/or initiatives that the organization undertakes.

Board Comm/Transparency: Enhancing and increasing the quality and frequency of the CODA Board's communication with the membership; soliciting membership input in decisions.

Coda Connect/Identity/Value: The value of the CODA-International organization/conferences in helping codas to discover and/or develop their coda identity, build connections and community with other codas.

Mentoring: Need for mentoring within the organization in multiple aspects, including: Codas to Kodas, new CODA members, Coda/CODA veteran leaders to new/emerging Coda/CODA leaders.

Fundraising/Scholarship Pgm: Enhancing and/or diversifying the fundraising and scholarship programs; fundraising and sponsoring of koda-related activities and coda/koda research.

Conf Pgm/Experience: Enhancing and/or diversifying the annual conference program and/or activities to ensure they are relevant and innovative, with balance of traditional and new.

Generations: Importance of recruiting, engaging and retaining members at various ages; creating programming and services that address multi-generational needs.

Self-dev/Enrich: The value of the CODA-International organization/conferences in helping codas to engage in personal development and enrichment as individuals.

Archiving/History/Research: Enhancing, expanding, and/or formalizing CODA-International's efforts to document and archive the history of the organization, the history and stories of codas, and to support coda/koda-related research.

Social Media/Online: Enhancing and/or formalizing the organization and Board members' use of website, as well as livestreaming and popular social media platforms to broadcast events, communicate with members, and support Outreach/PR/Recruitment efforts.

Board/Lead Effectiveness: The need for leadership development and training for Board members and potential organizational leaders.

Staffing: The need for official paid staffing for organizational operations.

Volunteerism: Recognition and acknowledgement that an organization run by volunteers can be very challenging; the need to retain more volunteers to assist Board with operational tasks.

Operational Effectiveness: Improving the effectiveness and efficiencies of CODA-International's business and administrative operations in areas such as: members access to information; Board's communication with members; documented business plans, processes and protocols; organizational and membership assessments, and so forth.

Deaf Org Partnerships: Forging and maintaining collaborative relationships and/or partnerships with Deaf organizations, such as: World Federation of the Deaf (WFD), National Association of the Deaf (NAD), Deaf parent/KODA organizations, and so forth.

KODA to CODA: Enhancing, expanding, and/or clarifying CODA-International's role in KODA-related work, such as: supporting and collaborating with KODA organizations/camps; engaging/mentoring/ "onboarding" kodas into CODA; collaborating with Deaf organizations on education for Deaf parents and professionals, etc.

Chapter/Regional/Local Supp: Developing and enhancing CODA-International's regional and chapter infrastructure by providing greater support to sub-groups (e.g., guidance/leadership, financial) and fostering stronger engagement of sub-groups with CODA in fundraising, recruitment, and so forth.

Membership Benefits: Enhancing and articulating the "benefits" of being a member of CODA-International; providing "on-boarding education" to new members and conference/retreat newcomers.

Beyond Conference: Expanding the current "sole focus" of CODA from annual conferences to include other programs, services, etc. for members and the Deaf/Coda community.

CODA Arts: Promote and support Coda artists as a vehicle for PR, recruitment and outreach.

Language Use English/ASL: Need to recognize and be responsive to the language diversity and backgrounds of coda members. For example, not all members are: fluent in ASL, in the interpreting profession, or find the use of Deaf voice amusing.

Education to professionals: Developing and disseminating information/providing training to professionals who work with Deaf/koda families (e.g., teachers, school administrators, health care professionals, social workers, MH professionals, etc.)

Inclusion of Non-codas: Provide/sponsor open events that include family members, such as: Deaf parents, Deaf siblings, spouses, etc.

Gratitude: Expressions of thanks and appreciation to CODA International Board Members and CODA 2020 Work Group (committee) for asking for membership input and engaging in the strategic planning work.