

FULL REPORT

SEPTEMBER 2021

# TRENDS IN DEI PRACTICES AND POLICIES



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## ABOUT WORLDATWORK

WorldatWork is the leading global nonprofit organization for professionals engaged in the critically important practice of Total Rewards. We serve those who are responsible for cultivating inspired, engaged, productive, and committed workers in effective and rewarding workplaces. We guide them in the design and delivery of Total Reward programs with our education and certification; idea exchange; thought leadership; knowledge creation; information sharing; research; advocacy; and networking.

### CONNECT WITH US



## OUR METHODOLOGY

WorldatWork invited its broader membership and customer base to participate in an electronic survey on Diversity, Equity and Inclusion (DEI) initiatives in workplaces.

A total of 656 responses were received, representing organizations of different sizes and across multiple industries. WorldatWork also obtained responses from 303 full-time business professionals via the Schlesinger Group panel online. The sample was sourced primarily based on gender, age and political identification.

Email invitations were sent directly to participants on 06/28/2021 and results were collected over a 24-day period. Sample sizes vary by question.

A weight was applied to party affiliation on the employee sample to ensure representation.



*Icon indicates the voice of the employee*

# KEY FINDINGS



KEY FINDING

# NO. 1

## MORE ORGANIZATIONS ARE TAKING ACTION ON DEI INITIATIVES, AND EMPLOYEES VALIDATE THOSE EFFORTS

**ALSO OF NOTE:**

- 85% of employees believe their employers prioritize DEI a good or great deal in the workplace, and nearly three in four employees feel that employers are putting the right amount of effort into these initiatives
- 64% of employees believe DEI is very or extremely important
- Of the organizations taking DEI action, 97% have an established DEI strategy or are actively working on one



There was a **13 percentage point increase** in organizations stating they have actively been focusing on DEI.



KEY FINDING

# NO. 2

## ORGANIZATIONS ARE FOCUSING ON ALL ASPECTS OF WORKPLACE EQUITY, MORE BROADLY THAN PAY EQUITY AND COMPENSATION



**62% of organizations have been taking DEI-related action** in development/performance management over the last 12 months; and this area is expected to have the most accelerated growth over the next 12 months.

**ALSO OF NOTE:**

- 79% of organizations taking DEI action in development/performance management are doing so by creating policies and practices to help source diverse job applicants and 66% are similarly building these guides to help achieve diverse talent at all levels
  - When accepting a new position, employees reported that an organization's DEI policies were 34% very or extremely influential on their decision
- DEI training programs for all staff, including managers and non-managers, was shown as a high priority for organizations

KEY FINDING

NO. 3

**LOW HIRING ACTIVITY  
FOR DEDICATED DEI  
STAFF PROJECTED IN  
NEXT 12 MONTHS**

**ALSO OF NOTE:**

- Half of organizations rely on internal DEI committees to aid in staffing and budget resources functions
- On average, three full-time employees work in the HR department focused on DEI initiatives, programs or duties, while about one full-time employee works on these efforts outside of HR
  - More part-time employees are focused on DEI initiatives outside of HR than inside the department



Organizations at large have an average of **21% of their workforce contributing to DEI efforts**. 36% of organizations employ dedicated DEI staff that report in various departments (e.g. HR, Total Rewards), while 32% of organizations house dedicated DEI staff in a centralized department with a budget.



KEY FINDING

NO. 4

**57% OF ORGANIZATIONS CURRENTLY  
HAVE METRICS IN PLACE TO MEASURE  
DEI RESULTS**



**Just over 1/3 of organizations** are considering or evaluating the use of DEI metrics.

**ALSO OF NOTE:**

- About 90% of organizations are tracking workforce representation metrics (91%) and recruiting metrics (89%), and nearly six in 10 organizations agree that these metrics are extremely important, 61% and 62%, respectively
- The most prioritized metric is inclusive policies statistics (63%), but only 25% of organizations are currently tracking this measure

# RESULTS

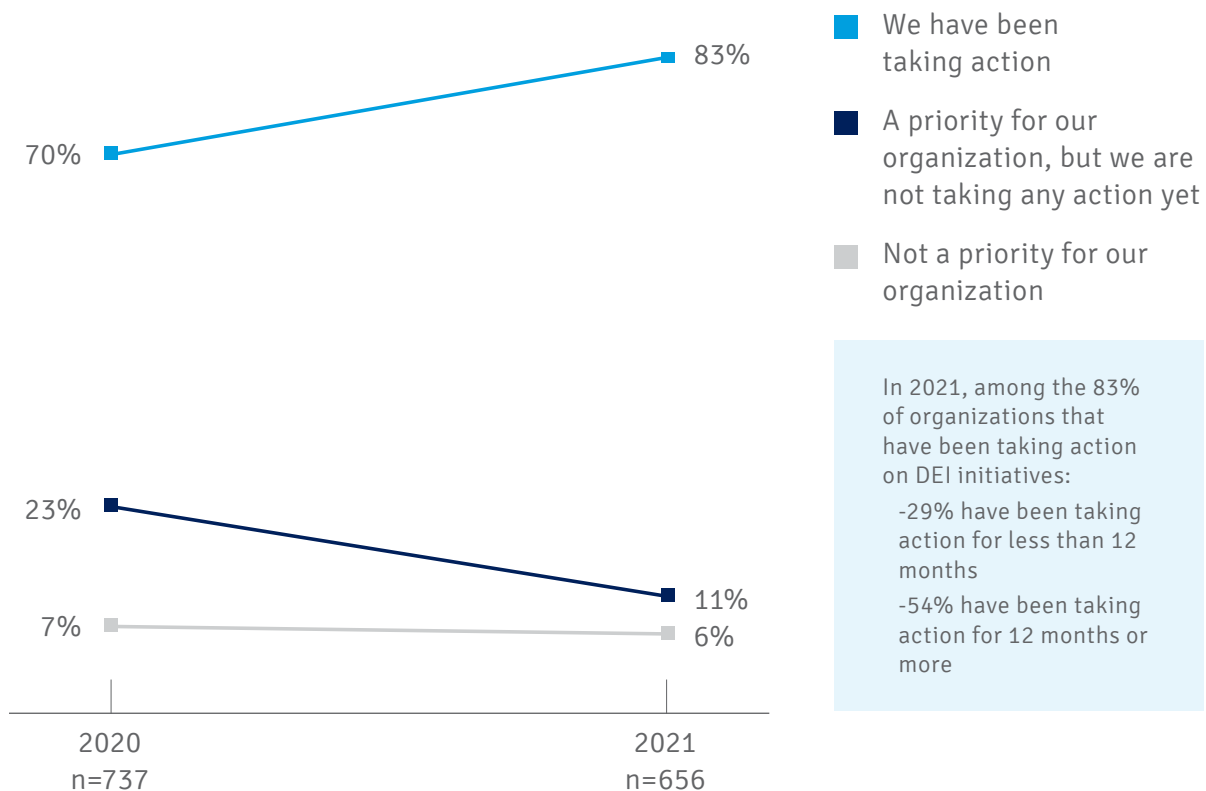


## FOCUS ON DEI INITIATIVES

### QUESTION

Which of the following statements reflects your organization's focus on diversity, equity and inclusion (DEI) initiatives?

### RESULTS



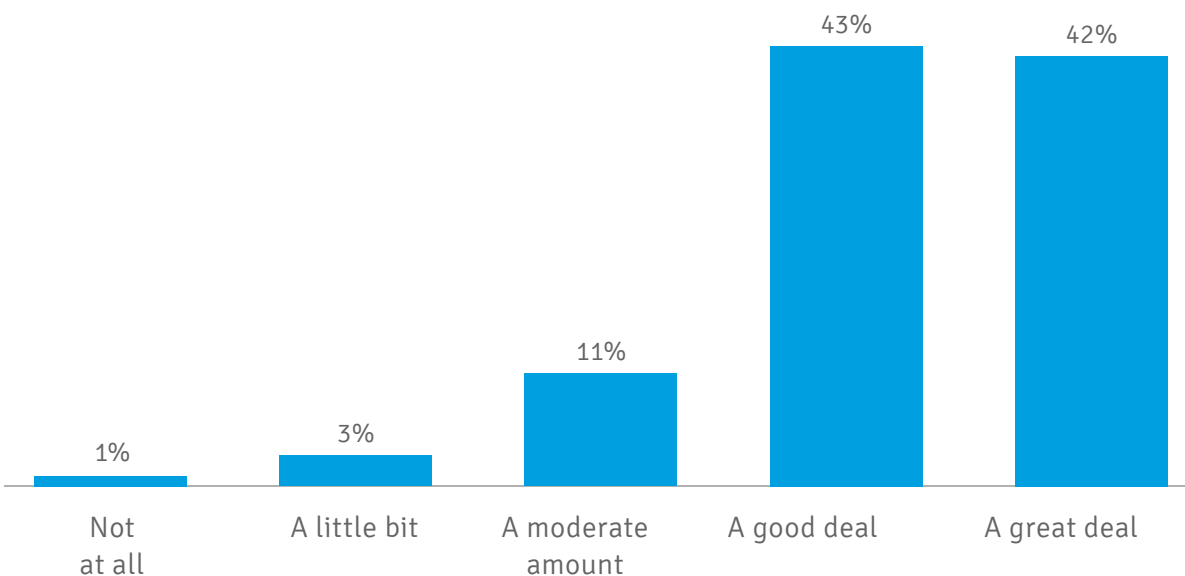


## EMPLOYEE PERSPECTIVE OF DEI PRIORITIZATION IN THE WORKPLACE

### QUESTION

To what extent does your employer prioritize DEI in your workplace?

### RESULTS



n=304



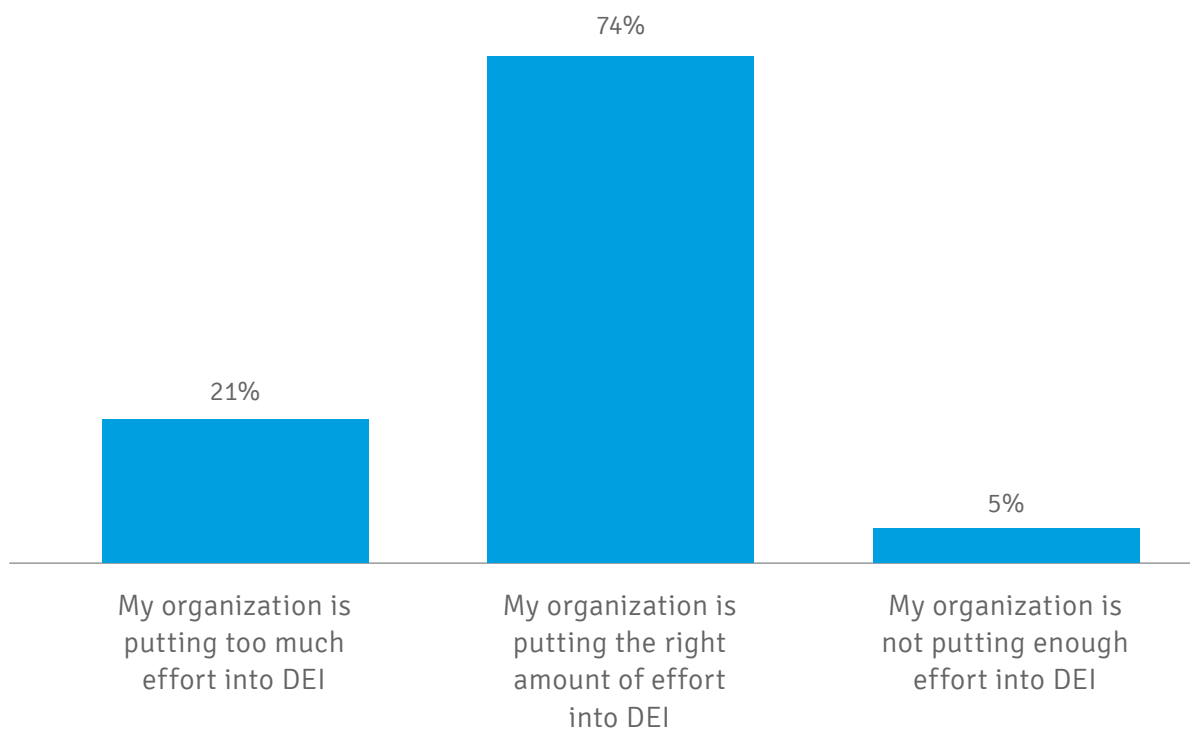


## EMPLOYEE PERSPECTIVE OF ORGANIZATION'S DEI EFFORTS/INITIATIVES

### QUESTION

How would you classify your organization's DEI efforts/initiatives?

### RESULTS



n=304



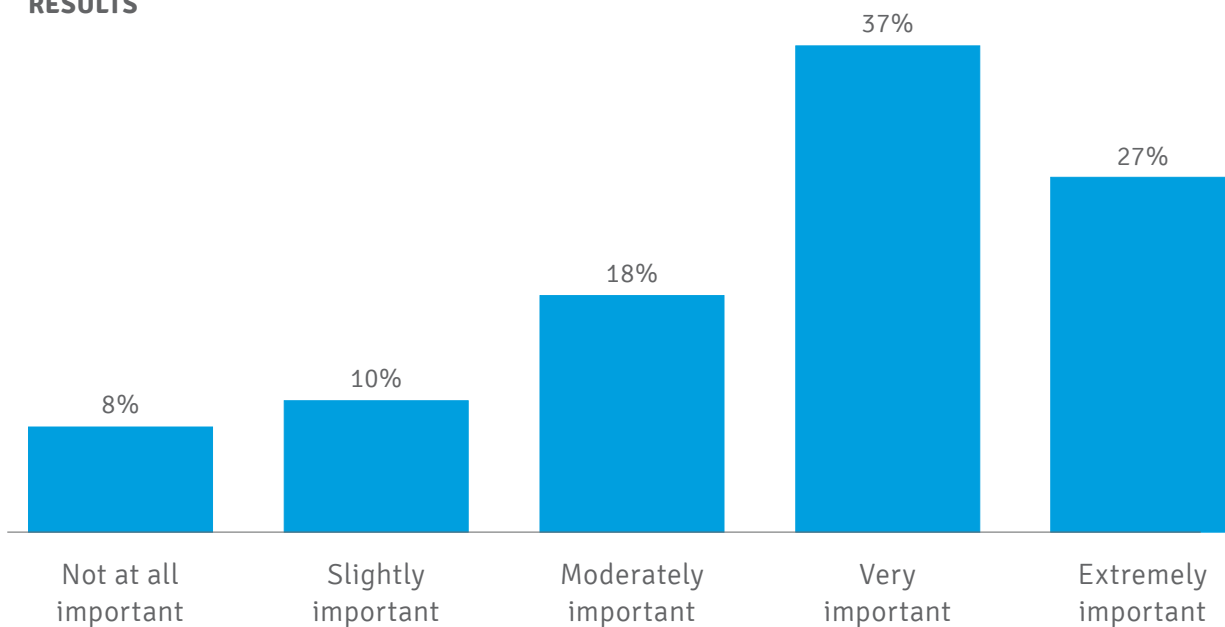


## EMPLOYEE PERSPECTIVE OF DEI IMPORTANCE

### QUESTION

Thinking about DEI and the workplace, overall how important is DEI to you personally?

### RESULTS



n=303



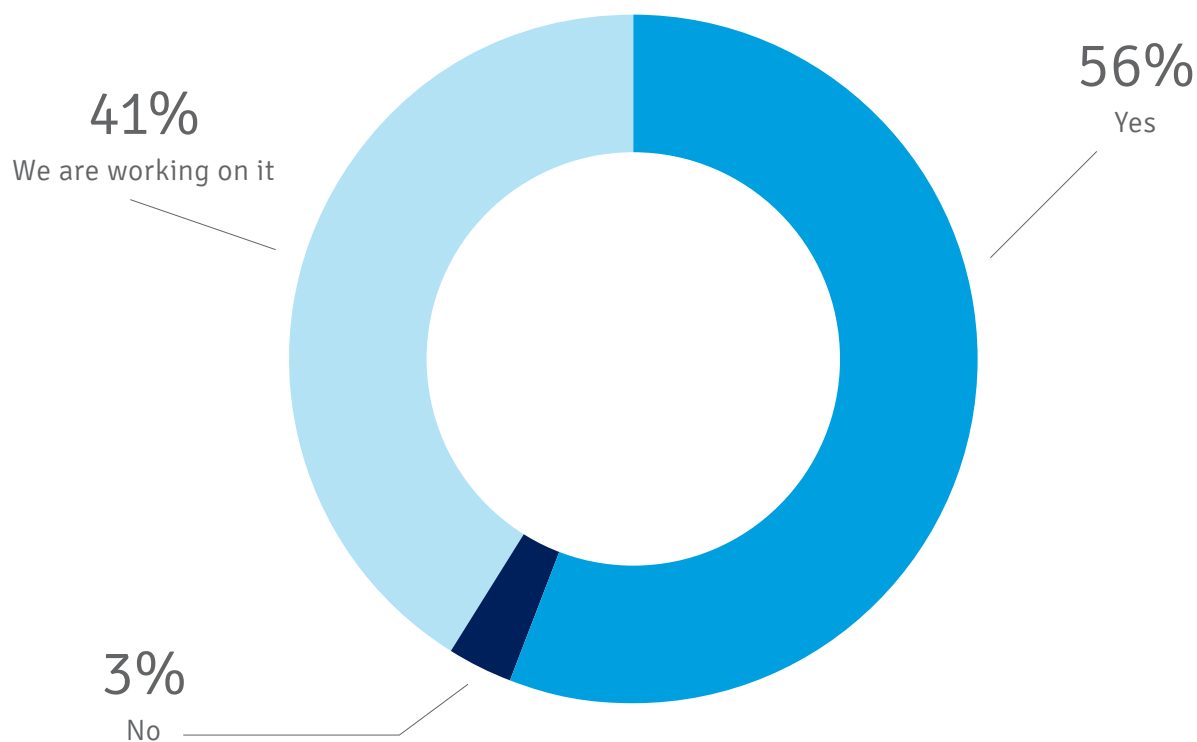
## DEI STRATEGY

### QUESTION

Does your organization have an established DEI strategy or a plan that incorporates specific DEI goals and objectives?

*Participants responding “We have been taking action for less than 12 months” or “We have been taking action for 12 months or more” to their organization’s focus on DEI initiatives received this question.*

### RESULTS



n=530





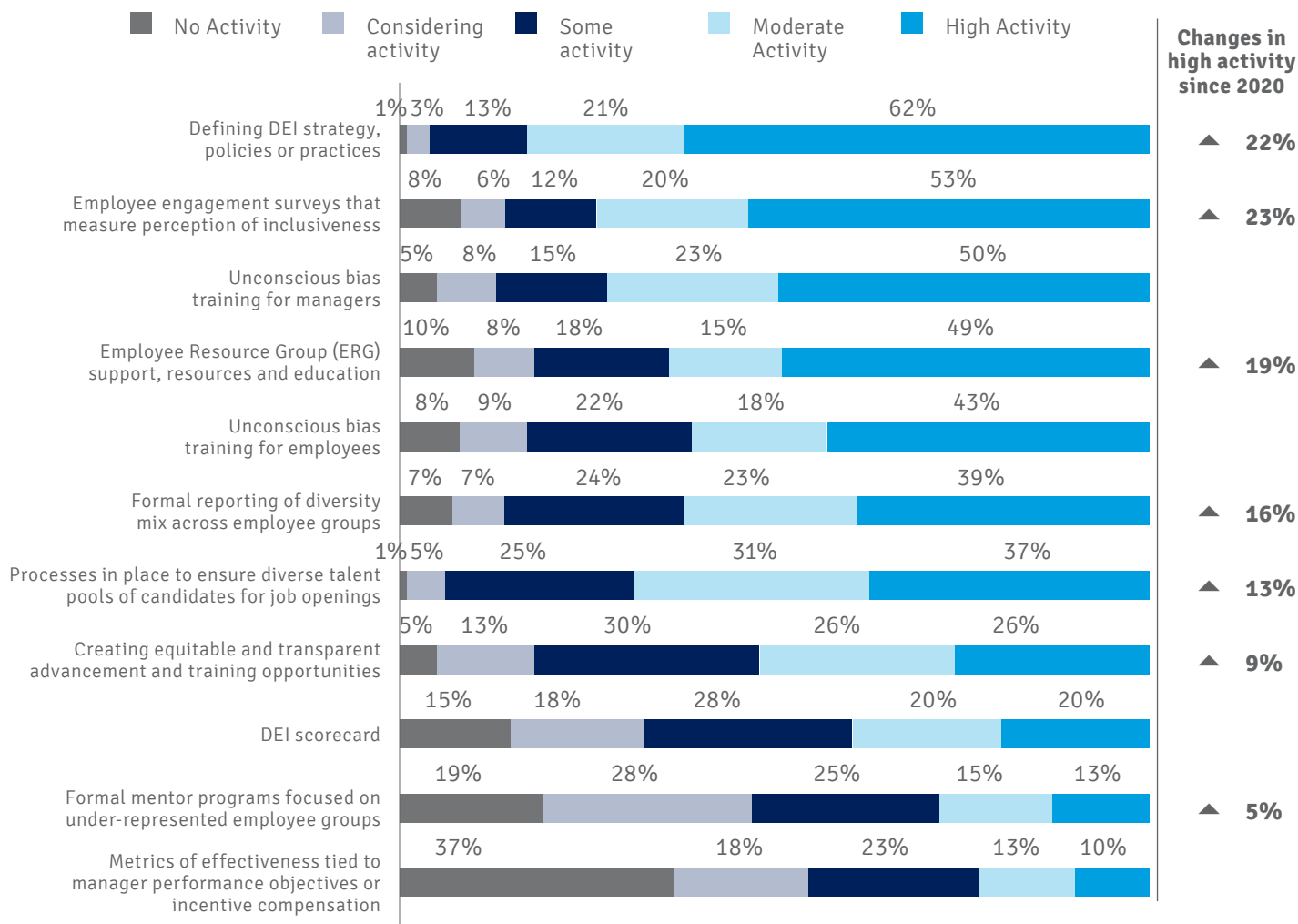
## DEI ACTIVITIES OVER PAST 12 MONTHS

### QUESTION

Please indicate your organization's activity level for the following DEI actions over the past 12 months.

*Participants responding that their organization has an established DEI strategy or a plan that incorporates specific DEI goals and objectives received this question.*

### RESULTS



n=240

n=436

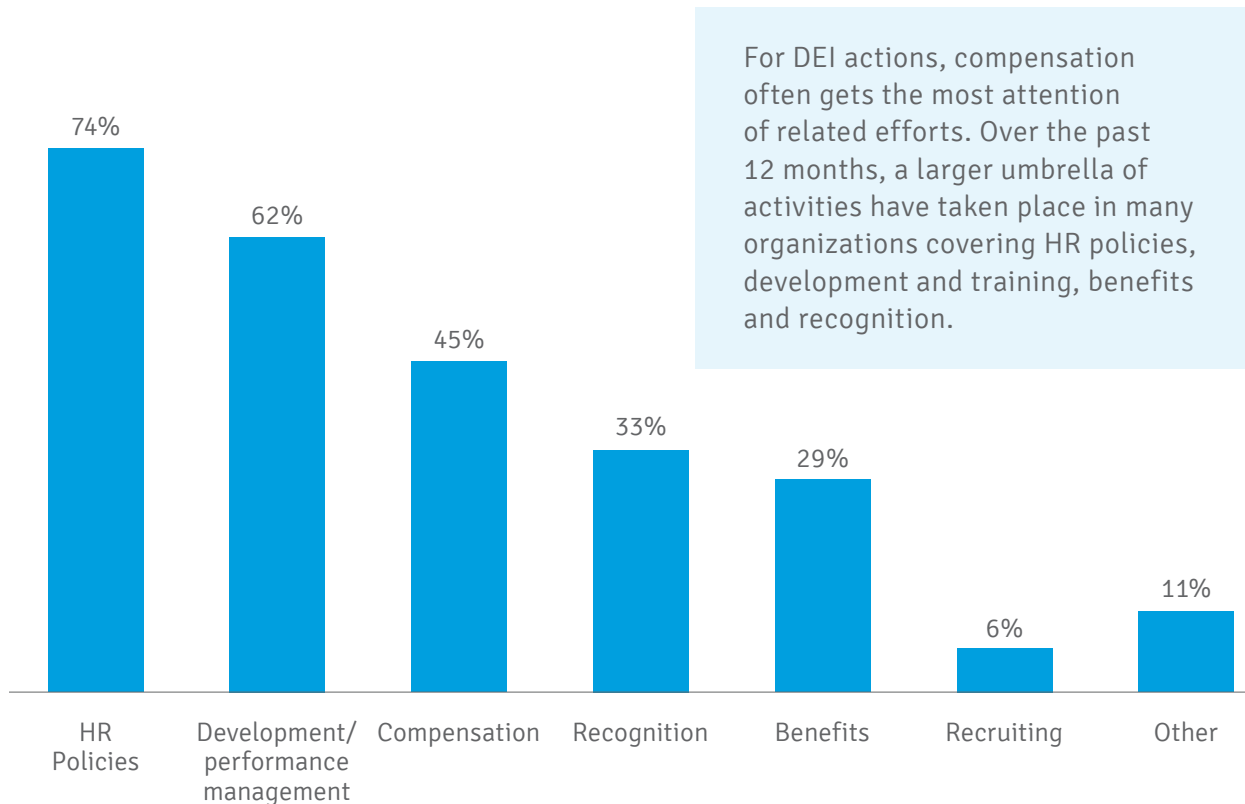


## AREAS OF DEI ACTION OVER PAST 12 MONTHS

### QUESTION

In which of the following areas has your organization taken specific DEI-related action over the past 12 months? Please select all that apply.

### RESULTS



n=236



## COMPENSATION RELATED DEI ACTIVITIES

### QUESTION

What compensation related DEI activities has your organization performed over the past 12 months? Please select all that apply.

*Participants responding "Compensation" to an area their organization has taken specific DEI-related action over the past 12 months received this question.*

### RESULTS

Pay equity audit/analysis	87%
Pay equity adjustments and remediation strategies	67%
Transparency with pay practices/policies	39%
DEI goals/objectives tied to incentive compensation for executives	33%
DEI goals/objectives tied to incentive compensation for senior management	19%
DEI goals/objectives tied to incentive compensation for other positions below senior management level	15%
Other	4%

n=104



## BENEFITS RELATED DEI ACTIVITIES

### QUESTION

What benefits related to DEI action has your organization performed over the past 12 months? Please select all that apply.

*Participants responding “Benefits” to an area their organization has taken specific DEI-related action over the past 12 months received this question.*

### RESULTS

Modified or added new health and welfare insurance plan/program to support a diverse workforce	64%
Modified or added new well-being plan/program to support a diverse workforce	63%
Modified or added new paid leave benefit (including paid holidays) to support a diverse workforce	52%
Modified or added new disability insurance plan/program to support a diverse workforce	10%
Modified or added new retirement plan benefits to support a diverse workforce	2%
Other	8%

n=67



## DEVELOPMENT AND PERFORMANCE MANAGEMENT RELATED DEI ACTIVITIES

### QUESTION

What development and performance management related DEI action has your organization performed over the past 12 months? Please select all that apply.

*Participants responding “Development/performance management” to an area their organization has taken specific DEI-related action over the past 12 months received this question.*

### RESULTS

Policies/practices to help source diverse job applicants	79%
Modified or added new DEI training program for managers	72%
Policies/practices to help achieve diverse talent at all levels of the organization	66%
Modified or added new DEI training program for non-managers	58%
Equitable and inclusive policies/practices for advancement or training opportunities	57%
Modified or added new training or leadership development program focused on underrepresented groups in the workforce	51%
DEI goals/objectives tied to performance management process for senior managers or executives	38%
DEI goals/objectives tied to performance management process for managers	23%
DEI goals/objectives tied to performance management process for non-managers	13%
Other	2%

n=137



## CHANGES EXPECTED TO DEI ACTIVITIES IN NEXT 12 MONTHS

### QUESTION

How do you expect your organization's DEI activities in the following areas to change in the next 12 months?

*Participants responding "We have been taking action for less than 12 months" or "We have been taking action for 12 months or more" to their organization's focus on DEI initiatives received this question.*

### RESULTS

	n=	Decrease in activity	No change in activity	Increase in activity
Development/performance management	231	0%	27%	72%
HR policies	229	0%	35%	65%
Recognition	227	0%	49%	51%
Compensation	227	0%	50%	49%
Benefits	223	0%	63%	36%

60% of organizations have been taking DEI-related action in development/performance management over the last 12 months; and this area is expected the most accelerated growth over the next 12 months

## LEVEL OF LEADERSHIP INVOLVEMENT

### QUESTION

What is the level of leadership involvement in DEI efforts?

*Participants responding “We have been taking action for less than 12 months” or “We have been taking action for 12 months or more” to their organization’s focus on DEI initiatives received this question.*

### RESULTS

	2020	2021
n=	442	232
Limited leadership involvement or commitment	32%	11%
Leaders have formal goals	*new options in 2021	13%
Leaders are held accountable for creating a diverse, equitable and inclusive environment		27%
Leaders are key DEI change agents and collectively hold the organization accountable for results	27%	48%

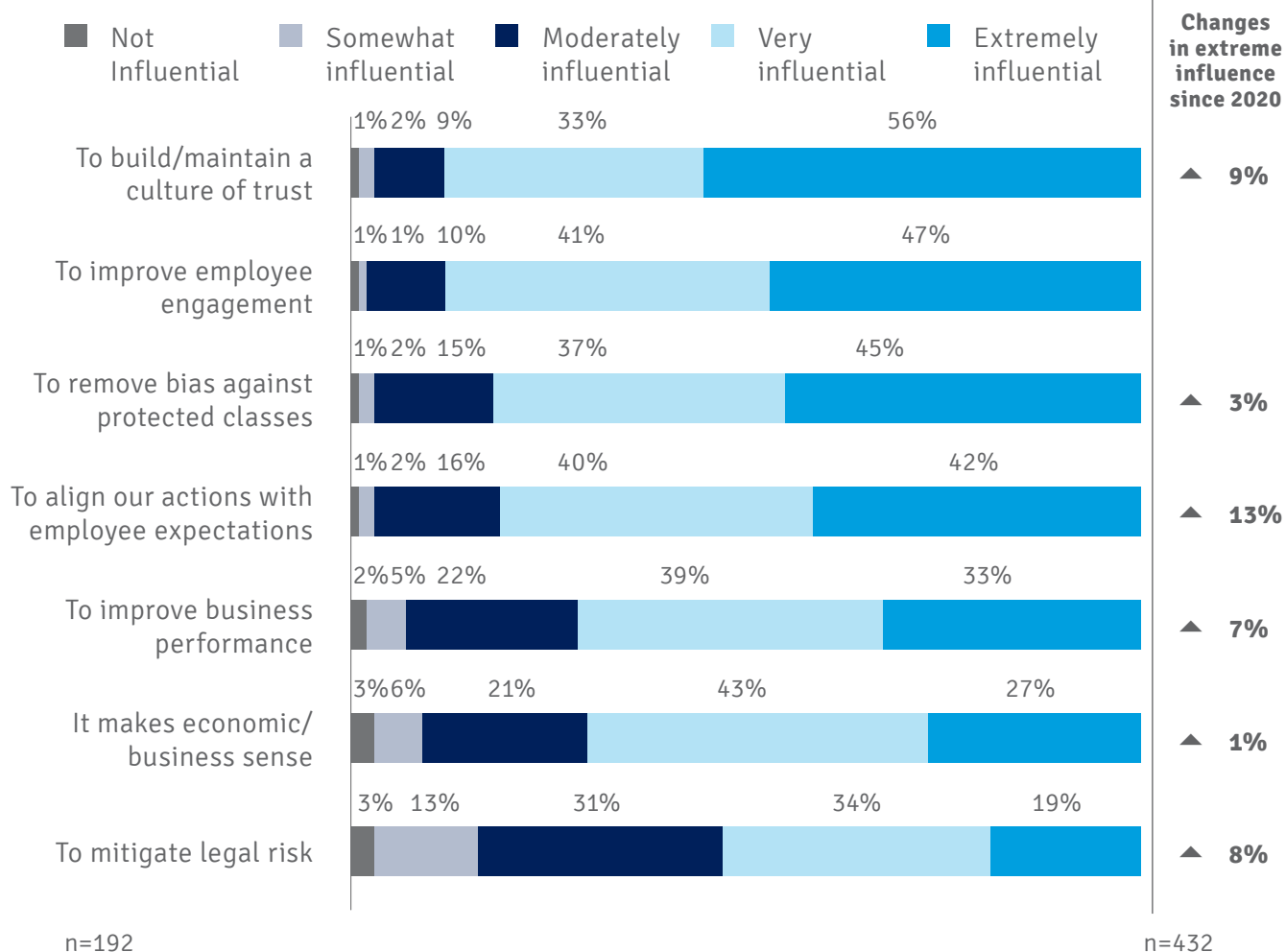


## DEI COMMITMENT INFLUENCES

### QUESTION

How influential are each of the following on your organization's commitment to DEI initiatives?

### RESULTS





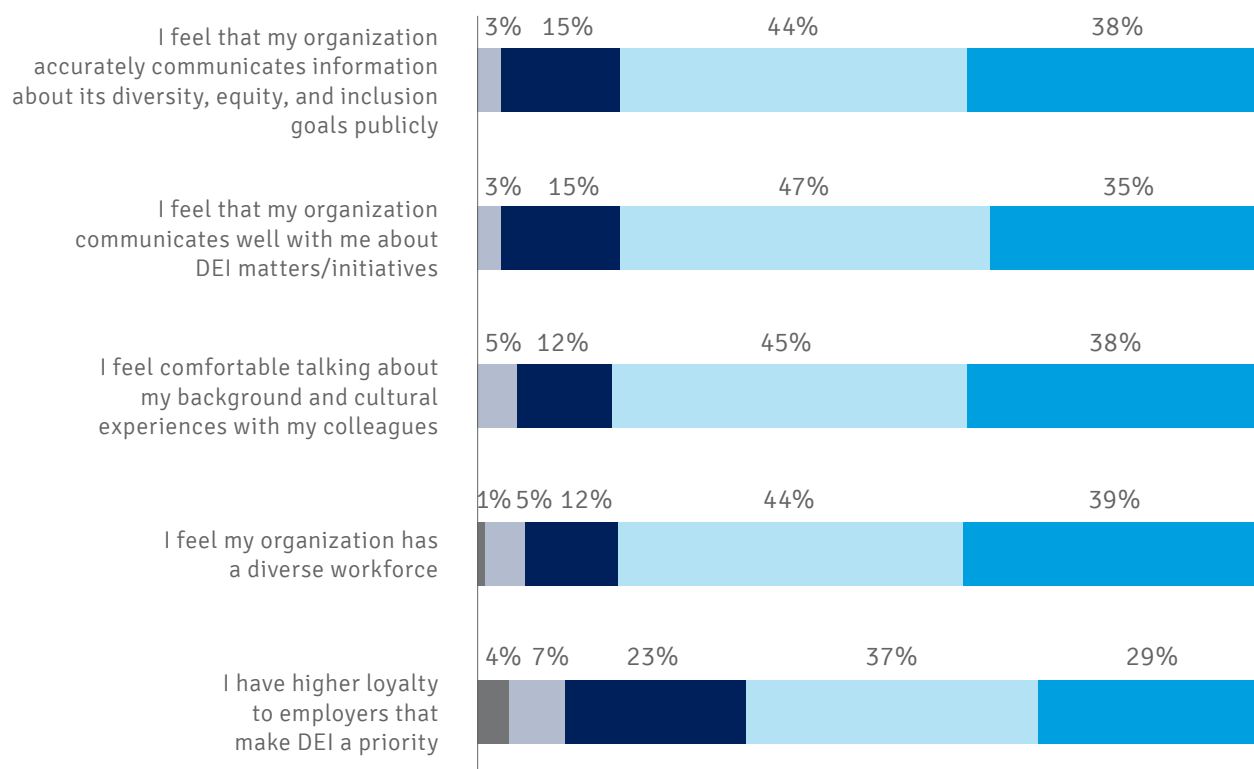
## EMPLOYEE PERSPECTIVE OF LEADERSHIP, COMMUNICATION & COMMUNITY

### QUESTION

Please state your level of agreement with the following statements.

### RESULTS

Strongly disagree
Disagree
Neutral
Agree
Strongly agree



n=304





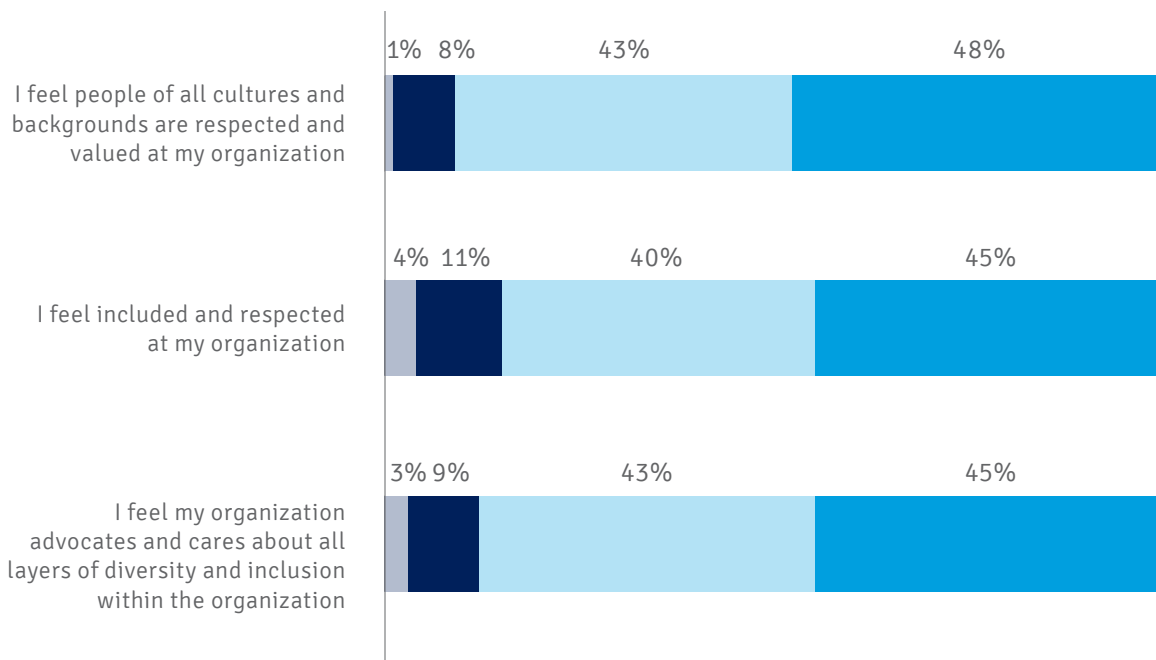
## EMPLOYEE PERSPECTIVE OF ACCEPTANCE & RESPECT

### QUESTION

Please state your level of agreement with the following statements:

### RESULTS

Strongly disagree
  Disagree
  Neutral
  Agree
  Strongly agree



n=304

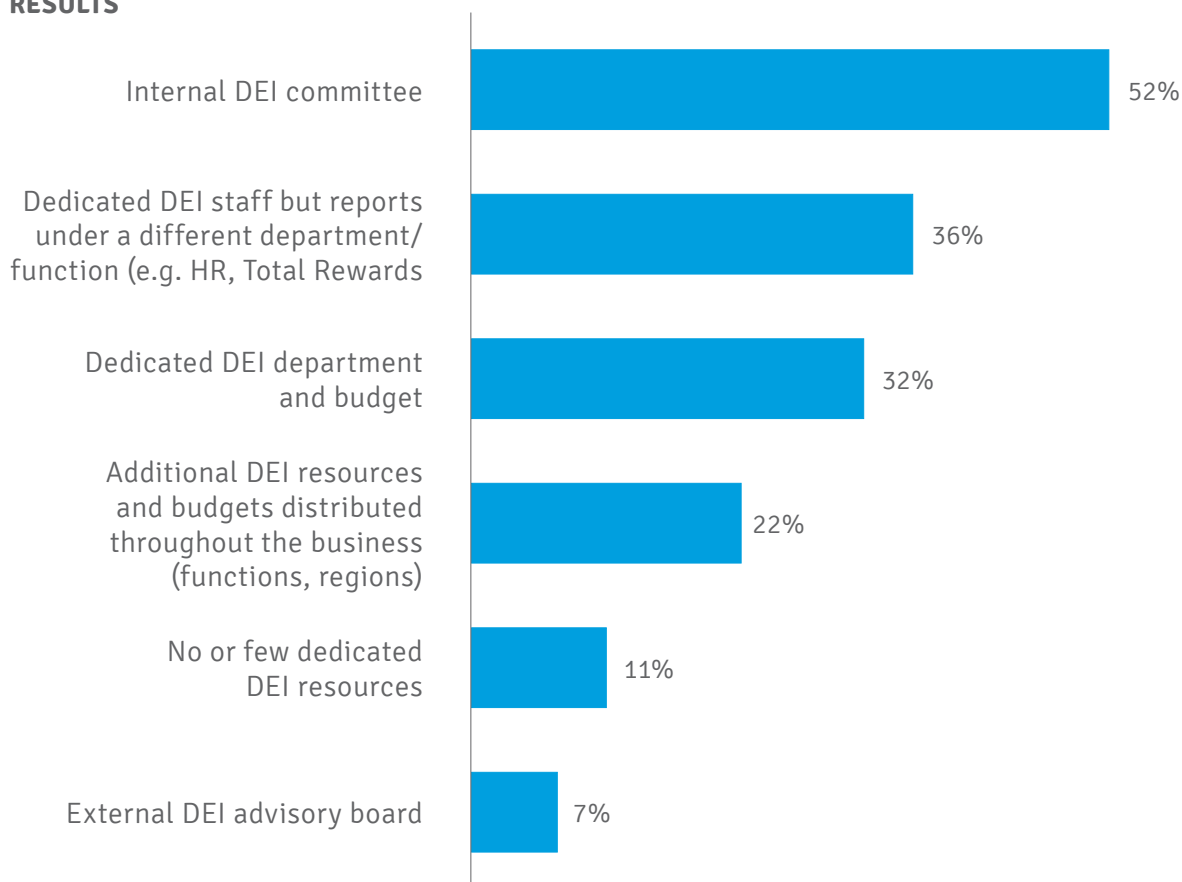


## STAFFING & BUDGET RESOURCES

### QUESTION

Which of the following best describes your staffing and budget resources dedicated for DEI functions at your organization?  
Please select all that apply.

### RESULTS



n=226



## DEI STAFFING

### QUESTION

Thinking of your organization as a whole, approximately what percentage of employees actively contribute to DEI efforts? This would include all department level actions across your organization.

### RESULTS

On average, organizations estimate **21% of employees** across all departments actively contribute to DEI efforts.

n=218

### QUESTION

How many employees in your organization have a role that focuses primarily on DEI initiatives, programs or duties?

### RESULTS

#### Within HR Department



#### Outside HR Department

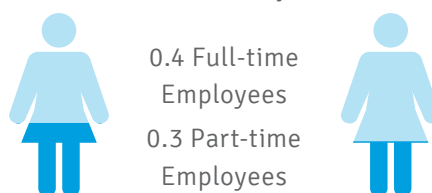


n=139

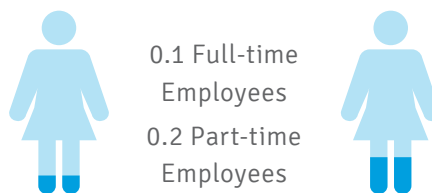
### QUESTION

In the next 12 months, how many new employees does your organization plan to hire to work primarily on DEI initiatives, programs or duties?

#### Within HR Department



#### Outside HR Department



n=223

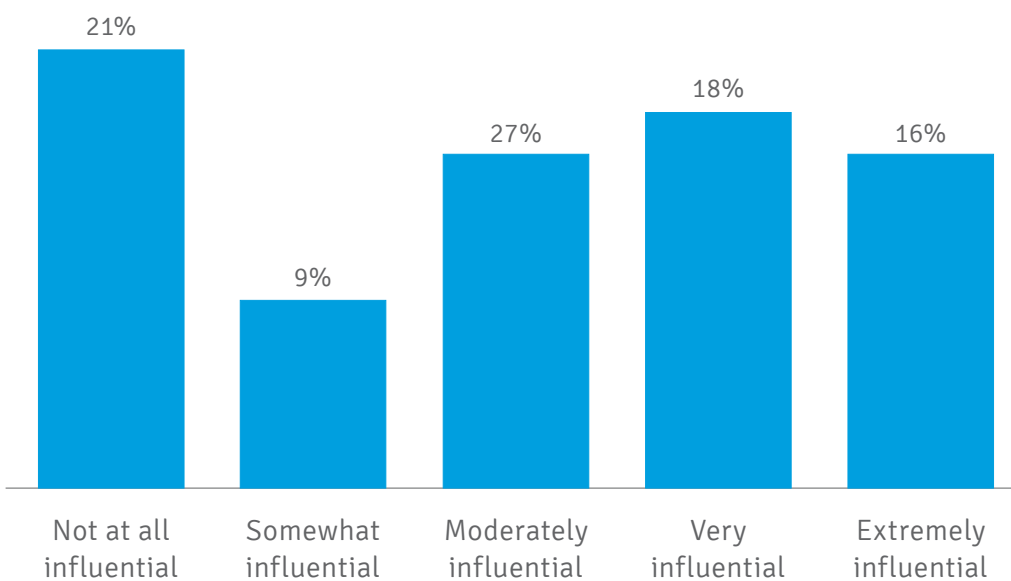


## EMPLOYEE PERSPECTIVE OF DEI POLICY INFLUENCE ON HIRING

### QUESTION

When accepting your current position, how influential were your organization's DEI policies on your decision?

### RESULTS



**20%** of employees were not aware of the organization's DEI policies prior to accepting a position.

n=304



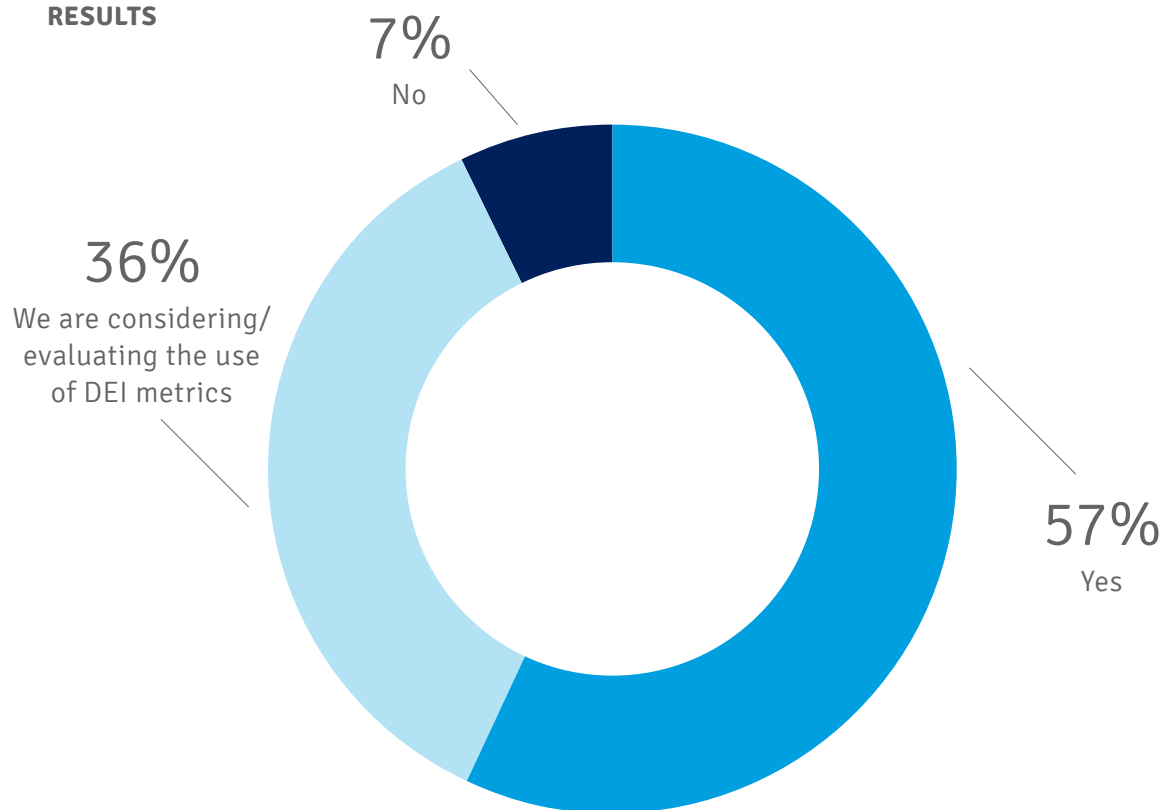
## DEI METRICS

### QUESTION

Does your organization currently have metrics in place to measure DEI results?

*Participants responding “We have been taking action for less than 12 months” or “We have been taking action for 12 months or more” to their organization’s focus on DEI initiatives received this question.*

### RESULTS



n=232





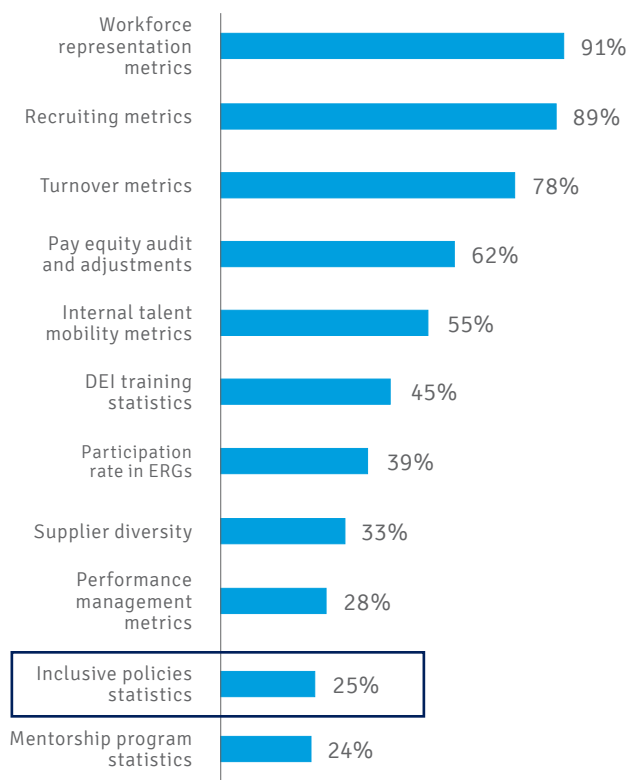
## DEI METRICS CONTINUED

### QUESTION

What DEI metrics is your organization currently tracking. Please select all that apply

*Participants responding that they have metrics in place to measure DEI results received this question.*

### RESULTS



n=130

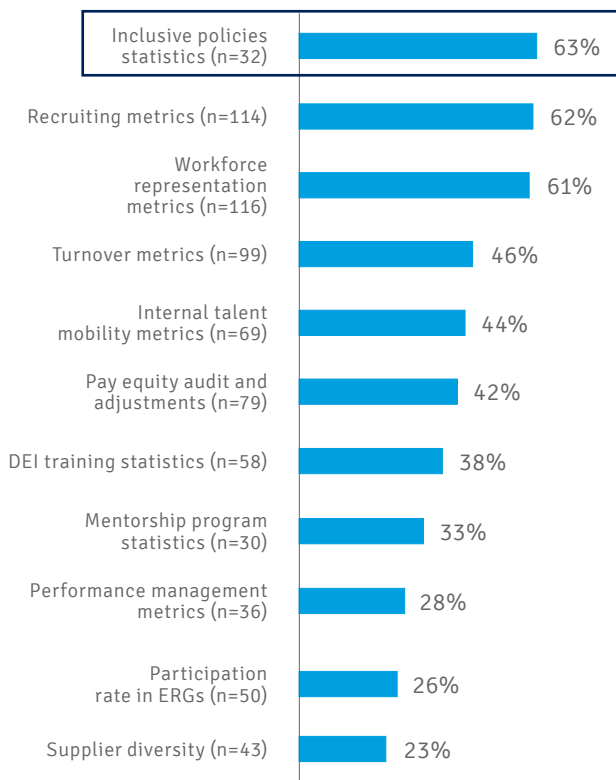
### QUESTION

Please indicate the level of importance for each DEI metric your organization is currently tracking.

*Participants responding that they have metrics in place to measure DEI results received this question.*

### RESULTS

Extremely Important



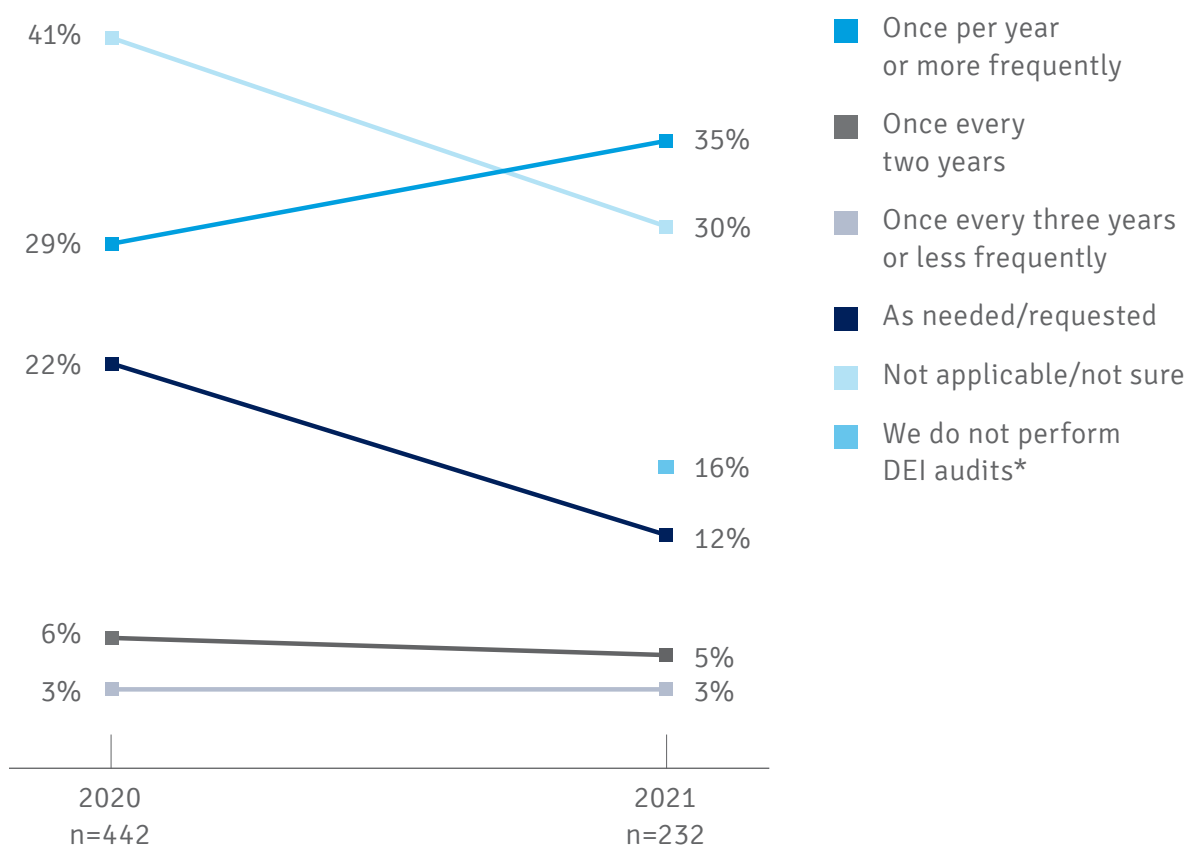
## FREQUENCY OF DEI AUDITS

### QUESTION

How often does your organization conduct a DEI audit?

*Participants responding “We have been taking action for less than 12 months” or “We have been taking action for 12 months or more” to their organization’s focus on DEI initiatives received this question.*

### RESULTS



*\*New option added in 2021.*



## DEI TRAINING

### QUESTION

What types of DEI training are provided to your workforce?  
Please select all that apply.

### RESULTS



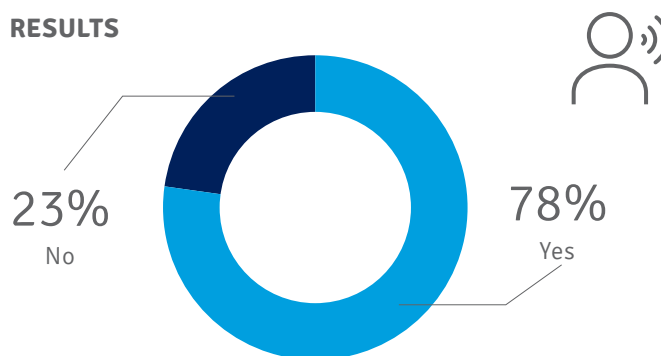
n=218

### QUESTION

Do you feel that mandatory DEI trainings should be given to all new employees?

n=303

### RESULTS

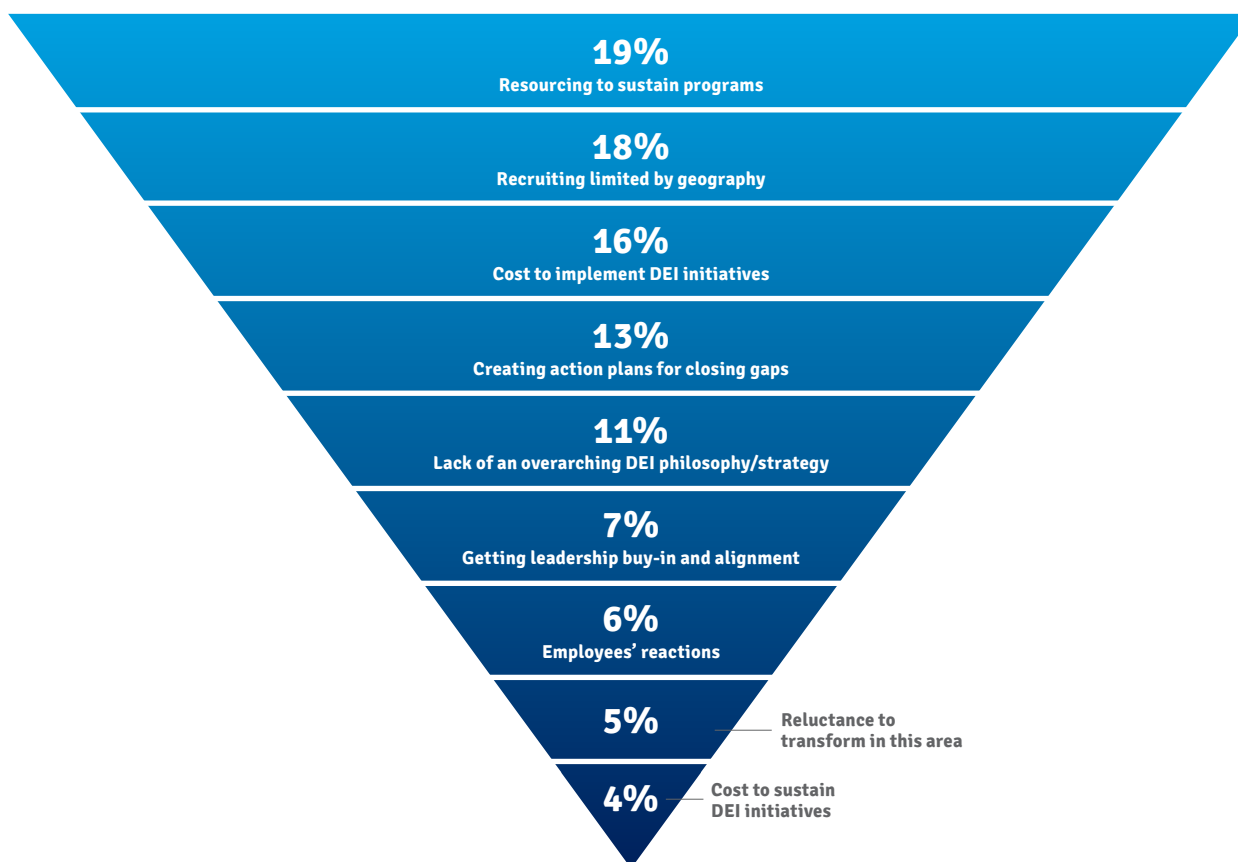


## DEI CHALLENGES

### QUESTION

Please drag and rank the following items in order of the level of difficulty they present at your organization when establishing DEI initiatives. (1 = most difficult)

### RESULTS



n=207



# PARTICIPANT PROFILE

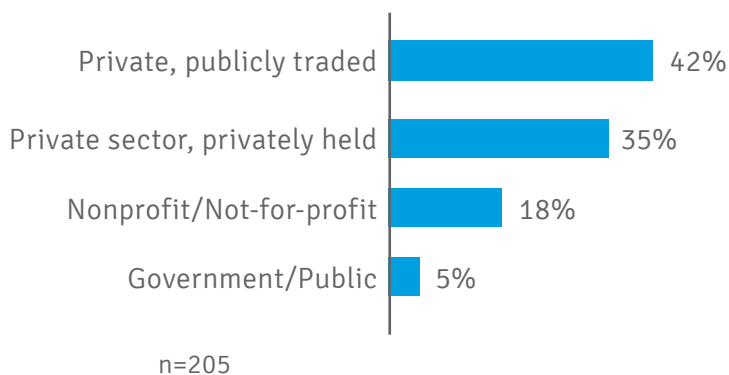
▶ **EMPLOYER**

▶ **EMPLOYEE**

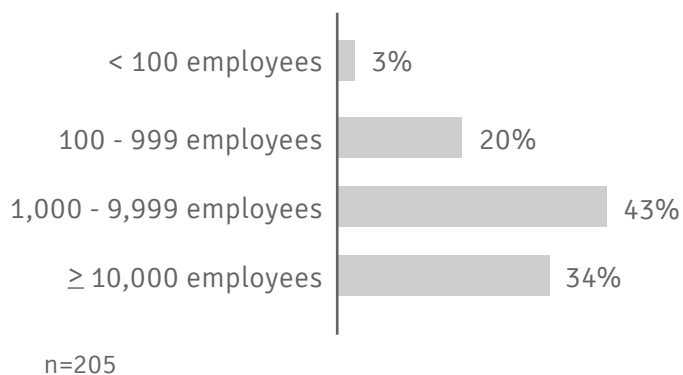


## EMPLOYER PARTICIPANT PROFILE

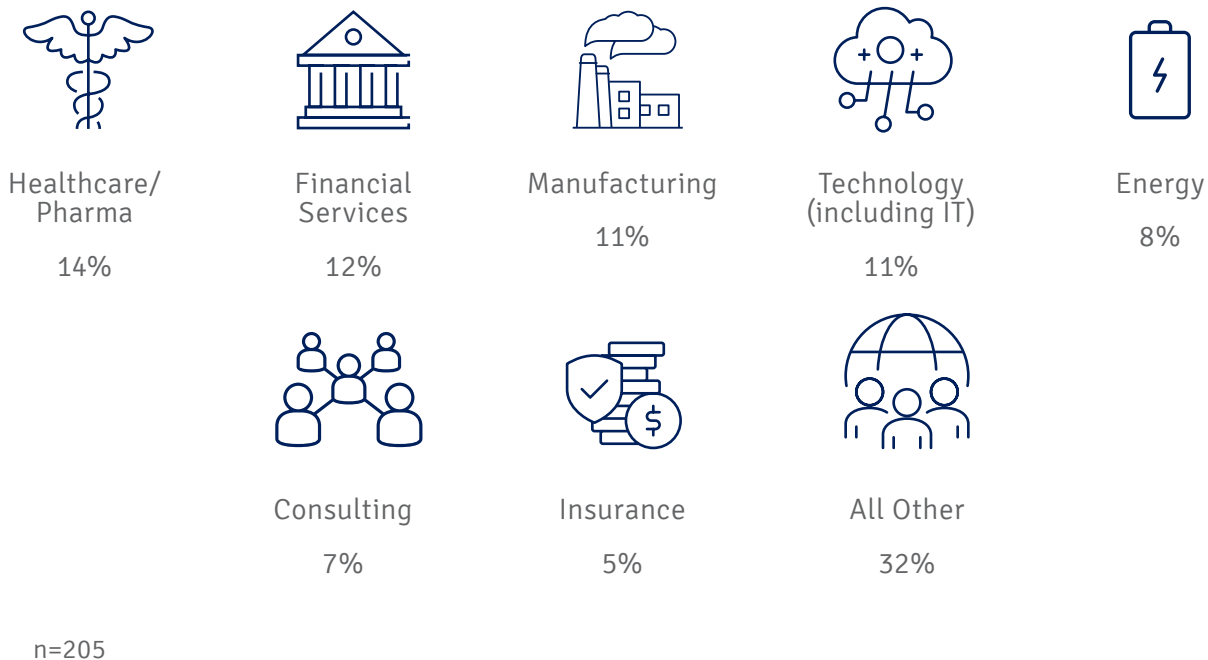
### SECTOR



### SIZE

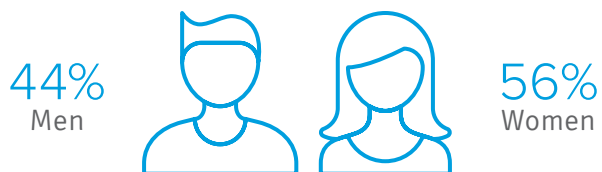


### INDUSTRY



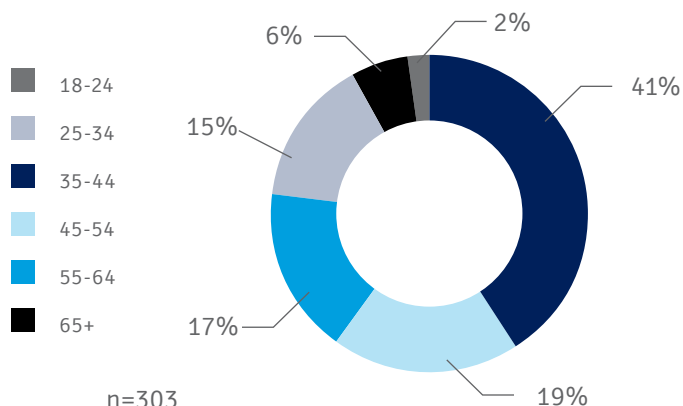
## EMPLOYEE PARTICIPANT PROFILE

### GENDER



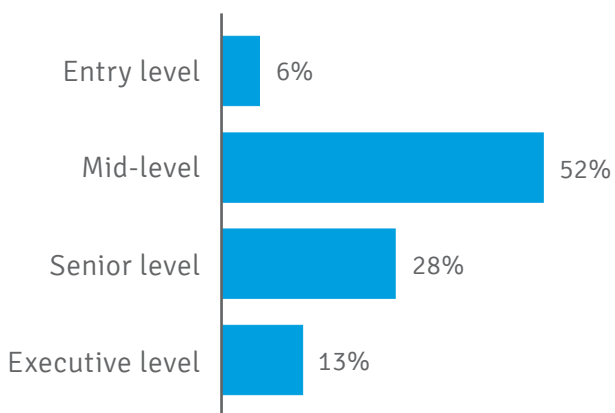
n=303

### AGE



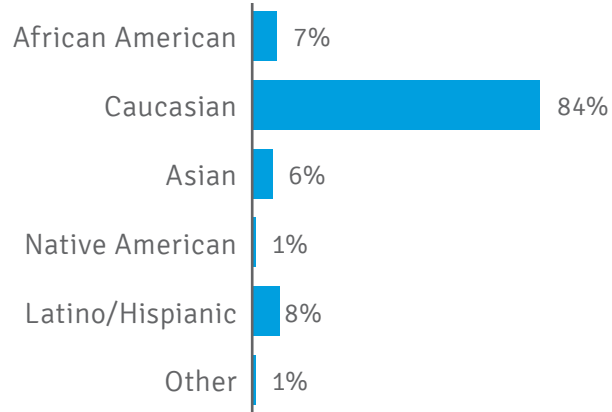
n=303

### JOB TITLE



n=303

### RACE



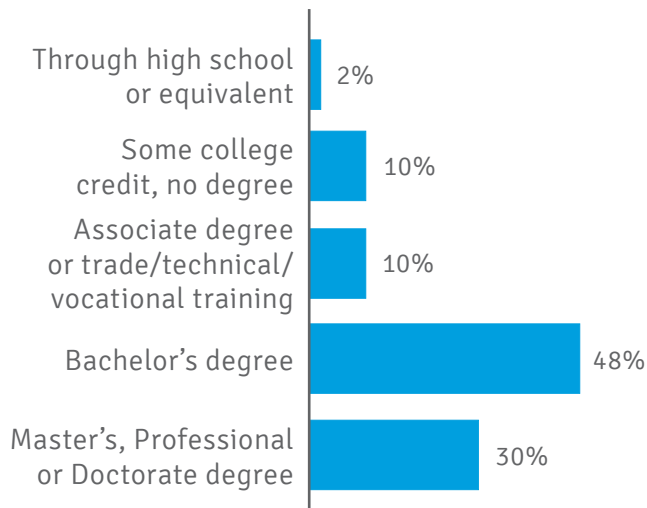
n=303

### POLITICAL IDENTIFICATION

n=303

Democrat	34%
Republican	31%
Other	35%

### EDUCATION



n=303





# EMPLOYER RESULTS BY GROUP

► **ORGANIZATION SECTOR**

► **ORGANIZATION SIZE**



## ORGANIZATION SECTOR FOCUS ON DEI INITIATIVES

### QUESTION

Which of the following statements reflects your organization's focus on diversity, equity and inclusion (DEI) initiatives?

### RESULTS

	Private sector, publicly traded (stock ticker)	Private sector, privately held	Nonprofit/ Not-for-profit
n=	87	71	37
Not a priority for our organization	0%	0%	0%
A priority for our organization, but we are not taking any action yet	0%	0%	0%
We have been taking action for less than 12 months	20%	25%	19%
We have been taking action for 12 months or more	81%	75%	81%

## ORGANIZATION SECTOR

# AREAS OF DEI ACTION OVER PAST 12 MONTHS

### QUESTION

In which of the following areas has your organization taken specific DEI-related action over the past 12 months? Please select all that apply.

### RESULTS

	Private sector, publicly traded (stock ticker)	Private sector, privately held	Nonprofit/ Not-for-profit
n=	84	70	35
Compensation	56%	36%	50%
Benefits	29%	27%	36%
Development/performance management	64%	56%	72%
Recognition	30%	39%	39%
HR policies	67%	71%	86%
Recruiting	8%	6%	6%

## ORGANIZATION SECTOR FREQUENCY OF DEI AUDITS

### QUESTION

How often does your organization conduct a DEI audit?

*Participants responding “We have been taking action for less than 12 months” or “We have been taking action for 12 months or more” to their organization’s focus on DEI initiatives received this question.*

### RESULTS

	Private sector, publicly traded (stock ticker)	Private sector, privately held	Nonprofit/ Not-for-profit
n=	87	71	37
Once per year or more frequently	40%	34%	27%
Once every two years	6%	6%	5%
Once every three years or less frequently	2%	1%	3%
As needed/requested	10%	13%	19%
We do not perform DEI audits	9%	20%	27%
Not applicable/not sure	32%	27%	19%

## ORGANIZATION SECTOR LEVEL OF LEADERSHIP INVOLVEMENT

### QUESTION

What is the level of leadership involvement in DEI efforts?

*Participants responding “We have been taking action for less than 12 months” or “We have been taking action for 12 months or more” to their organization’s focus on DEI initiatives received this question.*

### RESULTS

	Private sector, publicly traded (stock ticker)	Private sector, privately held	Nonprofit/ Not-for-profit
n=	87	71	37
Limited leadership involvement or commitment	12%	14%	8%
Leaders have formal goals	15%	13%	5%
Leaders are held accountable for creating a diverse, equitable and inclusive environment	21%	31%	27%
Leaders are key DEI change agents and collectively hold the organization accountable for results	53%	42%	60%

## ORGANIZATION SECTOR DEI METRICS

### QUESTION

Does your organization currently have metrics in place to measure DEI results?

*Participants responding “We have been taking action for less than 12 months” or “We have been taking action for 12 months or more” to their organization’s focus on DEI initiatives received this question.*

### RESULTS

	Private sector, publicly traded (stock ticker)	Private sector, privately held	Nonprofit/ Not-for-profit
n=	87	71	37
Yes	67%	48%	51%
No	8%	7%	5%
We are considering/evaluating the use of DEI metrics	25%	45%	43%

## ORGANIZATION SECTOR STAFFING & BUDGET RESOURCES

### QUESTION

Which of the following best describes your staffing and budget resources dedicated for DEI functions at your organization? Please select all that apply.

### RESULTS

	Private sector, publicly traded (stock ticker)	Private sector, privately held	Nonprofit/ Not-for-profit
n=	87	71	37
Dedicated DEI department and budget	38%	17%	35%
Dedicated DEI staff but reports under a different department/function (e.g. HR, Total Rewards)	44%	30%	30%
Additional DEI resources and budgets distributed throughout the business (functions, regions)	22%	20%	24%
Internal DEI committee	46%	56%	65%
External DEI advisory board	5%	4%	11%
No or few dedicated DEI resources	9%	18%	5%

## ORGANIZATION SECTOR DEI TRAINING

### QUESTION

What types of DEI training are provided to your workforce?  
Please select all that apply.

### RESULTS

	Private sector, publicly traded (stock ticker)	Private sector, privately held	Nonprofit/ Not-for-profit
n=	87	71	37
Mandatory new hire DEI training	33%	37%	32%
Optional DEI training post-hire for all staff	39%	37%	27%
Mandatory DEI training post-hire for all staff	37%	41%	49%
Optional DEI training for management staff	33%	28%	24%
Mandatory DEI training for management staff	53%	51%	49%
We do not offer DEI trainings	9%	10%	14%



## ORGANIZATION SIZE FOCUS ON DEI INITIATIVES

### QUESTION

Which of the following statements reflects your organization's focus on diversity, equity and inclusion (DEI) initiatives?

### RESULTS

	<1,000 employees	1,000-9,999 employees	≥10,000 employees
n=	48	88	69
Not a priority for our organization	0%	0%	0%
A priority for our organization, but we are not taking any action yet	0%	0%	0%
We have been taking action for less than 12 months	25%	19%	20%
We have been taking action for 12 months or more	75%	81%	80%

## ORGANIZATION SIZE

# AREAS OF DEI ACTION OVER PAST 12 MONTHS

### QUESTION

In which of the following areas has your organization taken specific DEI-related action over the past 12 months? Please select all that apply.

### RESULTS

	<1,000 employees	1,000-9,999 employees	≥10,000 employees
n=	47	87	64
Compensation	40%	44%	55%
Benefits	30%	32%	27%
Development/performance management	68%	61%	61%
Recognition	38%	35%	33%
HR policies	64%	81%	73%
Recruiting	6%	10%	3%

## ORGANIZATION SIZE FREQUENCY OF DEI AUDITS

### QUESTION

How often does your organization conduct a DEI audit?

*Participants responding “We have been taking action for less than 12 months” or “We have been taking action for 12 months or more” to their organization’s focus on DEI initiatives received this question.*

### RESULTS

	<1,000 employees	1,000-9,999 employees	≥10,000 employees
n=	48	88	69
Once per year or more frequently	38%	35%	36%
Once every two years	2%	3%	12%
Once every three years or less frequently	0%	3%	3%
As needed/requested	17%	9%	16%
We do not perform DEI audits	23%	18%	7%
Not applicable/not sure	21%	31%	26%



## ORGANIZATION SIZE LEVEL OF LEADERSHIP INVOLVEMENT

### QUESTION

What is the level of leadership involvement in DEI efforts?

*Participants responding “We have been taking action for less than 12 months” or “We have been taking action for 12 months or more” to their organization’s focus on DEI initiatives received this question.*

### RESULTS

	<1,000 employees	1,000-9,999 employees	≥10,000 employees
n=	48	88	69
Limited leadership involvement or commitment	8%	14%	10%
Leaders have formal goals	15%	11%	12%
Leaders are held accountable for creating a diverse, equitable and inclusive environment	33%	26%	23%
Leaders are key DEI change agents and collectively hold the organization accountable for results	44%	49%	55%

## ORGANIZATION SIZE DEI METRICS

### QUESTION

Does your organization currently have metrics in place to measure DEI results?

*Participants responding “We have been taking action for less than 12 months” or “We have been taking action for 12 months or more” to their organization’s focus on DEI initiatives received this question.*

### RESULTS

	<1,000 employees	1,000-9,999 employees	≥10,000 employees
n=	48	88	69
Yes	48%	51%	71%
No	8%	7%	6%
We are considering/evaluating the use of DEI metrics	44%	42%	23%

## ORGANIZATION SIZE STAFFING & BUDGET RESOURCES

### QUESTION

Which of the following best describes your staffing and budget resources dedicated for DEI functions at your organization? Please select all that apply.

### RESULTS

	<1,000 employees	1,000-9,999 employees	≥10,000 employees
n=	48	88	69
Dedicated DEI department and budget	13%	27%	48%
Dedicated DEI staff but reports under a different department/ function (e.g. HR, Total Rewards)	19%	39%	41%
Additional DEI resources and budgets distributed throughout the business (functions, regions)	17%	23%	26%
Internal DEI committee	67%	57%	42%
External DEI advisory board	15%	7%	1%
No or few dedicated DEI resources	21%	13%	3%

## ORGANIZATION SIZE DEI TRAINING

### QUESTION

What types of DEI training are provided to your workforce?  
Please select all that apply.

### RESULTS

	<1,000 employees	1,000-9,999 employees	≥10,000 employees
n=	48	88	69
Mandatory new hire DEI training	25%	44%	28%
Optional DEI training post-hire for all staff	29%	41%	35%
Mandatory DEI training post-hire for all staff	48%	39%	41%
Optional DEI training for management staff	21%	35%	29%
Mandatory DEI training for management staff	44%	47%	62%
We do not offer DEI trainings	17%	10%	6%

# EMPLOYEE RESULTS BY GROUP

► **GENDER**

► **POLITICAL IDENTIFICATION**







## GENDER

# EMPLOYEE PERSPECTIVE OF DEI PRIORITIZATION IN THE WORKPLACE

### QUESTION

To what extent does your employer prioritize DEI in your workplace?

### RESULTS

	Male	Female
n=	135	170
A great deal	53%	32%
A good deal	37%	49%
A moderate amount	7%	14%
A little bit	2%	5%
Not at all	1%	1%





## GENDER

# EMPLOYEE PERSPECTIVE OF ORGANIZATION'S DEI EFFORTS/INITIATIVES

### QUESTION

How would you classify your organization's DEI efforts/initiatives?

### RESULTS

	Male	Female
n=	135	170
My organization is putting too much effort into DEI	25%	18%
My organization is putting the right amount of effort into DEI	71%	75%
My organization is not putting enough effort into DEI	4%	7%





## GENDER

# EMPLOYEE PERSPECTIVE OF DEI POLICY INFLUENCE ON HIRING

### QUESTION

When accepting your current position, how influential were your organization's DEI policies on your decision?

### RESULTS

	Male	Female
n=	135	170
Extremely Influential	26%	8%
Very Influential	22%	15%
Moderately influential	16%	17%
Somewhat influential	7%	11%
Not at all influential	18%	22%
I was not aware of their DEI policies prior to accepting my position	11%	27%





## GENDER

# EMPLOYEE PERSPECTIVE OF ACCEPTANCE & RESPECT

### QUESTION

Please state your level of agreement with the following statements.

### RESULTS

		Male	Female
n=		141	161
I feel people of all cultures and backgrounds are respected and valued at my organization	Strongly agree	53%	44%
	Agree	39%	46%
	Neutral	8%	8%
	Disagree	1%	1%
	Strongly disagree	0%	1%
I feel included and respected at my organization	Strongly agree	48%	44%
	Agree	37%	42%
	Neutral	10%	11%
	Disagree	6%	2%
	Strongly disagree	0%	0%
I feel my organization advocates and cares about all layers of diversity and inclusion within the organization	Strongly agree	51%	40%
	Agree	39%	47%
	Neutral	8%	10%
	Disagree	2%	3%
	Strongly disagree	0%	1%



## GENDER

# EMPLOYEE PERSPECTIVE OF LEADERSHIP, COMMUNICATION & COMMUNITY

### QUESTION

Please state your level of agreement with the following statements.

### RESULTS

		Male	Female
n=		141	161
I have higher loyalty to employers that make DEI a priority	Strongly agree	37%	24%
	Agree	41%	35%
	Neutral	14%	29%
	Disagree	5%	8%
	Strongly disagree	3%	5%
I feel my organization has a diverse workforce	Strongly agree	46%	33%
	Agree	41%	46%
	Neutral	10%	14%
	Disagree	2%	7%
	Strongly disagree	1%	1%
I feel comfortable talking about my background and cultural experiences with my colleagues	Strongly agree	44%	33%
	Agree	42%	47%
	Neutral	7%	16%
	Disagree	7%	4%
	Strongly disagree	0%	1%





## GENDER

# EMPLOYEE PERSPECTIVE OF LEADERSHIP, COMMUNICATION & COMMUNITY (CONTINUED)

### QUESTION

Please state your level of agreement with the following statements.

### RESULTS

		Male	Female
n=		141	161
I feel that my organization communicates well with me about DEI matters/initiatives	Strongly agree	40%	30%
	Agree	45%	49%
	Neutral	14%	17%
	Disagree	2%	4%
	Strongly disagree	0%	1%
I feel that my organization accurately communicates information about its diversity, equity, and inclusion goals publicly	Strongly agree	44%	33%
	Agree	40%	47%
	Neutral	14%	16%
	Disagree	2%	4%
	Strongly disagree	0%	1%





## GENDER EMPLOYEE PERSPECTIVE OF DEI IMPORTANCE

### QUESTION

Thinking about DEI and the workplace, overall how important is DEI to you personally?

### RESULTS

	Male	Female
n=	135	170
Extremely important	33%	22%
Very important	39%	36%
Moderately important	13%	21%
Slightly important	11%	10%
Not at all important	4%	11%





## GENDER EMPLOYEE PERSPECTIVE OF DEI TRAINING

### QUESTION

Do you feel that mandatory DEI trainings should be given to all new employees?

### RESULTS

	Male	Female
n=	135	170
Yes	83%	65%
No	17%	35%







## POLITICAL IDENTIFICATION

# EMPLOYEE PERSPECTIVE OF DEI PRIORITIZATION IN THE WORKPLACE

### QUESTION

To what extent does your employer prioritize DEI in your workplace?

### RESULTS

	Democrat	Republican	Other
n=	104	94	106
A great deal	55%	39%	31%
A good deal	31%	45%	54%
A moderate amount	9%	12%	13%
A little bit	6%	2%	2%
Not at all	0%	2%	0%



## POLITICAL IDENTIFICATION EMPLOYEE PERSPECTIVE OF ORGANIZATION'S DEI EFFORTS/INITIATIVES

### QUESTION

How would you classify your organization's DEI efforts/initiatives?

### RESULTS

	Democrat	Republican	Other
n=	104	94	106
My organization is putting too much effort into DEI	29%	19%	15%
My organization is putting the right amount of effort into DEI	66%	77%	79%
My organization is not putting enough effort into DEI	5%	4%	6%





## POLITICAL IDENTIFICATION

# EMPLOYEE PERSPECTIVE OF DEI POLICY INFLUENCE ON HIRING

### QUESTION

When accepting your current position, how influential were your organization's DEI policies on your decision?

### RESULTS

	Democrat	Republican	Other
n=	104	94	106
Extremely Influential	36%	11%	2%
Very Influential	20%	21%	13%
Moderately influential	14%	14%	20%
Somewhat influential	7%	13%	8%
Not at all influential	7%	25%	31%
I was not aware of their DEI policies prior to accepting my position	16%	17%	27%



## POLITICAL IDENTIFICATION EMPLOYEE PERSPECTIVE OF ACCEPTANCE & RESPECT

### QUESTION

Please state your level of agreement with the following statements.

### RESULTS

		Democrat	Republican	Other
n=		157	94	52
I feel people of all cultures and backgrounds are respected and valued at my organization	Strongly agree	57%	44%	44%
	Agree	33%	47%	48%
	Neutral	9%	7%	8%
	Disagree	2%	1%	0%
	Strongly disagree	0%	1%	0%
I feel included and respected at my organization	Strongly agree	50%	44%	43%
	Agree	37%	40%	43%
	Neutral	13%	13%	8%
	Disagree	1%	3%	8%
	Strongly disagree	0%	0%	0%
I feel my organization advocates and cares about all layers of diversity and inclusion within the organization	Strongly agree	48%	45%	43%
	Agree	39%	43%	46%
	Neutral	12%	9%	8%
	Disagree	1%	3%	4%
	Strongly disagree	0%	1%	0%



## POLITICAL IDENTIFICATION

# EMPLOYEE PERSPECTIVE OF LEADERSHIP, COMMUNICATION & COMMUNITY

### QUESTION

Please state your level of agreement with the following statements.

### RESULTS

		Democrat	Republican	Other
n=		157	94	52
I have higher loyalty to employers that make DEI a priority	Strongly agree	49%	21%	18%
	Agree	40%	33%	38%
	Neutral	11%	28%	31%
	Disagree	0%	11%	9%
	Strongly disagree	1%	7%	4%
I feel my organization has a diverse workforce	Strongly agree	39%	40%	38%
	Agree	40%	39%	1%
	Neutral	16%	13%	8%
	Disagree	4%	6%	4%
	Strongly disagree	1%	1%	0%
I feel comfortable talking about my background and cultural experiences with my colleagues	Strongly agree	46%	35%	33%
	Agree	42%	46%	46%
	Neutral	9%	16%	11%
	Disagree	3%	3%	9%
	Strongly disagree	1%	0%	0%



## POLITICAL IDENTIFICATION

# EMPLOYEE PERSPECTIVE OF LEADERSHIP, COMMUNICATION & COMMUNITY (CONTINUED)

### QUESTION

Please state your level of agreement with the following statements.

### RESULTS

		Democrat	Republican	Other
n=		157	94	52
I feel that my organization communicates well with me about DEI matters/initiatives	Strongly agree	48%	29%	27%
	Agree	37%	51%	54%
	Neutral	13%	16%	18%
	Disagree	3%	3%	2%
	Strongly disagree	0%	1%	0%
I feel that my organization accurately communicates information about its diversity, equity, and inclusion goals publicly	Strongly agree	48%	36%	31%
	Agree	39%	46%	46%
	Neutral	11%	15%	20%
	Disagree	3%	2%	4%
	Strongly disagree	0%	1%	0%



## POLITICAL IDENTIFICATION EMPLOYEE PERSPECTIVE OF DEI IMPORTANCE

### QUESTION

Thinking about DEI and the workplace, overall how important is DEI to you personally?

### RESULTS

	Democrat	Republican	Other
n=	104	94	106
Extremely important	53%	16%	11%
Very important	35%	38%	38%
Moderately important	10%	21%	23%
Slightly important	2%	12%	18%
Not at all important	1%	13%	9%



## POLITICAL IDENTIFICATION EMPLOYEE PERSPECTIVE OF DEI TRAINING

### QUESTION

Do you feel that mandatory DEI trainings should be given to all new employees?

### RESULTS

	Democrat	Republican	Other
n=	104	94	106
Yes	95%	65%	71%
No	5%	35%	29%





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## CONTACT US

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