



Diversity, Inclusion, and Equity Staff Experience Survey Participant Report

for
Sample Organization
Survey taken Sep 2023



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About this report

This report shows your organization's responses to the Diversity, Inclusion, and Equity (DEI) Staff Experience Survey - an all-staff survey to capture your people's perceptions and experiences around DEI at your organization - and how they compare with the responses of other organizations doing similar work.

Your organization's data is only visible to you and to the survey administrator (Promise54); all others - including our foundation partners - are only able to view the data in aggregate. In addition, any data view with an identifiable respondent category (e.g., age, race/ethnicity, gender) with fewer than 5 responses will be blanked out to protect respondent anonymity.

Almost all the survey items use a 5-point scale (from Strongly Agree to Strongly Disagree). The primary metric in this report is the "% Positive", which is the percent of responses that are either Strongly Agree or Agree. The one exception to this scale is for the Net Promoter Score (explained in the Appendix), which has a range of -100 to 100.





About your survey

The Staff Experience Survey for Sample Organization has 63 responses.

The following benchmark group will be provided as a reference to compare survey results from Sample Organization.

Organization Type: Ed support org, n=12748 staff responses

Several tables show results by subgroup categories. The "heatmap" color scale used is as shown below. Note that while a high score is normally favorable, three survey items have a "reverse scale" where a high score is unfavorable. For those three items - displayed in a bold, gray font - the color scale is reversed. Results for subgroups with fewer than 5 respondents are not shown,

		% Positive score range
High		(from 75% to 100%)
Medium High		(from 50% to less than 75%)
Medium Low		(from greater than 25% to less than 50%)
Low		(from 0% to 25%)

Reverse scale items are displayed using bold, gray text. The color scale is from dark green (most favorable) to dark red (least favorable).

Demographics

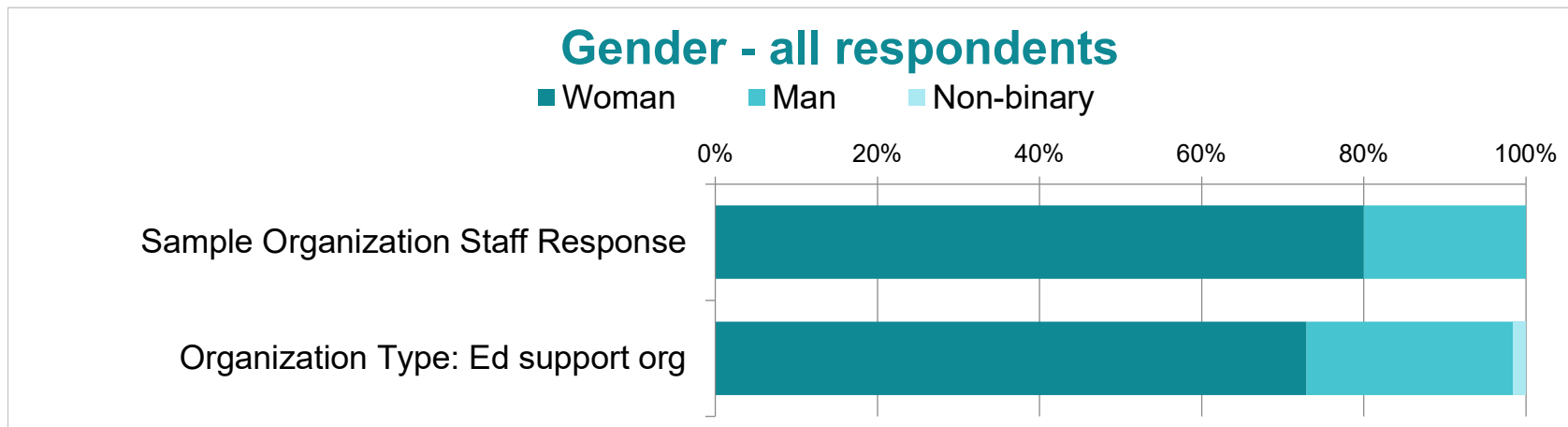
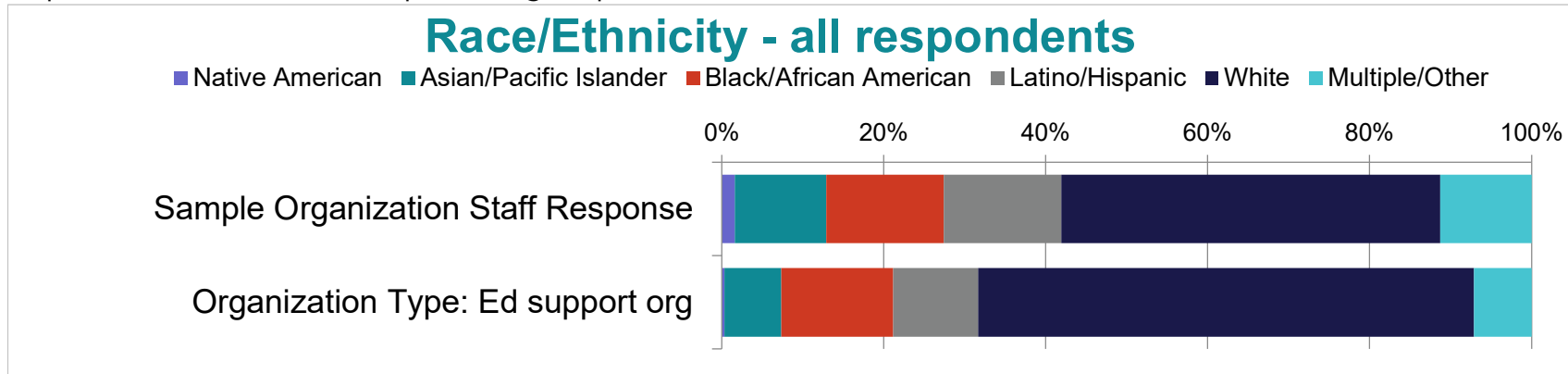
One of the goals of the study is to establish a baseline of relevant demographic data. We collect representation data by race/ethnicity and gender as well as several other dimensions.

We recognize that race is a social construct and that survey questions that ask respondents to check boxes are inherently reductionist. We trust that our selection of the following categories illustrates an earnest attempt to collect data at scale while also respecting individuals' identities:

- **American Indian, Native American, or Alaskan Native** (For example, Aztec, Blackfeet Tribe, Mayan, Navajo Nation, Nome Eskimo Community, etc.)
- **Asian, Native Hawaiian, or Pacific Islander** (For example, Asian Indian, Chamorro, Chinese, Fijian, Filipino, Japanese, Korean, Marshallese, Samoan, Tongan, Vietnamese, etc.)
- **Black or African American** (For example, Ethiopian, Haitian, Jamaican, Nigerian, Somali, etc.)
- **Latino or Hispanic** (For example, Colombian, Dominican, Mexican, Peruvian, Puerto Rican, etc.)
- **White** (For example, Algerian, Egyptian, English, French, German, Iranian, Irish, Italian, Lebanese, Moroccan, Polish, Syrian, etc.)
- **Multiple or some other race, ethnicity, or origin**

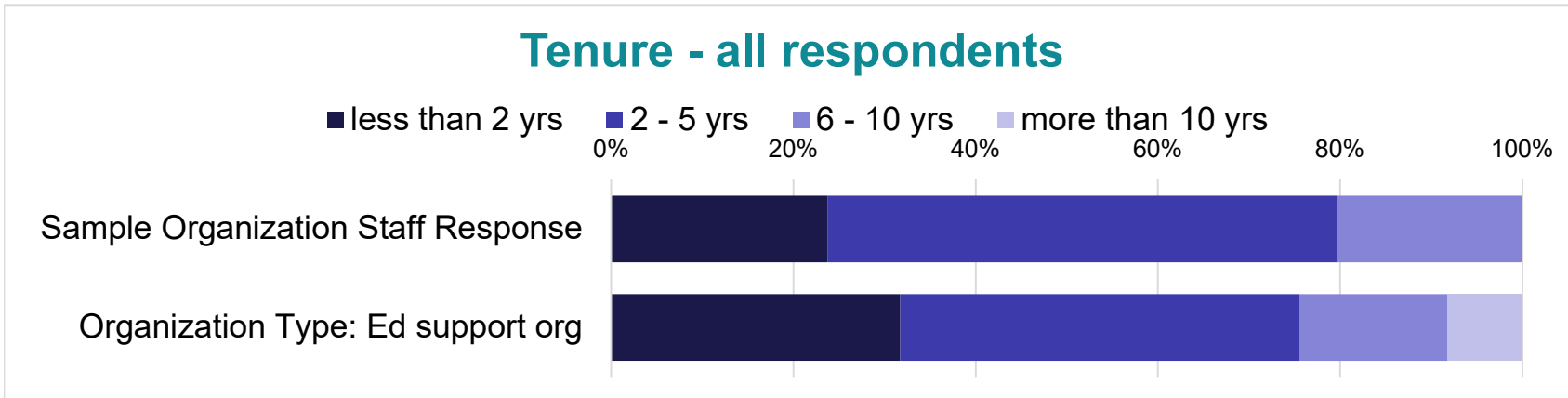
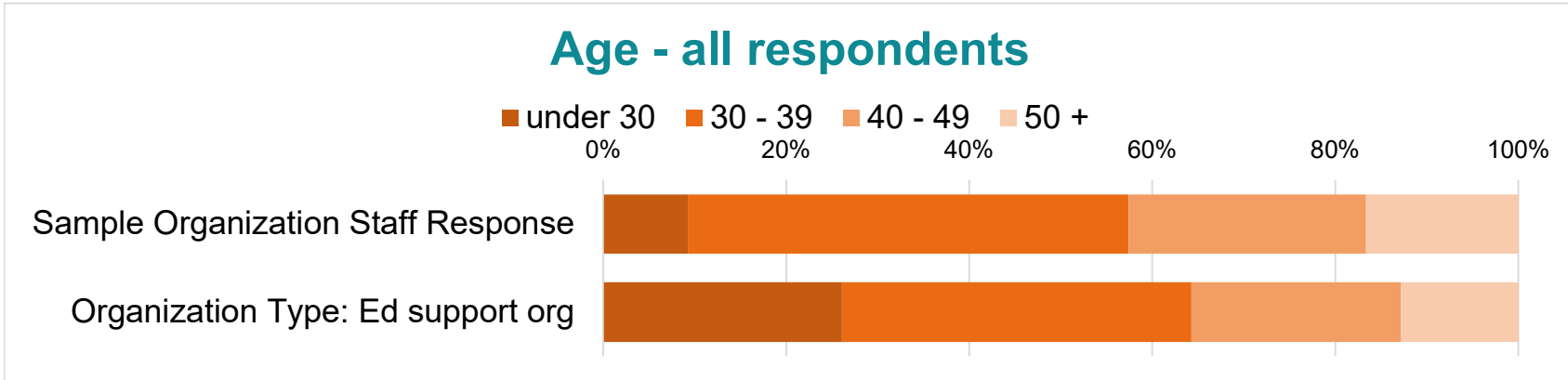
Demographics - race/ethnicity and gender

The charts on this page show how staff in this organization identify and how that mix compares with representation of the comparison group.



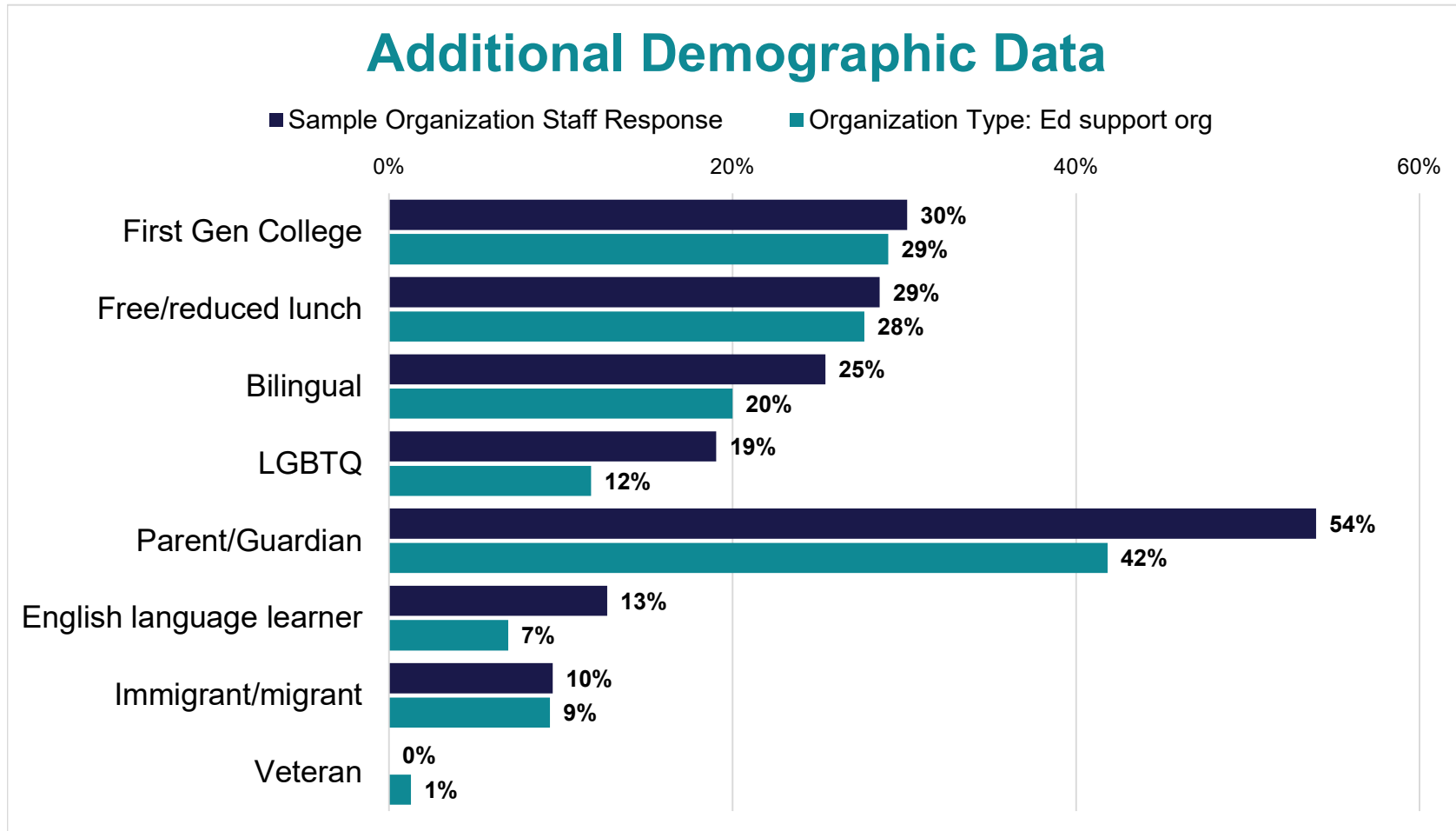
Demographics - age and tenure

The charts on this page show this organization's employees by age and tenure with the organization.



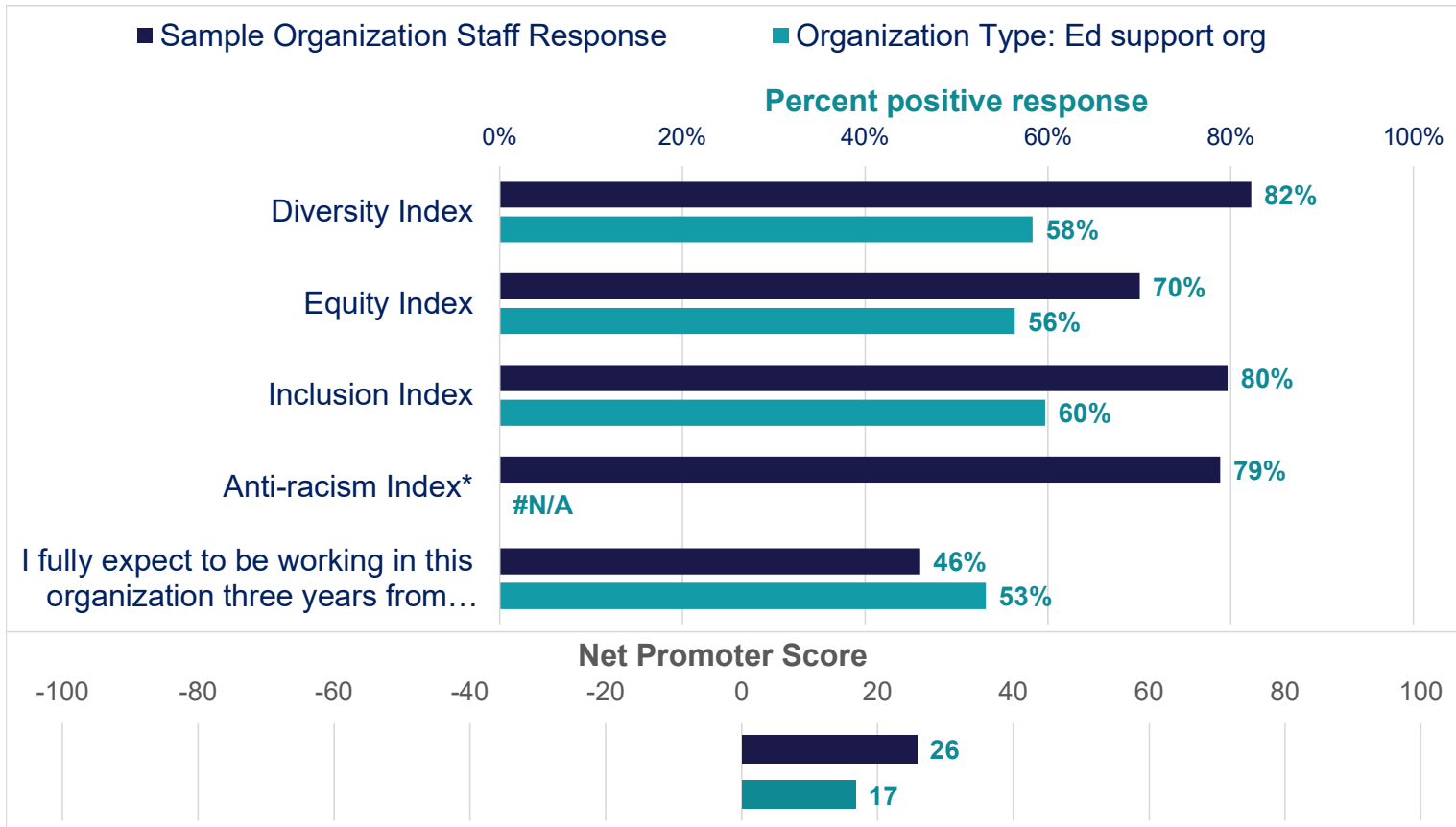
Demographics - additional identities

The charts on this page show how respondents at this organization identify with the following groups, as well as the representation of organizations doing similar work.



Highlights - index scores and Net Promoter Score

We grouped several related questions into three indices, referred to in the report as the *Diversity Index*, the *Inclusion Index* and the *Equity Index*. See an explanation of each index in the appendix.



* **Note:** the anti-racism section of the survey was introduced in August 2023. Benchmark scores are not yet available.

Highlights - subgroup table

Legend:

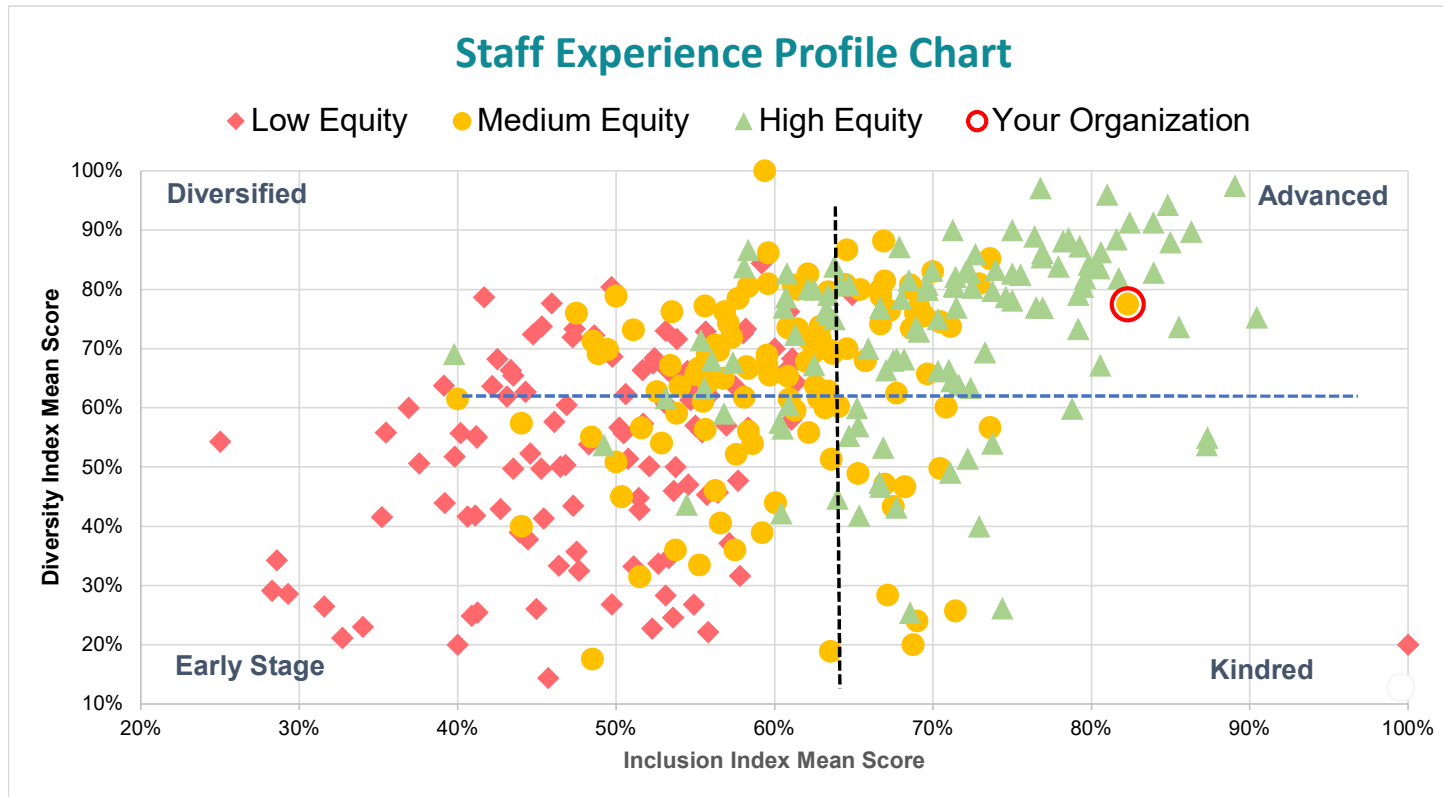
	% Positive score range	
High	■	(from 75% to 100%)
Medium High	■	(from 50% to less than 75%)
Medium Low	■	(from greater than 25% to less than 50%)
Low	■	(from 0% to 25%)

Sub-group	Gender			Race/Ethnicity						SO / GI		SEB		Age				Intent to Stay		Tenure						
	All	Woman	Man	Non-binary	Native	Asian/PI	Black	Latino	White	Multiple	People of Color	LGBTQIA+	not LGBTQIA+	Low SEB	Not Low SEB	< 30	30 - 39	40 - 49	50 +	Positive	Negative	< 2	2 - 5	6 - 10	> 10	
Diversity Index	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High
Equity Index	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High
Inclusion Index	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High
Anti-racism Index	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High
Expect to be working in this org 3 years from now	Low	Low	High	High	High	High	Low	Low	Low	Low	High	Low	Low	Low	High	Low	High	High	High	High	Low	High	Low	High	High	High
Net Promoter Score	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	High	Low	Low	High	Low	High	High	High

Highlights - All surveyed organizations

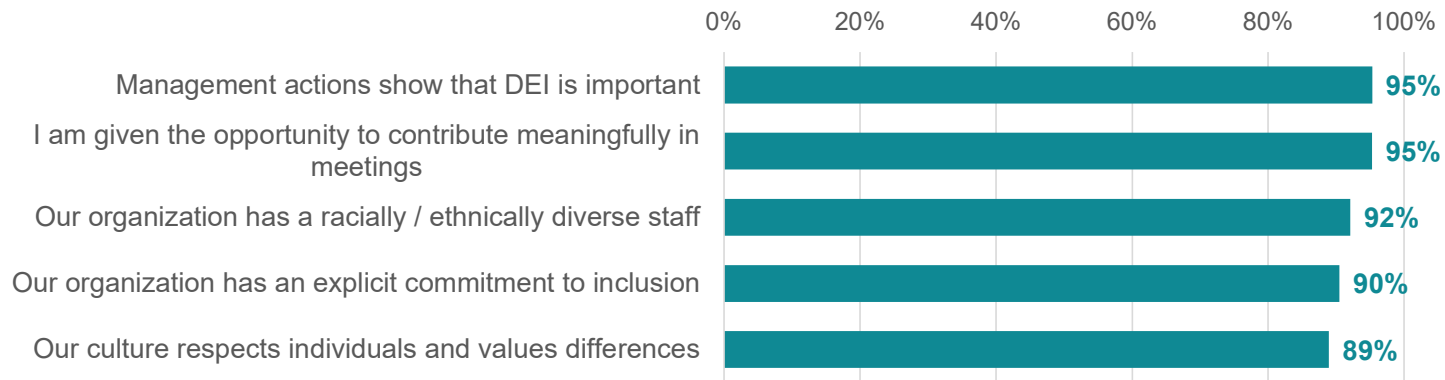
This chart shows the distribution of all surveyed organizations into the following quadrants:

- **Early Stage** (limited diversity and low on equity and inclusion)
- **Diversified** (high levels of diversity but low equity and inclusion)
- **Kindred** (equitable and inclusive but not diverse)
- **Advanced** (high on diversity, inclusion, and equity)

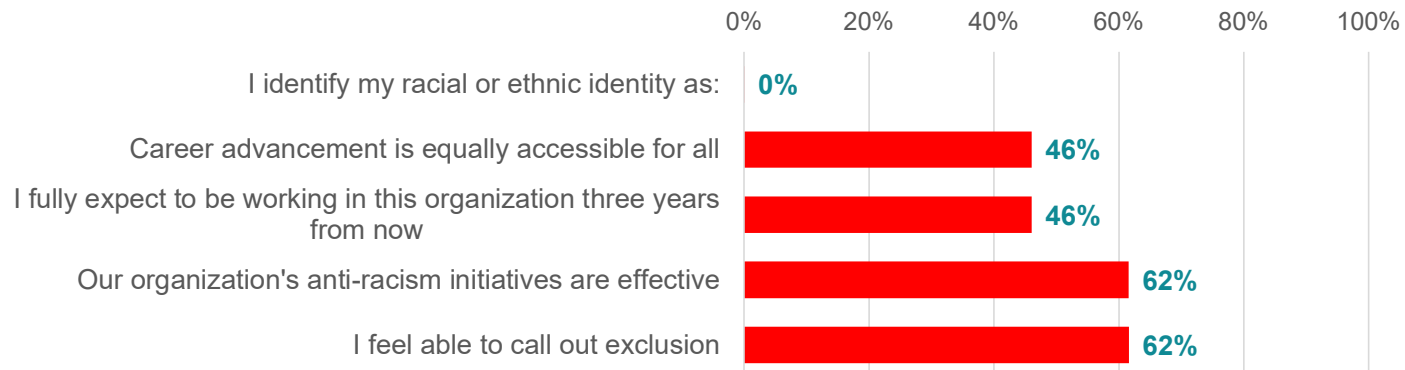


Highlights - Highest, Lowest Scores

Highest Scores

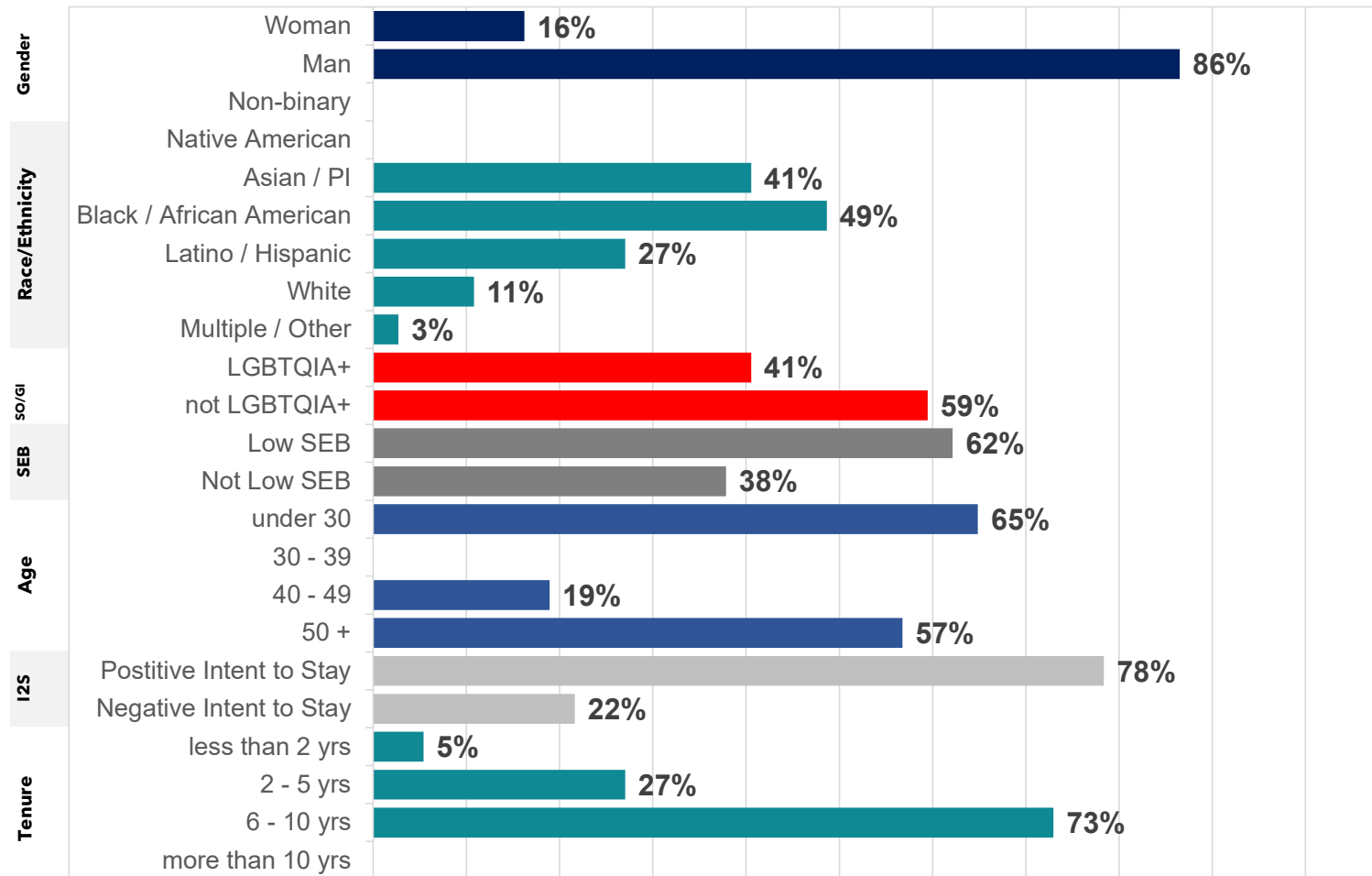


Lowest Scores



Highlights - score patterns by subgroup





We sometimes see that one subgroup gives consistently higher or lower scores across the survey. This chart shows the % of questions where a subgroup's score was at or above the category average for that question, eg "On what % of the questions do women vs. men have higher scores than the overall average?" Categories with only one visible subgroup are not included.



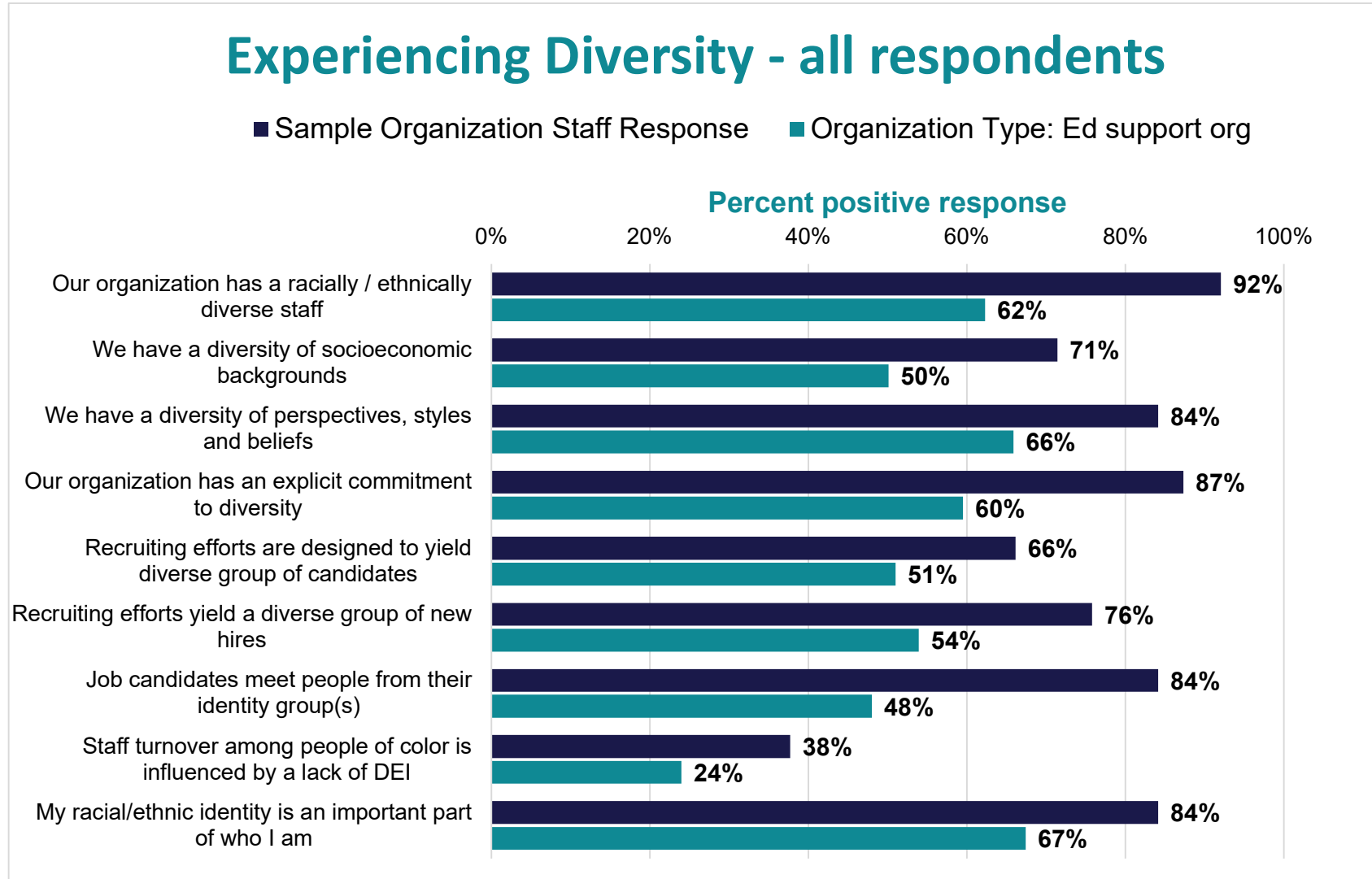
Staff Experience Summaries

An important goal of the study is to give voice to staff perspectives and experiences. We collect staff perceptions of the effectiveness of organizational DEI practices and the diversity, equity, and inclusiveness of the organization and its culture.

Legend for heat map pages

		% Positive score range							
High		(from 75% to 100%)							
Medium High		(from 50% to less than 75%)							
Medium Low		(from greater than 25% to less than 50%)							
Low		(from 0% to 25%)							

The chart below shows how respondents rated their agreement with the statements shown. The bars show positive response % compared with the ratings of the comparison group.



Experiencing Diversity - subgroup table

Sub-group	Gender				Race/Ethnicity						SO / GI		SEB		Age				Intent to Stay		Tenure					
	All	Woman	Man	Non-binary	Native	Asian/PI	Black	Latino	White	Multiple	People of Color	LGBTQIA+	not LGBTQIA+	Low SEB	Not Low SEB	< 30	30 - 39	40 - 49	50 +	Positive	Negative	< 2	2 - 5	6 - 10	> 10	
Our organization has a racially / ethnically diverse staff																										
We have a diversity of socioeconomic backgrounds																										
We have a diversity of perspectives, styles and beliefs																										
Our organization has an explicit commitment to diversity																										
Recruiting efforts are designed to yield diverse group of candidates																										
Recruiting efforts yield a diverse group of new hires																										
Job candidates meet people from their identity group(s)																										
Staff turnover among people of color is influenced by a lack of DEI																										
My racial/ethnic identity is an important part of who I am																										