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Inclusive ICR DEI Index 2022

Executive Summary Report



Summary Results for the 2022 Inclusive ICR DEI Index

Inclusive ICR initiated a survey of regional organizations to gauge their awareness of, and involvement in, diversity, equity, and inclusion (DEI) efforts. The intent of the survey, or DEI Index, was also to provide employers with a tool for examining their own DEI efforts – discovering what they are doing well and what needs more work. To that end, participants who provided their organization's name and their contact information on the DEI Index were provided custom organizational reports upon the close of the administration period. The report herein contains the summary data, across all participating organizations, for the 2022 Inclusive ICR Index.

The DEI Index was hosted on Relaxant's proprietary online survey platform ZipSurvey™. Access to the DEI Index was provided through a link published on index.inclusiveicr.org on April 13, 2022. Data collection was live for 4 weeks, closing on May 13th, 2022.




Inclusive ICR's DEI Index consisted of 27 total items which included 10 forced-choice (e.g., yes/no) items, 7 multiple-choice checkbox items, and 10 open-ended text items. Of the 27 total number of items on the survey, 14 items comprised the 5 main pillars of the DEI Index: CEO Commitment (3 items); Internal Policies (2 items); Diverse People (5 items); Community Outreach (2 items); and Diverse Suppliers (2 items).

A total of 178 responses were collected for the first item of the survey, and 93 unique reports were generated for individual organizations.



Provided first in the pages that follow are the descriptive statistics for the quantitative items falling within the 5 Key Pillars of the DEI Index, followed by the descriptive results for the remaining quantitative items.

DEI Index Pillar 1: CEO Commitment



Survey Item 1: Diversity, equity, and inclusion is one of my organization's stated values and/or priority areas.

		Response Percent	Response Total
Yes		79%	141
No		17%	31
I don't know		3%	6
		Total Responses	178

Survey Item 3: My organization publicly communicates information about its diversity goals and/or values.

		Response Percent	Response Total
Yes		57%	102
No		37%	65
I don't know		6%	11
		Total Responses	178

Survey Item 6: Leaders within my company communicate about the internal value of diversity, equity, and inclusion (DEI):

		Response Percent	Response Total
Very infrequently or not at all		17%	28
On an ad hoc basis		32%	52
In regular communications that focus on D&I		20%	32
Whenever discussing the organization's business strategy and goals		32%	52
		Total Responses	164

DEI Index Pillar 2: Internal Policies

Survey Item 5: My company has created strategic rules and procedures [large business] or has common practices [small business] that accommodate employees' diverse needs on the following (please select all that apply):








		Response Percent	Response Total
My company regularly evaluates its physical plant/operations for disability access		28%	103
My company offers floating time off for employees to observe events of personal or religious significance		35%	126
My company takes into account the different religious beliefs of employees when planning work or holiday-related events		29%	107
I don't know		2%	8
None of the above		5%	19
		Total Responses	363

Survey Item 10: Affinity/Business Resource Groups/Employer Resource Groups (BRG/ERG) at my organization (please select all that apply):








		Response Percent	Response Total
Provide support and mentorship to employees of similar backgrounds or experiences		12%	25
Connect people from different backgrounds or experiences		16%	33
Offer programs – such as celebrations or speaker series – that raise awareness about Diversity & Inclusion within the organization		17%	36
Are leveraged by the business to drive strategic priorities		10%	22
Our organization does not have Affinity Groups/BRGs/ERGs or a diversity council		29%	61
I don't know		5%	11
None of the above		10%	22
		Total Responses	210

DEI Index Pillar 3: Diverse People






Survey Item 2: The primary objective of my organization's diversity, equity, and inclusion efforts is to:

		Response Percent	Response Total
Comply with legal requirements		6%	11
Enhance external reputation		6%	10
Attract and retain talent		44%	79
Respond to customer expectations		10%	17
Achieve business results		19%	34
I don't know		2%	3
None of the above		13%	24
		Total Responses	178








Survey Item 7: The following statements best describes accountability for diversity, equity, and inclusion (DEI) within my organization (please select all that apply):

		Response Percent	Response Total
Leaders have specific D&I goals		19%	44
Leaders' progress toward meeting their D&I goals is measured		12%	29
Progress towards meeting D&I goals influences performance evaluation for leaders		12%	27
Progress towards meeting D&I goals influences performance evaluation for all employees		13%	30
Other		12%	28
I don't know		10%	23
None of the above		22%	52
		Total Responses	233








Survey Item 8: My organization has programs or efforts in place to (please select all that apply):

		Response Percent	Response Total
Recruit diverse candidates		40%	79
Develop a pipeline of diverse leaders		18%	36
Provide targeted development opportunities for diverse employees		17%	34
I don't know		6%	11
None of the above		18%	36
		Total Responses	196

Survey Item 9: My organization sponsors training programs [large business] or offers access to training programs [small business] that focus on (please select all that apply):




		Response Percent	Response Total
Non-discrimination and regulatory compliance		20%	70
Embracing differences in the workplace		22%	77
Overcoming unconscious bias		23%	79
Teaching leaders how to manage diverse populations		11%	39
How inclusive behaviors can be embedded into my everyday job activities and responsibilities (such as product design, customer service, etc.)		15%	51
I don't know		2%	6
None of the above		7%	23
		Total Responses	345

Survey Item 14: My organization gathers and analyzes the following data (please select all that apply):






		Response Percent	Response Total
Employee demographic, compensation, or other data required to comply with regulatory requirements		33%	80
Discrepancies in performance rankings by gender, race and/or other dimensions of diversity		7%	17
Discrepancies in compensation by gender, race and/or other dimensions of diversity		15%	36
Discrepancies in promotions by gender, race and/or other dimensions of diversity		13%	31
Feedback from customers on our diversity practices		13%	31
I don't know		6%	15
None of the above		12%	30
		Total Responses	240

DEI Index Pillar 4: Community Outreach

Survey Item 4: My company publicly supports diversity, equity, and inclusion work in the ICR Iowa region.






		Response Percent	Response Total
Yes		74%	132
No		17%	31
I don't know		8%	15
		Total Responses	178

Survey Item 13: My company engages employees in diversity, equity, and inclusion work in the community by (please select all that apply):






		Response Percent	Response Total
Encouraging employees to participate/volunteer with groups working with diverse populations		40%	82
Actively placing employees in community leadership roles		21%	44
Recruiting diverse employees to represent the company in external leadership training programs		16%	33
I don't know		3%	6
None of the above		20%	40
		Total Responses	205

DEI Index Pillar 5: Supplier Diversity

Survey Item 11: What is the current status of a diversity supplier statement within your organization?

		Response Percent	Response Total
My organization has a written statement		11%	15
My organization has a written statement that is shared on our external website		7%	10
My organization has a written statement and has challenges locating appropriate suppliers		3%	4
My organization has a written statement and tracks spending metrics		4%	5
My organization does not have a written statement		75%	102
		Total Responses	136

Survey Item 12: When selecting third party suppliers/vendors to work with, my organization:

		Response Percent	Response Total
Does not consider supplier diversity		36%	49
Considers supplier diversity on an ad hoc basis or when requested to do so		21%	28
Consistently considers supplier diversity		12%	17
Proactively solicits proposals from and contracts with diverse suppliers as part of the organization's overarching supply chain strategy		13%	18
I don't know		18%	24
		Total Responses	136

DEI Index: Additional Items

Survey Item 16: Industry	Survey Item 17: Number of Employees in ICR Iowa:	Survey Item 18: Number of Employees Company-Wide
Airport	15	100
Architecture	31	41
Architecture and Engineering Professional Services	120	425
Automation, Power, and Electrical Construction	300	400
Banking/Finance	190	809
Brain injury rehab	0	250
Broadcast	30	30
Business and Economic Development	7	7
Community Health Center	100	100
Construction	52	157
E-Commerce	0	144
Economic Development, Marketing, Consulting	2	4
Education	388	388
Education	1000	1000
Education	800	20000
Education	0	25
Education Services	10	15
Electrical Distribution/Wholesale Distribution	250	800
Federally Qualified Health Center	125	125
Federally Qualified Health Center	100	100








Financial	850	850
Financial Services	4	653
Giverment	560	560
Government	100	100
Health and Human Services	105	105
Health Care	1	105
Health Care	110	110
Health Care	0	200
Healthcare	0	100
Healthcare	14	14
Healthcare	5	7
Healthcare	60	60
Healthcare	3500	30000
Healthcare	15000	16000
Higher Education	200	400
Higher Education	350	355
Higher Education	4	1800
Human Services	400	800
Human Services	800	915
Human Services - Mental Health & Aging Services	350	500
Information technology services	5	6
Insurance & Financial Services	54	112
Insurance / Financial	500	1100

Landscaping/Construction	22	22
Legal	105	105
Legal Services	17	17
legal/nonprofit	0	14
Live Event Production	24	24
Local Government	1400	1400
Manufacturing	170	215
Manufacturing	0	170
Manufacturing	0	320
Manufacturing	68	71
Manufacturing and Media	157	490
Marketing	70	90
Media	12	14
Media	120	136
Medical/dental	0	115
Mental Health Facility	250	250
Municipal Government	900	900
Municipality	300	300
museum / non-profit	17	17
Non profit	3	3
Non Profit	35	35
Non profit	150	150
Non profit, employment services agency	450	600



Nonprofit	4	4
Nonprofit	3	3
NonProfit	2	2
nonprofit	20	23
Non-Profit	24	24
non-profit	6	6
Non-profit	0	0
Non-Profit	8	10
Non-Profit	14	14
Non-profit - Youth Development	9	9
Non-profit arts and culture	18	18
Nonprofit Funder	21	21
Non-profit in Human Services and Education	51	51
Non-profit organization	250	350
Non-profit/social service	28	28
Non-profit; professional International exchange	5	5
Professional Consulting- Planning Services	3	5
Public education support services	505	505
Public health/dental clinic	110	110
Real Estate	2	2
Real Estate Ownership	25	25
Restaurant	16	16
Retail	3	3

Retail	174	204
Senior Housing and Health Services	260	260
Social Services	56	56
Social Services - Non-Profit	175	175
Software	130	147
Telecommunications	155	165
Transportation	600	8000
Utility	200	3400



Survey Item 19: Primary oversight and decision-making authority for diversity, equity, and inclusion initiatives lies with:

		Response Percent	Response Total
Legal and Compliance		0%	0
HR and/or D&I Program Office		24%	24
Senior Leadership		48%	47
Board of Directors		11%	11
Business Owner		8%	8
I don't know		3%	3
There is no oversight		5%	5
		Total Responses	98

Survey Item 20: Does your company have an international component?

		Response Percent	Response Total
Yes		14%	14
No		86%	84
		Total Responses	98

Survey Item 26: Has your company/organization made changes related to its diversity, equity, and inclusion practices in the past 12 months?

		Response Percent	Response Total
Yes		71%	70
No		29%	28
		Total Responses	98