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Inclusive ICR DEI Index 2023

Executive Summary Report



Summary Results for the 2023 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 (not only those who provided contact information and received custom reports), for the 2023 Inclusive ICR Index.

The DEI Index was hosted on Reliant's proprietary online survey platform ZipSurvey™. Access to the DEI Index was provided through a link published on the ICR Iowa website on April 18th, 2023. Data collection was live for 5 weeks, closing on May 26th, 2023.




Inclusive ICR's DEI Index consisted of 29 total items which included 10 forced-choice (e.g., yes/no) items, 7 multiple-choice checkbox items, and 12 open-ended text items. Of the 29 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 87 responses were collected for the first item of the survey, and 45 custom reports were generated for individual organizations. Of the 45 custom reports generated, 26 (58%) were for repeat participants (i.e., for organizations that also took the DEI Index in 2022). Most custom reports created for new participants (i.e., 17 of 19; 89%) were for organizations with fewer than 50 employees in the ICR Iowa Region.




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		77%	67
No		21%	18
I don't know		2%	2
		Total Responses	87

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

		Response Percent	Response Total
Yes		60%	52
No		31%	27
I don't know		9%	8
		Total Responses	87

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%	13
On an ad hoc basis		23%	18
In regular communications that focus on D&I		23%	18
Whenever discussing the organization's business strategy and goals		37%	29
		Total Responses	78

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		25%	40
My company offers floating time off for employees to observe events of personal or religious significance		31%	51
My company takes into account the different religious beliefs of employees when planning work or holiday-related events		30%	48
I don't know		6%	9
None of the above		9%	14
		Total Responses	162

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		9%	8
Connect people from different backgrounds or experiences		14%	12
Offer programs – such as celebrations or speaker series – that raise awareness about Diversity & Inclusion within the organization		19%	16
Are leveraged by the business to drive strategic priorities		6%	5
Our organization does not have Affinity Groups/BRGs/ERGs or a diversity council		37%	32
I don't know		7%	6
None of the above		8%	7
		Total Responses	86

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		7%	6
Enhance external reputation		3%	3
Attract and retain talent		41%	36
Respond to customer expectations		10%	9
Achieve business results		18%	16
I don't know		5%	4
None of the above		15%	13
		Total Responses	87








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		15%	15
Leaders' progress toward meeting their D&I goals is measured		11%	11
Progress towards meeting D&I goals influences performance evaluation for leaders		9%	9
Progress towards meeting D&I goals influences performance evaluation for all employees		7%	7
Other		20%	19
I don't know		8%	8
None of the above		29%	28
		Total Responses	97








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

		Response Percent	Response Total
Recruit diverse candidates		41%	36
Develop a pipeline of diverse leaders		18%	16
Provide targeted development opportunities for diverse employees		16%	14
I don't know		3%	3
None of the above		22%	19
		Total Responses	88

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		19%	31
Embracing differences in the workplace		23%	37
Overcoming unconscious bias		24%	39
Teaching leaders how to manage diverse populations		11%	17
How inclusive behaviors can be embedded into my everyday job activities and responsibilities (such as product design, customer service, etc.)		14%	23
I don't know		2%	3
None of the above		6%	10
		Total Responses	160

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		36%	35
Discrepancies in performance rankings by gender, race and/or other dimensions of diversity		7%	7
Discrepancies in compensation by gender, race and/or other dimensions of diversity		14%	14
Discrepancies in promotions by gender, race and/or other dimensions of diversity		11%	11
Feedback from customers on our diversity practices		9%	9
I don't know		5%	5
None of the above		17%	17
		Total Responses	98

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		78%	68
No		11%	10
I don't know		10%	9
		Total Responses	87

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		45%	42
Actively placing employees in community leadership roles		22%	21
Recruiting diverse employees to represent the company in external leadership training programs		17%	16
I don't know		4%	4
None of the above		12%	11
		Total Responses	94

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%	7
My organization has a written statement that is shared on our external website		6%	4
My organization has a written statement and has challenges locating appropriate suppliers		5%	3
My organization has a written statement and tracks spending metrics		5%	3
My organization does not have a written statement		73%	46
		Total Responses	63

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

		Response Percent	Response Total
Does not consider supplier diversity		25%	16
Considers supplier diversity on an ad hoc basis or when requested to do so		43%	27
Consistently considers supplier diversity		16%	10
Proactively solicits proposals from and contracts with diverse suppliers as part of the organization's overarching supply chain strategy		6%	4
I don't know		10%	6
		Total Responses	63








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
Architecture and Engineering Professional Services	120	530
Banking	81	928
Child Care/Early Education	49	49
Consulting	2	2
Cultural consulting	6	6
Economic Development, Marketing, Consulting	3	6
Education Services	9	16
Electrical Distribution/Wholesale Distribution	250	825
Festivals, Arts & Entertainment, Community Celebrations	25	25
Financial	900	900
Financial Services	182	802
government	0	250
Government	200	200
Health Care	115	115
Higher Education	4	387
Holding Company	115	150
Homeless Shelter	32	32
Insurance	54	64
IT	27	64
Law	14	14



Legal	116	114
Local Government	1400	1400
Manufacturing/Medical Device	180	215
Marketing and Web Services	24	27
Media	135	135
Mental Health Facility	250	250
Municipal Government	1	979
museum / non-profit	16	16
Non Profit	0	165
Non Profit	1	1
Non Profit Economic Development	5	5
nonprofit	17	17
nonprofit	5	5
Nonprofit	3	3
Nonprofit	15	15
nonprofit	10	10
Nonprofit	7	11
Non-profit	20	80
Non-Profit	435	750
Non-Profit	435	750
Non-profit	20	21
Non-profit (social services)	4	4
Non-profit human services	14	14

Non-profit social services & education	55	54
Nonprofit- tech, education, entrepreneurship	17	20
Nonprofit-Human Services	165	165
Professional Services	27	300
Retail	163	242
Social Services	0	165
Technology	127	152
Telecommunications	165	190



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		31%	16
Senior Leadership		49%	25
Board of Directors		12%	6
Business Owner		2%	1
I don't know		4%	2
There is no oversight		2%	1
		Total Responses	51

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

		Response Percent	Response Total
Yes		14%	7
No		86%	44
		Total Responses	51

Survey Item 27: Did your organization participate in last year's (2022) Inclusive ICR DEI Index?

		Response Percent	Response Total
Yes		67%	31
No		33%	15
		Total Responses	46