

# // Madison Region's 2016 Workplace Diversity & Inclusion Survey Findings

## Improving Workplace Diversity & Inclusion Practices

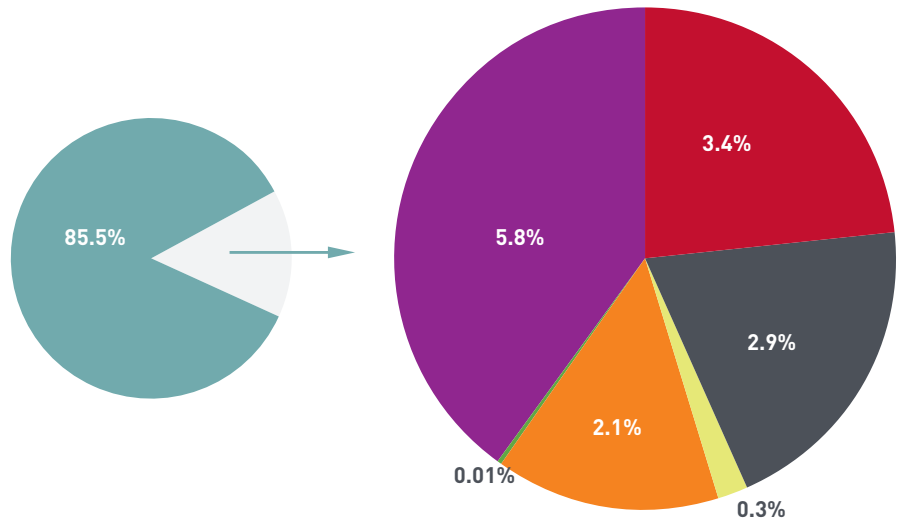
Building on the success of its groundbreaking Workplace Diversity & Inclusion (D&I) Survey in 2015, MadREP launched its second D&I Survey in early 2016. As with the first edition, this year's survey was used to capture quantitative and qualitative data about workforce demographics, supplier diversity programs, and community engagement while providing companies with a vehicle to self-assess strengths and opportunities relative to diversity in their workforce. The inclusion of a diverse workforce is vital to the sustained economic growth of the region, and assessing the progress of diversity and inclusion efforts by Madison Region employers is a critical step in improving our practices.

The survey was sent to a random sample of 2,474 employers (drawn from 7,520 organizations with 10 or more employees) between February – April 2016 and received 349 responses, for a confidence interval of plus/minus 5.12%. More than 90% of respondents based their answers on locations within the Madison Region, with representation from businesses in all eight of the region's counties. While companies of all sizes responded, 79% have fewer than 50 employees. Eighty percent of responding entities are for-profit and 10% are non-profit, with the remaining respondents from government or academia.

More than 80% of respondents have been in operation for 11+ years, and more than 70% of respondents report revenue below \$1 million. Survey results represent a broad range of industries, with companies from 19 of the 21 industry sectors responding.

## Madison Region Population by Race (2014)

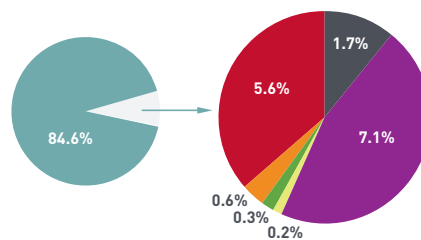
Source: U.S. Census, American Community Survey 5-Year Estimates



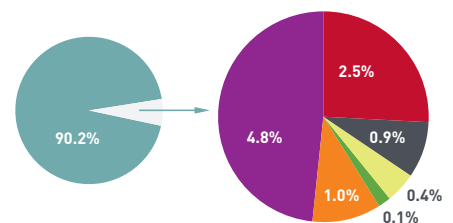
- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander
- Asian Alone
- Two or More Races
- Black or African-American Alone
- White Alone
- Hispanic or Latino

## Select Survey Findings

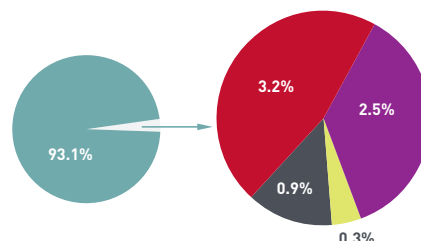
### Total Workforce: Population by Race



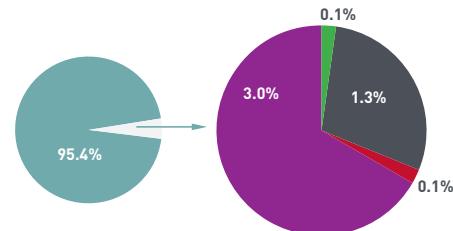
### Supervisory Positions: Population by Race



### Board of Directors: Population by Race



### Top Level Leadership: Population by Race



Note: These survey results are not intended as a complete representation of all Madison Region employers. All responses are reported in the aggregate. Race categories absent in any of the above charts indicate zero individuals were reported for that category.



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## Select Survey Findings

### Workforce Composition by Gender

	Male	Female
Total Workforce	53.2%	46.8%
Top-level Leadership	68.6%	31.4%
Other Supervisory	58.8%	41.2%
Board of Directors	64.9%	35.1%

### Workforce Composition by Age

	14-17	18-24	25-44	45-64	65+
Total Workforce	2.6%	14.7%	43.3%	35.2%	4.2%
Top-level Leadership	0.4%	1.8%	28.4%	57.8%	11.7%
Other Supervisory	1.1%	5.2%	43.5%	47.2%	3.1%
Board of Directors	0.0%	0.9%	24.8%	56.6%	17.7%

## Respondents support underrepresented communities in the following ways:

- Foundation or budget item for charitable donations **46%**
- Company-sponsored volunteer days and/or volunteer time off for employees **13%**
- Match charitable contributions made by employees **5%**
- Other initiatives that support underrepresented communities **8%**

## A Critical Step Toward Improving Our Practices

While these survey results reveal significant opportunities for improvement, they help us understand where to focus our workplace diversity & inclusion efforts both at the individual company and broader regional level. With continued growth and implementation of these initiatives, the Madison Region will be positioned to become a model for economic inclusion.

MadREP has contracted with The Davis Group—a coalition of diversity & inclusion professionals—to provide assistance to companies wishing to improve their diversity and inclusion practices based on findings of the survey. The Davis Group offers services including executive coaching, diversity audits, corporate strategic planning, recruitment and retention consulting, and cultural competency training.

**86%**  
of respondents do not have a written diversity statement (separate and distinct from an EEO statement used for hiring purposes)

**90%**  
of respondents do not have dedicated staff (full-time or part-time) for diversity & inclusion efforts

**81%**  
of respondents do not have workforce demographic goals

**98%**  
of respondents do not have a supplier diversity program

**67%**  
of respondents do not offer employees the option to formally self-identify their sexual orientation

**71%**  
of respondents believe their turnover rate for non-white employees is equal to white employees

*Note: These survey results are not intended as a complete representation of all Madison Region employers, nor do they capture results of all the questions presented in the survey. All responses are reported in the aggregate and are anonymous.*

The 2016 Madison Region Workplace Diversity & Inclusion Survey is sponsored by:



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