

// Madison Region's 2017 Workplace Diversity & Inclusion Survey Findings

Improving Workplace Diversity & Inclusion Practices

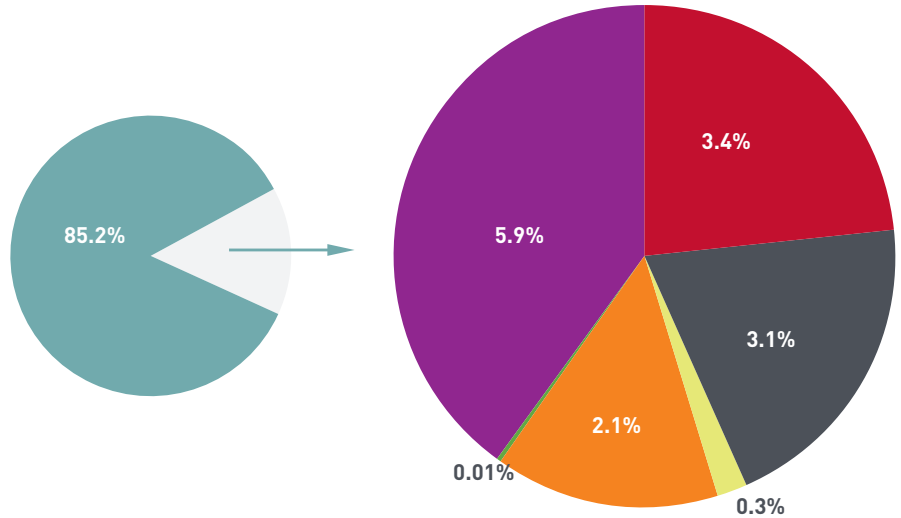
Building on the success of its groundbreaking Workplace Diversity & Inclusion (D&I) Surveys in 2015 and 2016, MadREP launched its third D&I Survey in early 2017. As with the earlier editions, this year's survey was used to capture quantitative and qualitative data about workforce demographics, supplier 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 2,464 employers (drawn from 7,818 organizations with 10 or more employees) between February – March 2017 and received 468 responses, for a confidence interval of plus/minus 4.40%. Nearly 93% 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, 76% have fewer than 50 employees. Seventy-seven percent of responding entities are for-profit and 11% are nonprofit, with the remaining respondents from government, academia, or other.

More than 85% of respondents have been in operation for 11+ years, and more than 74% of respondents report revenue below \$5 million. Survey results represent a broad range of industries, with companies from 19 of the 20 industry sectors responding.

Madison Region Population by Race (2015)

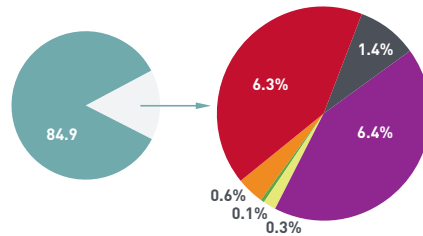
Source: U.S. Census, American Community Survey 5-Year Estimates



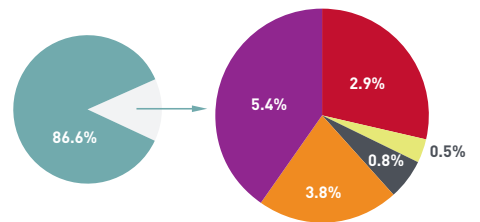
- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander
- Asian Alone
- Two or More Races
- Black or African-American Alone
- White Alone
- Hispanic or Latino

Select Survey Findings

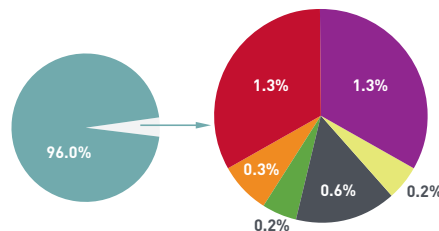
Total Workforce: Population by Race



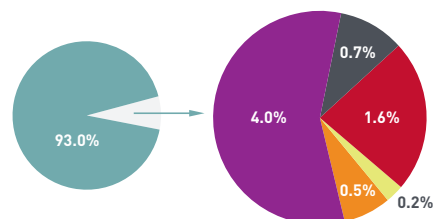
Supervisory Positions: Population by Race



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	46.7%	53.3%
Top-level Leadership	67.8%	32.2%
Other Supervisory	50.0%	50.0%
Board of Directors	64.1%	35.9%

Workforce Composition by Age

	14-17	18-24	25-44	45-64	65+
Total Workforce	2.3%	14.0%	43.8%	35.6%	4.3%
Top-level Leadership	0.0%	2.9%	28.4%	59.3%	9.4%
Other Supervisory	0.7%	7.2%	40.4%	41.9%	9.8%
Board of Directors	0.0%	0.7%	21.0%	60.1%	18.2%

Respondents support underrepresented communities in the following ways:

- Foundation or budget item for charitable donations **49%**
- Company-sponsored volunteer days and/or volunteer time off for employees **16%**
- Match charitable contributions made by employees **6%**
- Other initiatives that support underrepresented communities **12%**

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.

77%
of respondents do not have a written diversity statement (separate and distinct from an EEO statement used for hiring purposes)

84%
of respondents do not have dedicated staff (full-time or part-time) for diversity & inclusion efforts

84%
of respondents do not have workforce demographic goals

97%
of respondents do not have a supplier diversity program

64%
of respondents do not offer employees the option to formally self-identify their sexual orientation

67%
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 2017 Madison Region Workplace Diversity & Inclusion Survey is sponsored by:



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