

Madison Region Workplace Diversity & Inclusion Survey

****Please return to MadREP, 455 Science Dr., Madison WI 53711 by ~~July 13~~ August 15, 2018****

You may also complete this survey online at www.Madrep2018DiversitySurvey.com

Organization Background Information

This section includes questions related to your organization's contact information, location(s), age, type, and revenue.

1. Contact Information

Name _____

Company _____

Address _____

Address2 _____

City/Town _____

State _____

ZIP _____

Email _____

Phone _____

2. When possible, we encourage you to report results based on your locations within the Madison Region. From the choices below, please select the option which best represents the area which your survey answers will be based on.

- Madison Region (Columbia Co., Dane Co., Dodge Co., Green Co., Iowa Co., Jefferson Co., Rock Co., Sauk Co.)
- Wisconsin
- Upper Midwest (including WI and one or more of the following states: MN, IA, IL, MI)
- United States (including WI, other Upper Midwest states and at least one additional state)

3. Within the Madison region, in what counties does your organization have locations? (• Mark all that apply)

Columbia	Dane	Dodge	Green	Iowa	Jefferson	Rock	Sauk
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Age of organization

0-5 years	6-10 years	11+ years
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Type of organization

Non-profit	For-profit	Government	Academic	Other, specify
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> _____

6. Annual Revenue						
<\$500,000	\$500,000 to \$999,999	\$1,000,000 to \$4,999,999	\$5,000,000 to \$9,999,999	\$10,000,000 to \$49,999,999	\$50,000,000 to \$99,999,999	\$100,000,000 +
○	○	○	○	○	○	○

Workforce Demographics

The purpose of this section is to measure workforce demographics including data by race, gender, and age. The section also includes questions regarding organizational policies and practices. NOTE: For questions 7 through, please use the definitions for race and ethnic identification listed below.

Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White (Not Hispanic or Latino) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African American (Not Hispanic or Latino) - A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Asian (Not Hispanic or Latino) - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

American Indian or Alaska Native (Not Hispanic or Latino) - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

Two or More Races- (Not Hispanic or Latino) All persons who identify with more than one of the above five races.

Composition of:	7. Board of Directors		8. Total Workforce	
	Male	Female	Male	Female
# Hispanic or Latino	_____	_____	_____	_____
# White (non-Hispanic or Latino)	_____	_____	_____	_____
# Black or African American (non-Hispanic or Latino)	_____	_____	_____	_____
# Native Hawaiian or Other Pacific Islander (non-Hispanic or Latino)	_____	_____	_____	_____
# Asian (non-Hispanic or Latino)	_____	_____	_____	_____
# American Indian or Alaska Native (non-Hispanic or Latino)	_____	_____	_____	_____
# Two or More Races (non- Hispanic or Latino)	_____	_____	_____	_____
# Age 14-17	_____	_____	_____	_____
# Age 18-24	_____	_____	_____	_____
# Age 25-44	_____	_____	_____	_____
# Age 45-64	_____	_____	_____	_____
# Age 65+	_____	_____	_____	_____

Composition of:	9. Top Level Leadership (C-level, V.P. and above)		10. Other Supervisory (Managers, Supervisors, Department Directors)	
	Male	Female	Male	Female
# Hispanic or Latino	_____	_____	_____	_____
# White (non-Hispanic or Latino)	_____	_____	_____	_____
# Black or African American (non-Hispanic or Latino)	_____	_____	_____	_____
# Native Hawaiian or Other Pacific Islander (non-Hispanic or Latino)	_____	_____	_____	_____
# Asian (non-Hispanic or Latino)	_____	_____	_____	_____
# American Indian or Alaska Native (non-Hispanic or Latino)	_____	_____	_____	_____
# Two or More Races (non- Hispanic or Latino)	_____	_____	_____	_____
# Age 14-17	_____	_____	_____	_____
# Age 18-24	_____	_____	_____	_____
# Age 25-44	_____	_____	_____	_____
# Age 45-64	_____	_____	_____	_____
# Age 65+	_____	_____	_____	_____

11. What is your relative turnover rate for non-white employees?

Higher than white employees

Lower than white employees

Equal to white employees

12. Does your organization have dedicated staff responsible for diversity & inclusion efforts?

Yes, Full time

Yes, Part-time

No

Does your organization:

Yes

No

No, but plan to in coming year

13. Have a written diversity statement (separate & distinct from an EEO statement)?

14. Have workforce demographic goals?

15. Offer its employees the option to formally self-identify their sexual orientation?

16. Offer its employees the option to formally self-identify disabilities?

17. Offer domestic partner benefits?

Supplier Diversity

The purpose of this section is to determine the scope of regional efforts to purchase supplies and services from historically underutilized businesses, including minority-owned, women-owned, veteran-owned, LGBT-owned, and service disabled veteran-owned.

18. Does your organization have a supplier diversity program?

Yes No, skip to Question 20

19. If you have a supplier diversity program, what metrics are used to track progress? (● Mark all that apply)

Percentage of total spending	Percentage of total revenue	Number of Diverse Suppliers	Tier 2 Purchases	Other, specify
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> _____

Community Engagement

The purpose of this section is to determine the scope of corporate and community social responsibility by the organization and collectively through employees.

20. Does your organization have other initiatives to develop spending with historically underutilized businesses, including minority-owned, women-owned, veteran-owned, LGBT-owned, and service disabled veteran-owned organizations?

Yes No

21. There are many ways to support underrepresented communities. Which of the following does your organization offer?(● Mark all that apply)

- Our organization has a foundation or budget item for charitable donations
- Our organization offers company-sponsored volunteer days and/or volunteer time off for employees
- Our organization matches charitable contributions made by employees
- Our organization offers other initiatives to support underrepresented communities. Please describe below:

22. Does your organization have other diversity and inclusion initiatives (i.e. – related to recruitment, retention, supply chain, or other) you would like to highlight?

Thank You! We realize that completion of this survey requires a commitment of time by your organization. For that we thank you. Should you have any questions regarding this project, please contact Gene Dalhoff, V.P. of Talent & Education at MadREP, at gdalhoff@madisonregion.org.