

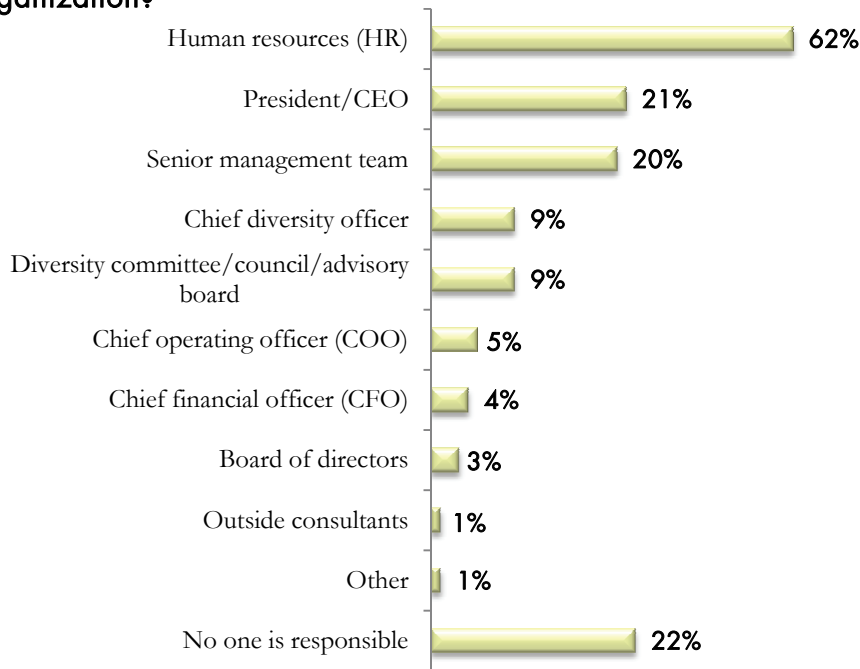
SHRM Research Spotlight:

An Examination of Organizational Commitment to Diversity and Inclusion

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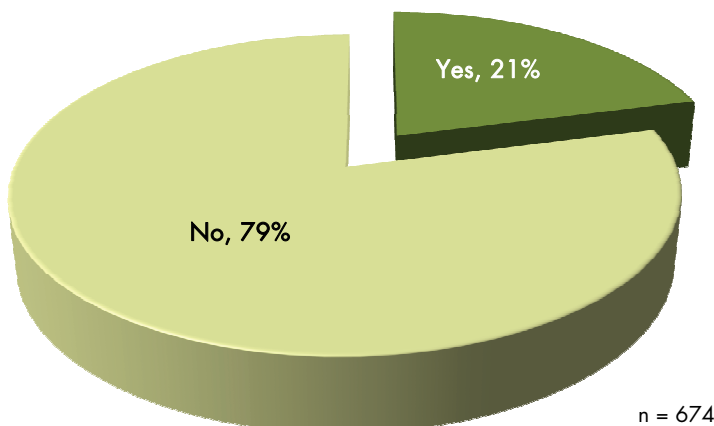


Who is responsible for leading diversity initiatives at your organization?



Note: n = 674. Totals do not equal 100% because respondents were able to select multiple response options.

Does your organization have an internal group (e.g., diversity committee, diversity council, diversity advisory board) that focuses on diversity in your organization?



Survey Findings

Who is responsible for leading diversity initiatives in the workplace?

Overall, 62% of organizations reported HR is responsible for leading these efforts. A much smaller percentage of organizations reported that the president/ CEO (21%) and/or senior management (20%) are implementing and leading diversity initiatives.

Are organizations using internal diversity groups?

They do, though not at high rates. Overall, 21% of organizations reported using internal groups that focus on diversity. Organizations with 2,500 to 24,999 employees (45%), those with 25,000 or more employees (48%), publicly owned for-profit companies (34%) and government agencies (30%) were more likely to have these groups.

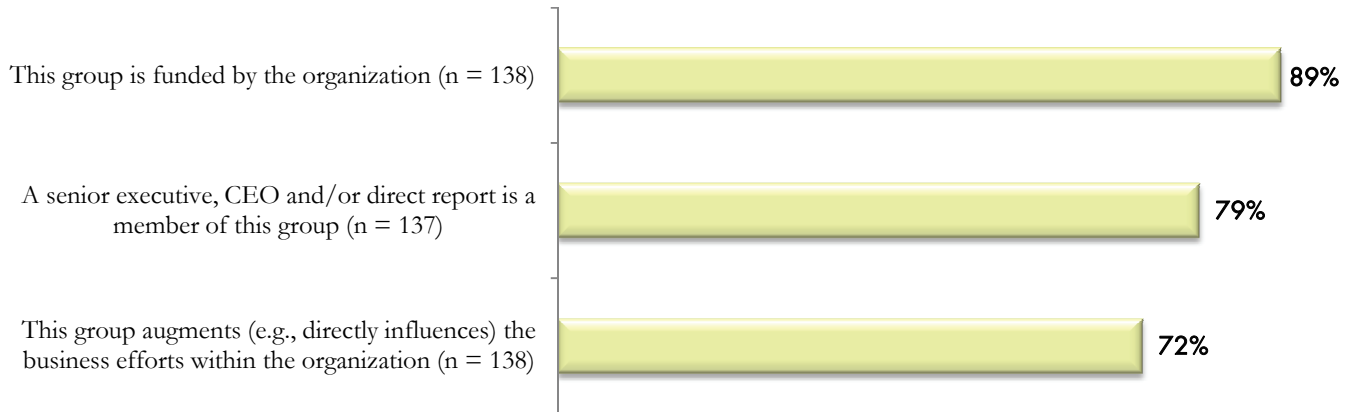
Even though internal diversity groups are not widespread in the workplace, they provide value to organizations. Among organizations that have internal diversity groups, 72% reported these groups were used to help augment their organization's business efforts.

What percentage of organizations have sexual orientation discrimination and gender identity/expression policies?

Overall, 64% of organizations reported having either a formal (written) policy or an informal policy that addresses sexual orientation discrimination in the workplace.

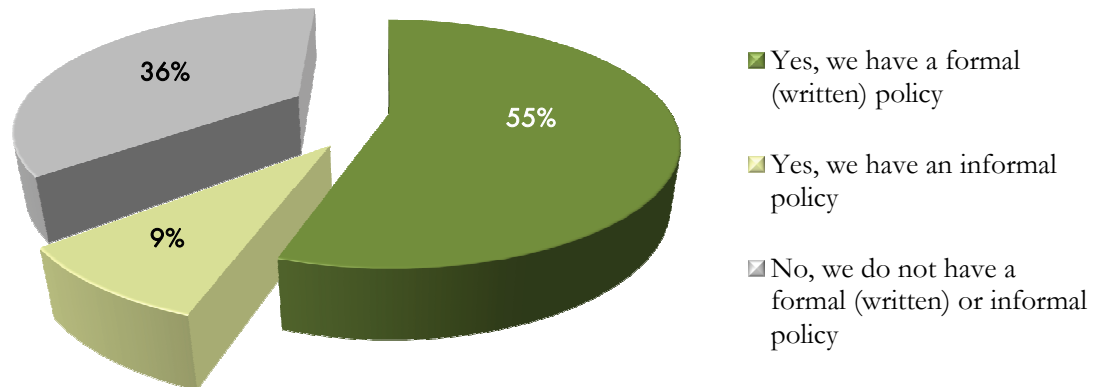
A much smaller percentage of organizations (21%) reported having a written policy that addresses gender identity and/or gender expression.

How do organizations and their internal diversity groups work together to support diversity and inclusion?



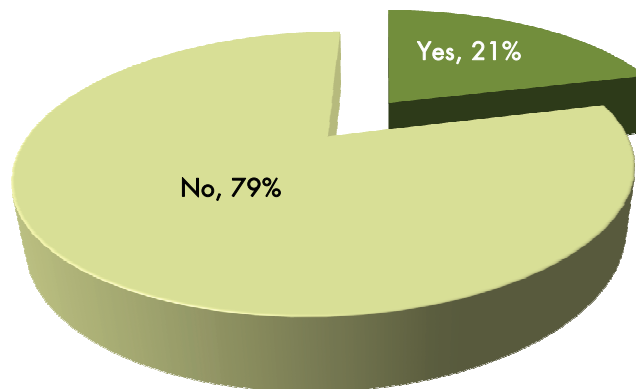
Note: Organizations that did not have an internal group that focuses on diversity were excluded from this analysis. Totals do not equal 100% because respondents were able to select multiple response options.

Does your organization have a formal (written) or an informal policy that addresses sexual orientation discrimination in the workplace?



Note: n = 665. "Not sure" responses were excluded from this analysis.

Does your organization have a written policy that addresses gender identity and/or gender expression?



Note: n = 626. "Not sure" responses were excluded from this analysis.

Methodology | A sample of HR professionals was randomly selected from SHRM's membership database, which included approximately 250,000 individual members at the time the survey was conducted. Overall, 674 responses were received, yielding a response rate of 13%. The margin of error is +/- 4%. Data were collected June 1-13, 2011.