Diversity, Inclusion, and Equity
Organization Profile Survey

Participant Report

for
SAMPLE (Ed Support)

Survey taken Jan 2020
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About This Report

This report shows your organization's responses to the DEI Organization Profile Survey and how they compare with the responses of other organizations of similar size, doing similar work. Your organization's data is only visible to you and to the survey administrator (Promise54); all others - including our foundation partners - are only able to view the data in aggregate.

Organizations that also participate in the Staff Experience Survey will receive a separate, in-depth report with insights around the lived diversity, inclusion, and equity experience among their staffs.

The following two benchmark groups will be provided as a reference to compare survey results from SAMPLE (Ed Support).

- **Organization Type**: Ed support org, n=301 organizations
- **Organization Size**: 21-100 Employees (Full-Time-Equivalent), n=210 organizations

Note: if no staff counts were provided, the comparison group defaults to 0-20 Employees
Overview of the DEI Study

This study focused on collecting data about diversity, inclusion, and equity (DEI) across social sector organizations, primarily in education. The goals are to provide visibility into DEI work across the sector and to surface promising DEI practices that can inspire continued, bold action. Our overarching objective is to hold one another accountable to making diverse, equitable, and inclusive organizations the norm, ultimately leading to deeper, more sustained impact for communities.

This study is unique in that it combines organization-level data on demographics, processes, systems, and structures, with the actual lived experiences of staff. Together, this data will provide meaningful insights that have not been available in our sector to date.

The study intentionally focuses on race/ethnicity and socioeconomic background; however, we acknowledge and deeply value that identity is also comprised of many other dimensions. Most respondent organizations do not track socioeconomic background, so we are limited in our ability to report out along this dimension. On the other hand, we are including gender data, which is widely tracked.
Section 1: Demographics

One of the goals of the study is to establish a baseline of relevant demographic data. We collect representation data by race/ethnicity and gender at various levels in each organization: boards, CEO, executive team, and staff.

We recognize that race is a social construct and that survey questions that ask respondents to check boxes are inherently reductionist. We trust that our selection of the following categories illustrates an earnest attempt to collect data at scale while also respecting individuals' identities:

- **American Indian, Native American, or Alaskan Native** (For example, Aztec, Blackfeet Tribe, Mayan, Navajo Nation, Nome Eskimo Community, etc.)
- **Asian, Native Hawaiian, or Pacific Islander** (For example, Asian Indian, Chamorro, Chinese, Fijian, Filipino, Japanese, Korean, Marshallese, Samoan, Tongan, Vietnamese, etc.)
- **Black or African American** (For example, Ethiopian, Haitian, Jamaican, Nigerian, Somali, etc.)
- **Latino or Hispanic** (For example, Colombian, Dominican, Mexican, Peruvian, Puerto Rican, etc.)
- **White** (For example, Algerian, Egyptian, English, French, German, Iranian, Irish, Italian, Lebanese, Moroccan, Polish, Syrian, etc.)
- **Multiple or some other race, ethnicity, or origin**
Section 1: Demographics, cont.

Chart 1: Board Race/Ethnicity

<table>
<thead>
<tr>
<th>Group</th>
<th>Native American</th>
<th>Asian/Pacific Islander</th>
<th>Black/African American</th>
<th>Latino/Hispanic</th>
<th>White</th>
<th>Multiple/Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SAMPLE (Ed Support)</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>Org Type: Ed support org</td>
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</tr>
<tr>
<td>Org Size: 21-100</td>
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</tr>
</tbody>
</table>

Chart 2: CEO Race/Ethnicity

<table>
<thead>
<tr>
<th>Group</th>
<th>Native American</th>
<th>Asian/Pacific Islander</th>
<th>Black/African American</th>
<th>Latino/Hispanic</th>
<th>White</th>
<th>Multiple/Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SAMPLE (Ed Support)</td>
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<tr>
<td>Org Type: Ed support org</td>
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<tr>
<td>Org Size: 21-100</td>
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</tr>
</tbody>
</table>
Section 1: Demographics, cont.

Chart 3: Executive Team Race/Ethnicity

<table>
<thead>
<tr>
<th>Org Type: Ed support org</th>
<th>Org Size: 21-100</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American</td>
<td>Asian/Pacific Islander</td>
</tr>
<tr>
<td>Black/African American</td>
<td>White</td>
</tr>
<tr>
<td>Latino/Hispanic</td>
<td>Multiple/Other</td>
</tr>
<tr>
<td>White</td>
<td></td>
</tr>
</tbody>
</table>

Chart 4: Staff Race/Ethnicity

<table>
<thead>
<tr>
<th>Org Type: Ed support org</th>
<th>Org Size: 21-100</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American</td>
<td>Asian/Pacific Islander</td>
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<tr>
<td>Black/African American</td>
<td>White</td>
</tr>
<tr>
<td>Latino/Hispanic</td>
<td>Multiple/Other</td>
</tr>
<tr>
<td>White</td>
<td></td>
</tr>
</tbody>
</table>
Section 1: Demographics, cont.

Chart 5: All Roles Plus Students (if applicable)

SAMPLE (Ed Support)

- Board
- CEO
- Exec Team
- Staff
- Students

Org Type: Ed support org

- Native American
- Asian/Pacific Islander
- Latino/Hispanic
- White

Org Size: 21-100

- Black/African American
- Multiple/Other
Section 1: Demographics, cont.

*Gender by Level*

<table>
<thead>
<tr>
<th>Level</th>
<th>Female</th>
<th>Male</th>
<th>Non-binary</th>
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</thead>
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<tr>
<td>SAMPLE (Ed Support)</td>
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</tr>
<tr>
<td>Board</td>
<td></td>
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</tr>
<tr>
<td>CEO</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Execs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

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Section 2: Inventory of DEI Data Tracked

Chart showing % of respondent organizations that say they track each listed data element

(Indicates whether or not your survey response on this line was "Yes")

<table>
<thead>
<tr>
<th>Your Answers</th>
<th>Exec team race/ethnicity</th>
<th>Staff race/ethnicity</th>
<th>Exec team socioeconomic background</th>
<th>Board socioeconomic background</th>
<th>Population served socioeconomic background</th>
<th>Staff socioeconomic background</th>
<th>Candidates by race/ethnicity</th>
<th>Candidates by socioeconomic background</th>
<th>Hiring from within vs. from outside the org</th>
<th>Hiring from the ed sector vs. other sectors</th>
<th>Hiring recent grads vs. experienced</th>
<th>Hiring by race/ethnicity</th>
<th>Promotions by race/ethnicity</th>
<th>Pay equity by race/ethnicity</th>
<th>Staff turnover by race/ethnicity</th>
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</thead>
<tbody>
<tr>
<td>Yes</td>
<td>99%</td>
<td>98%</td>
<td>11%</td>
<td>8%</td>
<td>20%</td>
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<td>73%</td>
<td>71%</td>
<td>36%</td>
<td>35%</td>
<td>46%</td>
</tr>
</tbody>
</table>

Org Type: Ed support org
Org Size: 21-100

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Section 3: DEI Focus and Motivation

*Chart showing the degree to which each organization's DEI work focuses on the following aspects*

**Chart 1: DEI Focus, Organization Type: Ed support org**

<table>
<thead>
<tr>
<th>Your Answers</th>
<th>Demographic diversity</th>
<th>Cognitive diversity</th>
<th>Inclusion</th>
<th>Equity of outcomes</th>
<th>Leader commitment and actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some focus</td>
<td>Primary focus</td>
<td>Some focus</td>
<td>Primary focus</td>
<td>Some focus</td>
<td>Primary focus</td>
</tr>
<tr>
<td>Primary focus</td>
<td>Some focus</td>
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<td>Primary focus</td>
<td>Some focus</td>
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<tr>
<td>Primary focus</td>
<td>Primary focus</td>
<td>Some focus</td>
<td>Primary focus</td>
<td>Some focus</td>
<td>Primary focus</td>
</tr>
<tr>
<td>Little or no focus</td>
<td>Some focus</td>
<td>Primary focus</td>
<td>Some focus</td>
<td>Primary focus</td>
<td>Some focus</td>
</tr>
<tr>
<td>Primary focus</td>
<td>Primary focus</td>
<td>Some focus</td>
<td>Primary focus</td>
<td>Some focus</td>
<td>Primary focus</td>
</tr>
</tbody>
</table>

**Chart 2: DEI Focus, Org Size: 21-100**

<table>
<thead>
<tr>
<th>Your Answers</th>
<th>Demographic diversity</th>
<th>Cognitive diversity</th>
<th>Inclusion</th>
<th>Equity of outcomes</th>
<th>Leader commitment and actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some focus</td>
<td>Primary focus</td>
<td>Some focus</td>
<td>Primary focus</td>
<td>Some focus</td>
<td>Primary focus</td>
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<tr>
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<td>Primary focus</td>
<td>Some focus</td>
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<td>Some focus</td>
<td>Primary focus</td>
</tr>
<tr>
<td>Little or no focus</td>
<td>Some focus</td>
<td>Primary focus</td>
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<td>Some focus</td>
<td>Primary focus</td>
<td>Some focus</td>
<td>Primary focus</td>
</tr>
</tbody>
</table>
Section 3: DEI Focus and Motivation, cont.

Chart showing the degree to which each organization’s DEI work is grounded in the following beliefs or intentions

**Chart 3: DEI Motivation, Organization Type: Ed support org**

<table>
<thead>
<tr>
<th>Primary factor</th>
<th>Some consideration</th>
<th>Little or no consideration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reflect communities served</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>DEI orgs are higher performing</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>DEI orgs are more innovative</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>Increase employee retention</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>Broaden new hire talent pool</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>DEI is a social/moral imperative</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>Compliance</td>
<td>100%</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Chart 4: DEI Motivation, Org Size: 21-100**

<table>
<thead>
<tr>
<th>Primary factor</th>
<th>Some consideration</th>
<th>Little or no consideration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reflect communities served</td>
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<tr>
<td>Broaden new hire talent pool</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>DEI is a social/moral imperative</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>Compliance</td>
<td>100%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Section 4: DEI Policies and Structures

A checklist of formal DEI-related policies and organizational structures common (but not necessarily effective) in organizations

(Indicates whether or not your survey response on this line was "Yes")

**Org Type: Ed support org**

- Have DEI in mission/vision statements: 54% Yes, 44% No
- Have a Chief Diversity Officer: 22% Yes, 25% No
- Have a DEI Board committee: 8% Yes, 10% No
- Have members of the community on Board: 36% Yes, 47% No
- Have official definition of diversity: 27% Yes, 30% No
- Have official definition of equity: 25% Yes, 21% No
- Have official definition of inclusion: 19% Yes, 20% No
- Have DEI as a core value: 55% Yes, 45% No
- Have a written policy for diversity: 50% Yes, 52% No
- Have a written policy for equity: 44% Yes, 45% No
- Have a written policy for inclusion: 38% Yes, 42% No
- Have a statement of DEI benefits: 38% Yes, 35% No

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### Section 5: DEI Strategy, Goals, and Accountability

**A checklist of formal DEI-related practices common (but not necessarily effective) in organizations**

(Indicates whether or not your survey response on this line was "Yes")

<table>
<thead>
<tr>
<th>Your Answers</th>
<th>% Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>36%</td>
</tr>
<tr>
<td>No</td>
<td>34%</td>
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<tr>
<td>No</td>
<td>38%</td>
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<td>No</td>
<td>46%</td>
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<tr>
<td>No</td>
<td>21%</td>
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<tr>
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<td>17%</td>
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<td>16%</td>
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<td>Yes</td>
<td>65%</td>
</tr>
<tr>
<td>Yes</td>
<td>72%</td>
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</tbody>
</table>

**Org Type:** Ed support org  
**Org Size:** 21-100

---

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Section 6: DEI Systems and Processes

A checklist of formal DEI-related practices found (but not necessarily effective) in organizations

(Indicates whether or not your survey response on this line was "Yes")

- Job descriptions reflect DEI goals
- Process to ensure diverse input into decisions
- Have process for staff input on DEI
- Have internal DEI advisory teams
- Have external DEI advisory teams
- Have affinity groups
- Have buddy programs
- Have mentor programs
- Have a formal coaching program
- Offer family leave
- Offer flexible work schedules
- Offer flexible work locations
- DEI covered in exit interviews
- DEI is a significant training component
- Career development has focus on DEI
- Succession planning has focus on DEI

Org Type: Ed support org
Org Size: 21-100

% Yes

Job descriptions reflect DEI goals: 48% Yes, 42% No
Process to ensure diverse input into decisions: 35% Yes, 41% No
Have process for staff input on DEI: 53% Yes, 52% No
Have internal DEI advisory teams: 52% Yes, 57% No
Have external DEI advisory teams: 6% Yes, 7% No
Have affinity groups: 22% Yes, 23% No
Have buddy programs: 19% Yes, 21% No
Have mentor programs: 20% Yes, 26% No
Have a formal coaching program: 15% Yes, 27% No
Offer family leave: 83% Yes, 87% No
Offer flexible work schedules: 83% Yes, 80% No
Offer flexible work locations: 67% Yes, 76% No
DEI covered in exit interviews: 33% Yes, 30% No
DEI is a significant training component: 41% Yes, 41% No
Career development has focus on DEI: 24% Yes, 22% No
Succession planning has focus on DEI: 27% Yes, 29% No
Section 7: DEI Recruiting and Selection

A checklist of common (but not necessarily effective), DEI-friendly practices in recruiting, selection, and on-boarding

<table>
<thead>
<tr>
<th>Your Answers</th>
<th>% Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>Have DEI-specific training for recruiters</td>
</tr>
<tr>
<td>No</td>
<td>Recruits meet staff w/shared backgrounds</td>
</tr>
<tr>
<td>Yes</td>
<td>Active outreach to underrepresented groups</td>
</tr>
<tr>
<td>No</td>
<td>Have interviewer from underrepresented group</td>
</tr>
<tr>
<td>Yes</td>
<td>Specific practices to eliminate selection bias</td>
</tr>
<tr>
<td>Yes</td>
<td>Have formal on-boarding process</td>
</tr>
<tr>
<td>Yes</td>
<td>Have new hires interact w/diverse staff</td>
</tr>
</tbody>
</table>

Org Type: Ed support org
Org Size: 21-100

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Section 8: External Outreach

A checklist of ways some organizations engage their communities in their internal DEI work

<table>
<thead>
<tr>
<th>Your Answers</th>
<th>% Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>30%</td>
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<td>Yes</td>
<td>35%</td>
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<tr>
<td>Yes</td>
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<td>36%</td>
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<tr>
<td>Yes</td>
<td>62%</td>
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<tr>
<td>Yes</td>
<td>61%</td>
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</tbody>
</table>

Org Type: Ed support org  Org Size: 21-100

(Indicates whether or not your survey response on this line was "Yes")
## APPENDIX: Your demographic data

The below table shows the demographic data you entered in the Organization Profile survey.

<table>
<thead>
<tr>
<th></th>
<th>Native American</th>
<th>Asian/Pacific Islander</th>
<th>Black/African American</th>
<th>Latino/Hispanic</th>
<th>White</th>
<th>Multiple/Other</th>
<th>Female</th>
<th>Male</th>
<th>Non-binary</th>
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</thead>
<tbody>
<tr>
<td>Board</td>
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<td>1</td>
<td>1</td>
<td>5</td>
<td>0</td>
<td>3</td>
<td>5</td>
<td>0</td>
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<tr>
<td>CEO</td>
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<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
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<td>0</td>
<td>3</td>
<td>2</td>
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<tr>
<td>Staff</td>
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<td>6</td>
<td>8</td>
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<td>2</td>
<td>22</td>
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<td>1</td>
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<tr>
<td>Students</td>
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<td>0</td>
<td>0</td>
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<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
APPENDIX: Study Participants

Hundreds of organizations - primarily in the education sector - have now taken one or both of the DEI surveys. These charts show the wide diversity of organization types, organization sizes, and regions represented by the respondent population.
APPENDIX: The Survey Instruments

The study uses two survey instruments to gather the data we are targeting:

- The Organization Profile Survey, which is reported on here, is designed to capture and share data on demographic diversity as well as policies, systems, and practices that many organizations are currently using to promote DEI.

- An optional, all-staff follow-up survey (called the Staff Experience Survey) captures staff perceptions and experiences around DEI at their organization. Organizations that participate in both surveys will receive an additional, in-depth report with combined results and a wealth of actionable insights.

To ask about administering the Staff Experience Survey in your organization, please send us a note and we will make sure you get all the information you need (deisurvey@promise54.org).
APPENDIX: Key Definitions

In this survey we define “diversity,” “equity,” and “inclusion” in the following way:

**Diversity**: Having different types of people (as in people from a wide range of identities and with different perspectives, experiences, etc.) in a group or organization. (Adapted from Webster’s Dictionary)

**Equity**: Ensuring equally high outcomes for all, removing the predictability of success or failures that currently correlates with any social or cultural factor, examining biases, and creating inclusive environments. (Adapted from the National Equity Project)

**Inclusion**: Putting diversity into action by creating an environment of involvement, respect, and connection – where the richness of ideas, backgrounds, and perspectives are harnessed to create value. (Adapted from T. Hudson Jordan)

We also use the term “Diversity, Inclusion, and Equity” to refer broadly to the category.
Contact Us

Please direct any questions or feedback about any aspect of this initiative to deisurvey@promise54.org.