



**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, Somalian, 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

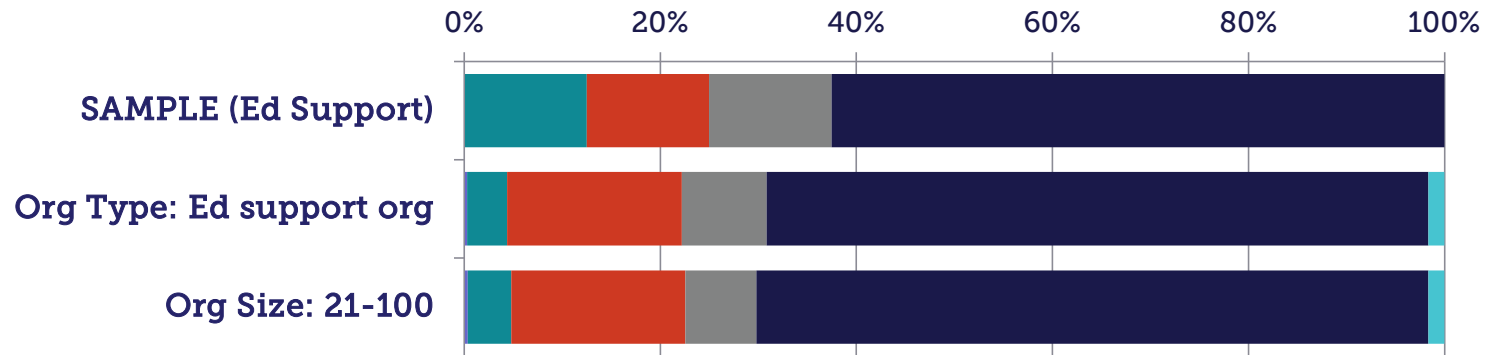


Chart 2: CEO Race/Ethnicity



- Native American
- Asian/Pacific Islander
- Black/African American
- Latino/Hispanic
- White
- Multiple/Other

Section 1: Demographics, cont.

Chart 3: Executive Team Race/Ethnicity

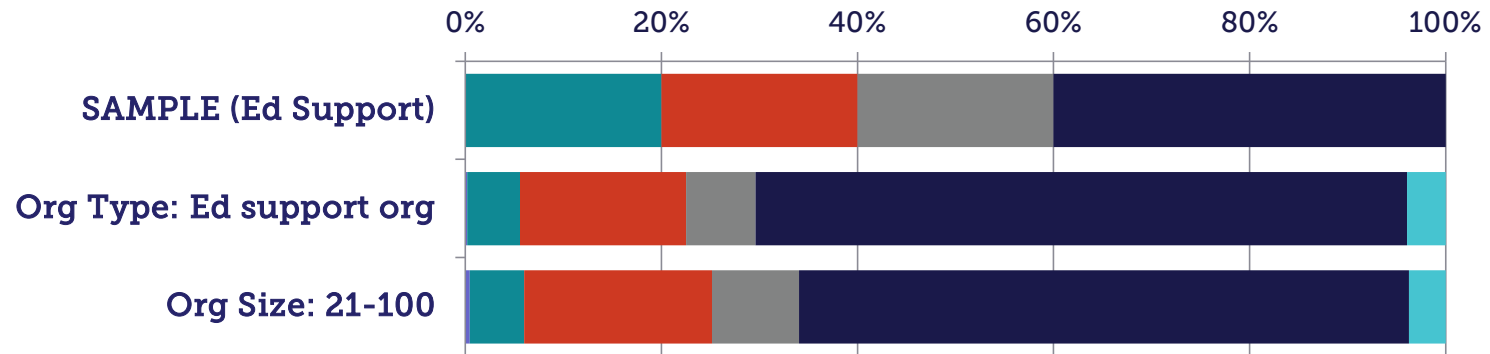
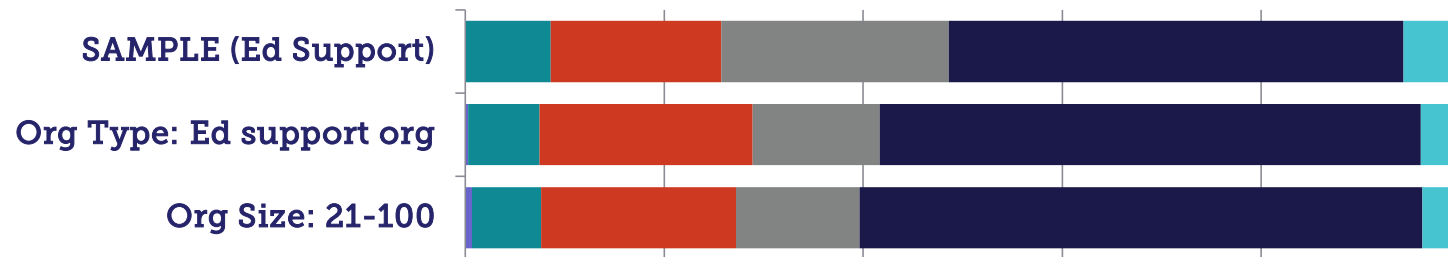
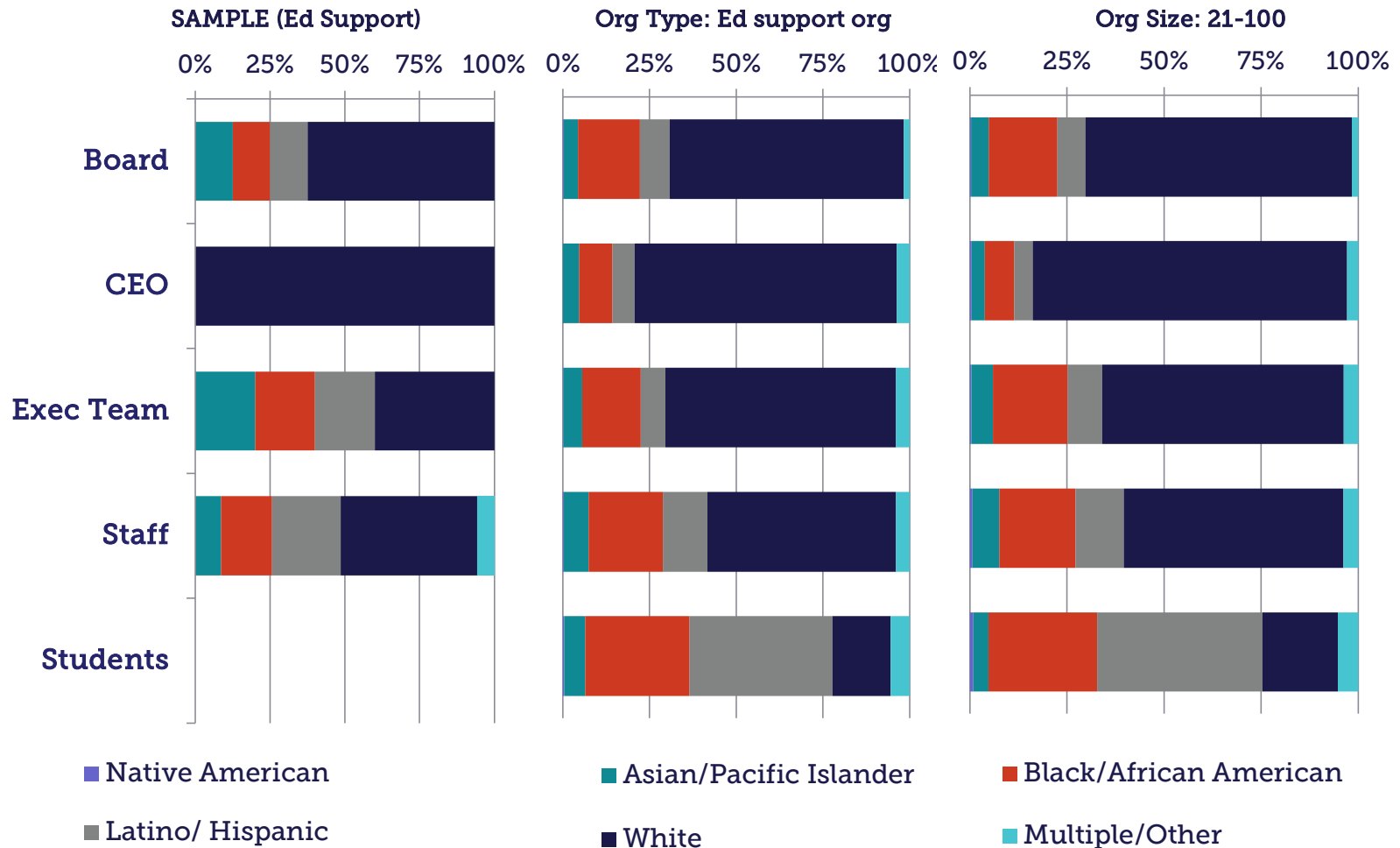


Chart 4: Staff Race/Ethnicity



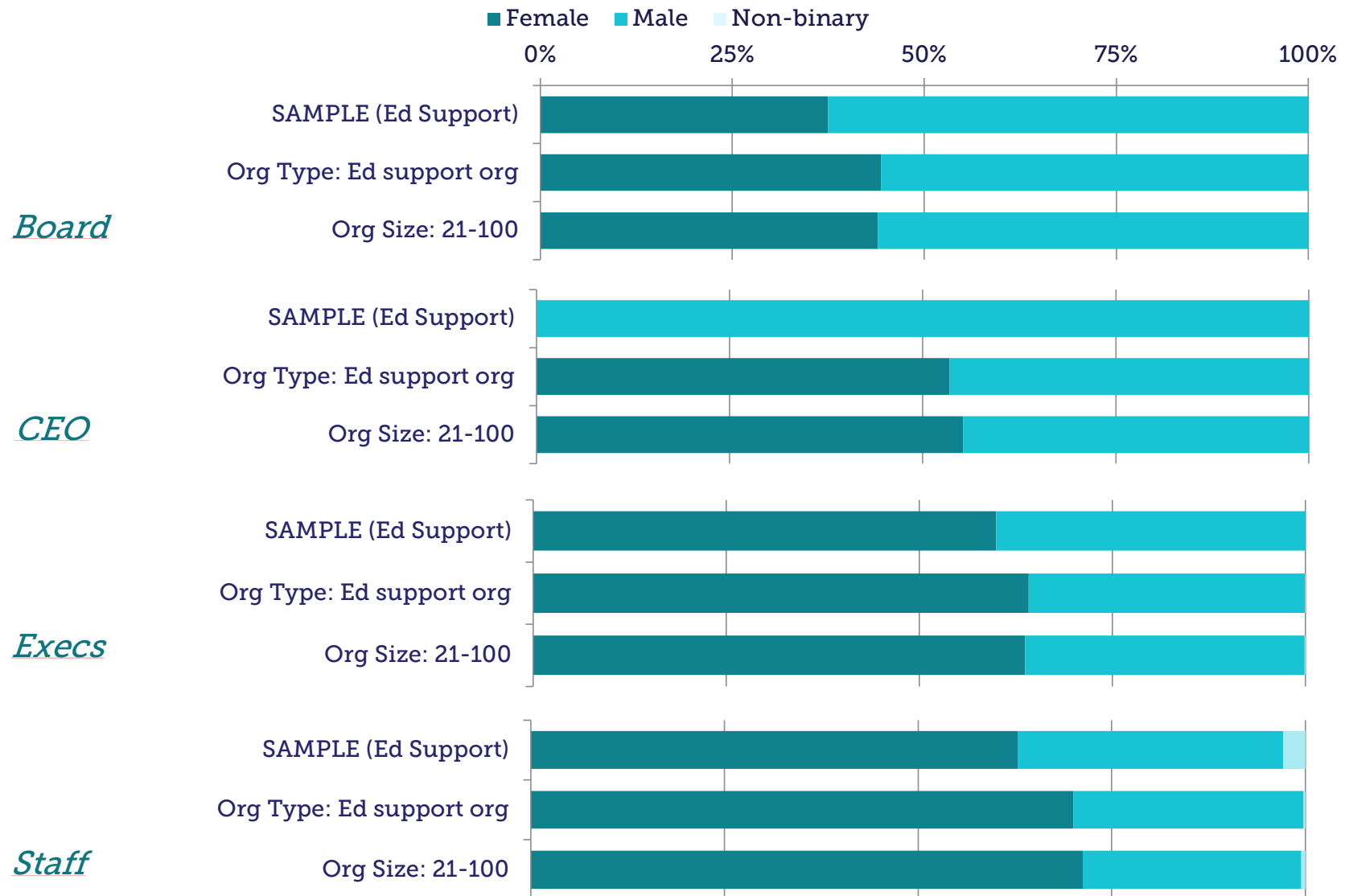
Section 1: Demographics, cont.

Chart 5: All Roles Plus Students (if applicable)



Section 1: Demographics, cont.

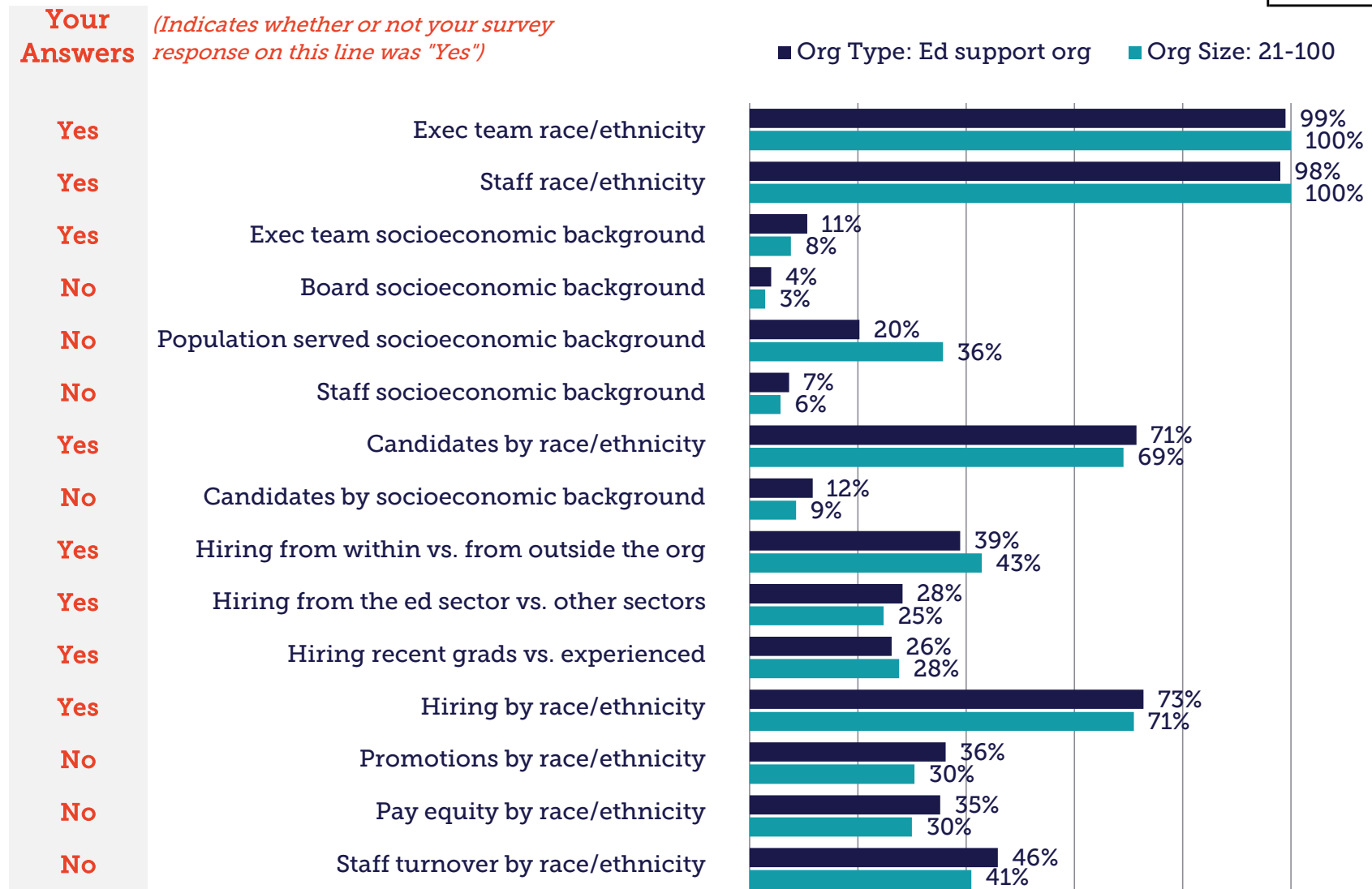
Gender by Level



Section 2: Inventory of DEI Data Tracked

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

% Yes



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

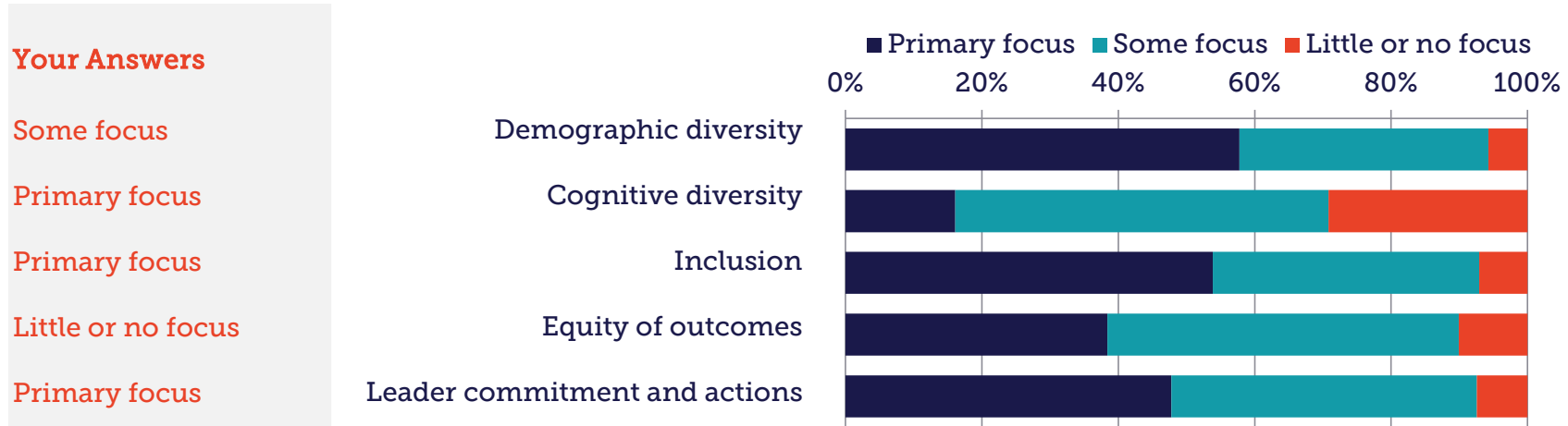
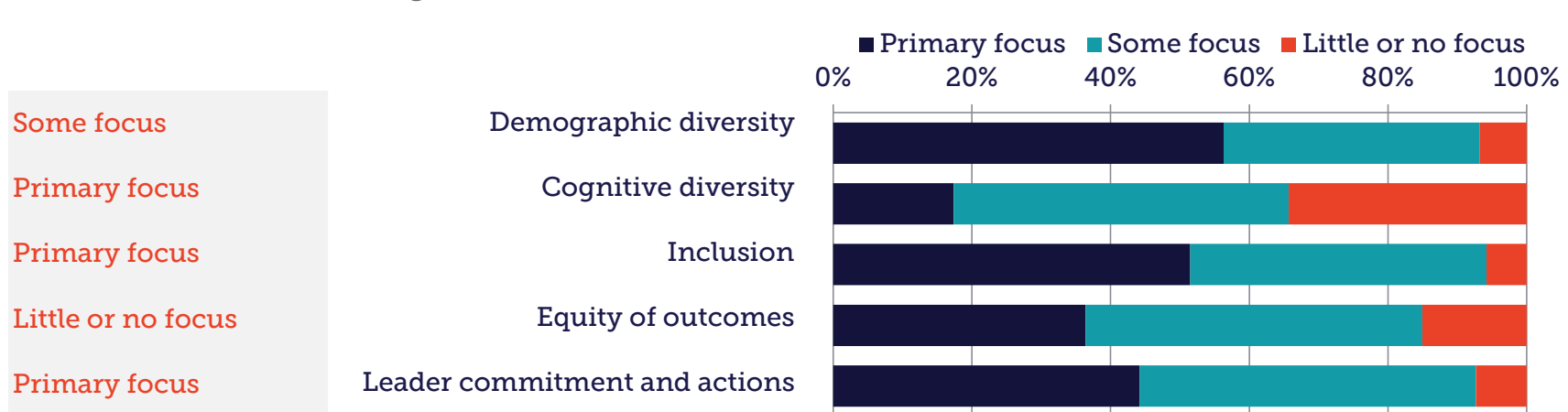


Chart 2: DEI Focus, Org Size: 21-100



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

Your Answers

Some consideration

Some consideration

Some consideration

Some consideration

Primary factor

Primary factor

Primary factor

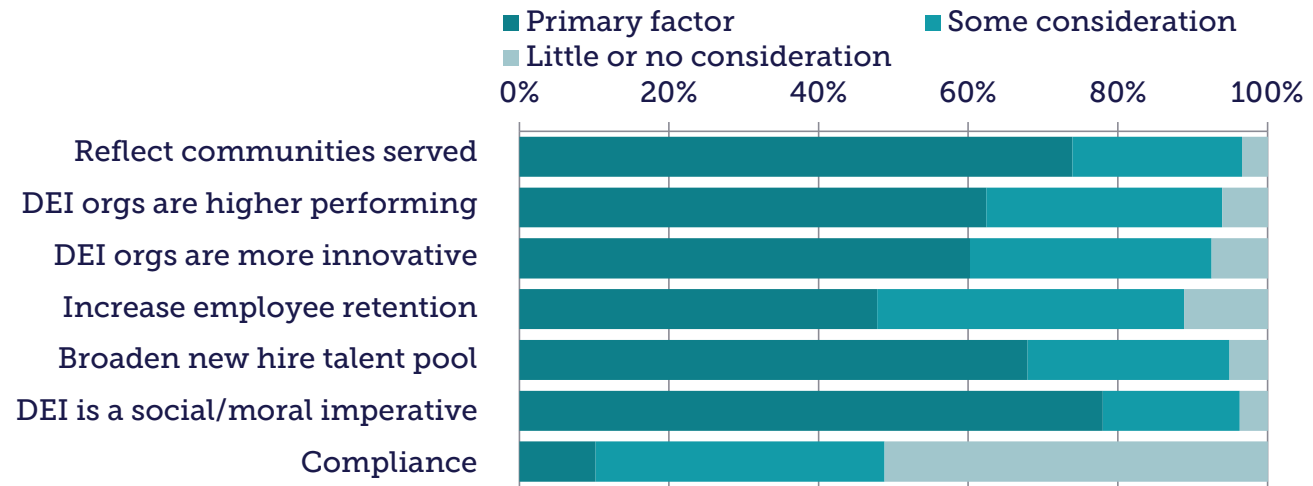


Chart 4: DEI Motivation, Org Size: 21-100

Some consideration

Some consideration

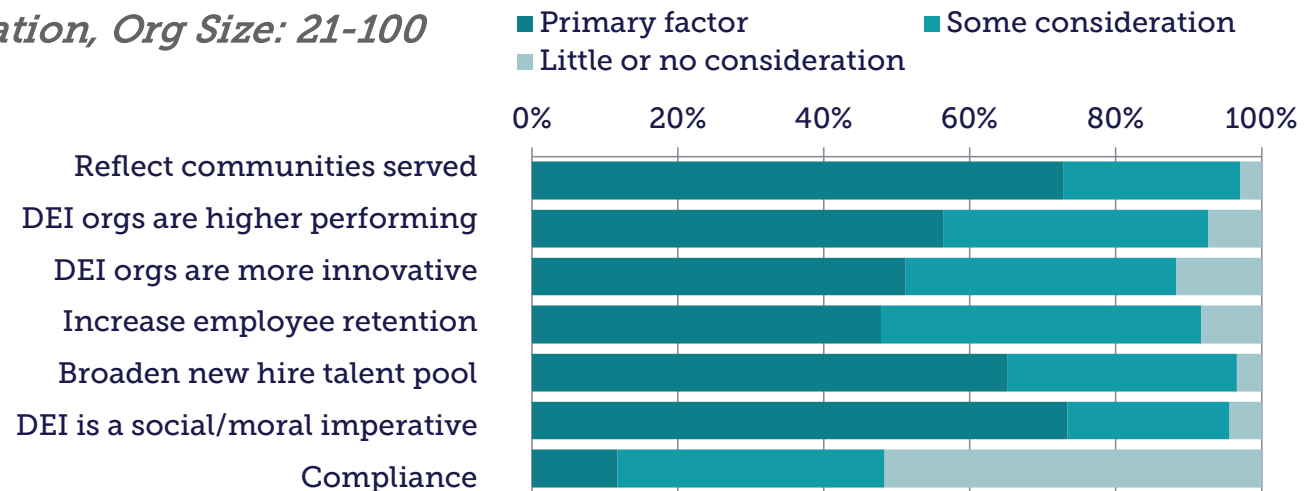
Some consideration

Some consideration

Primary factor

Primary factor

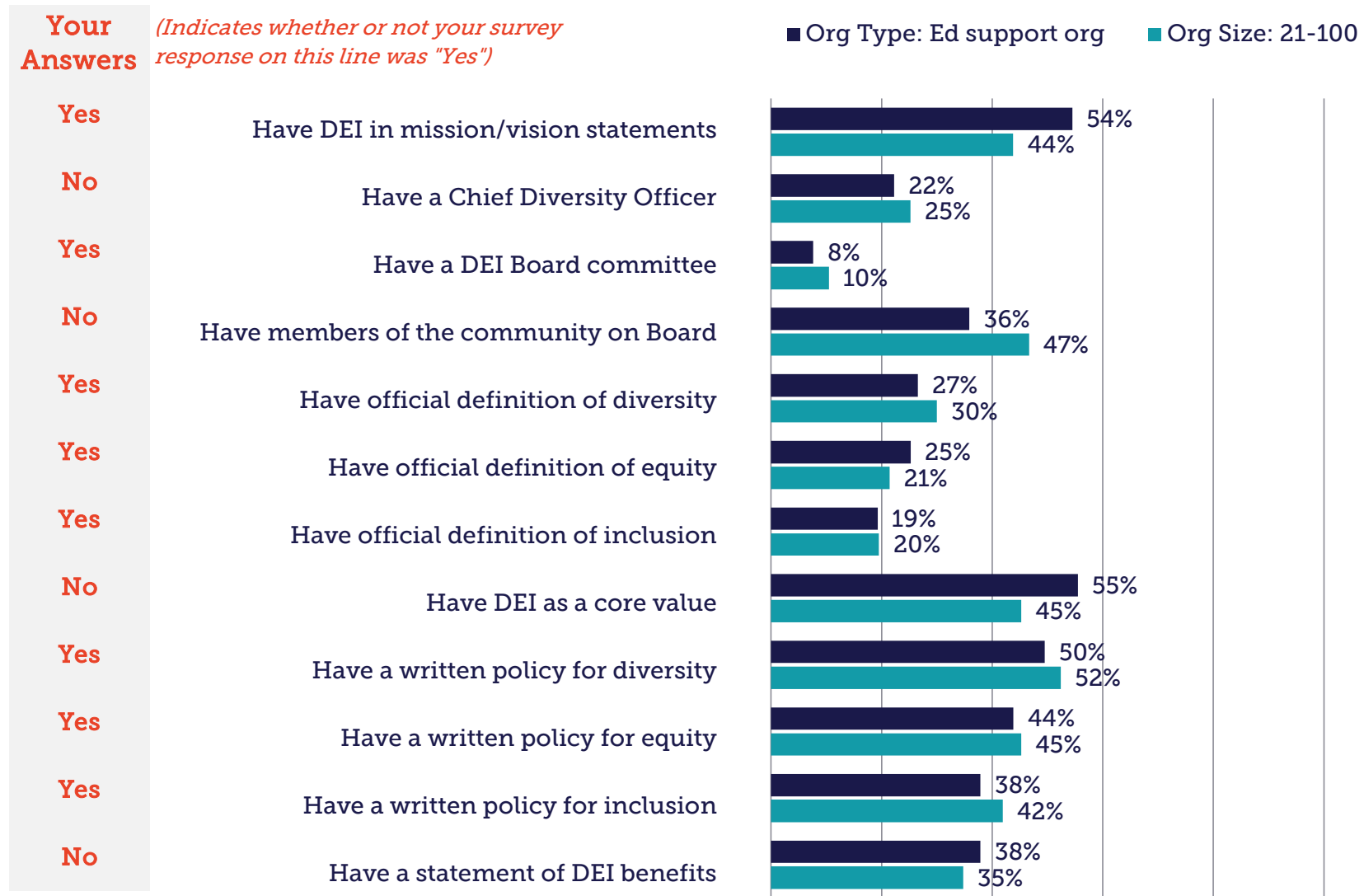
Primary factor



Section 4: DEI Policies and Structures

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

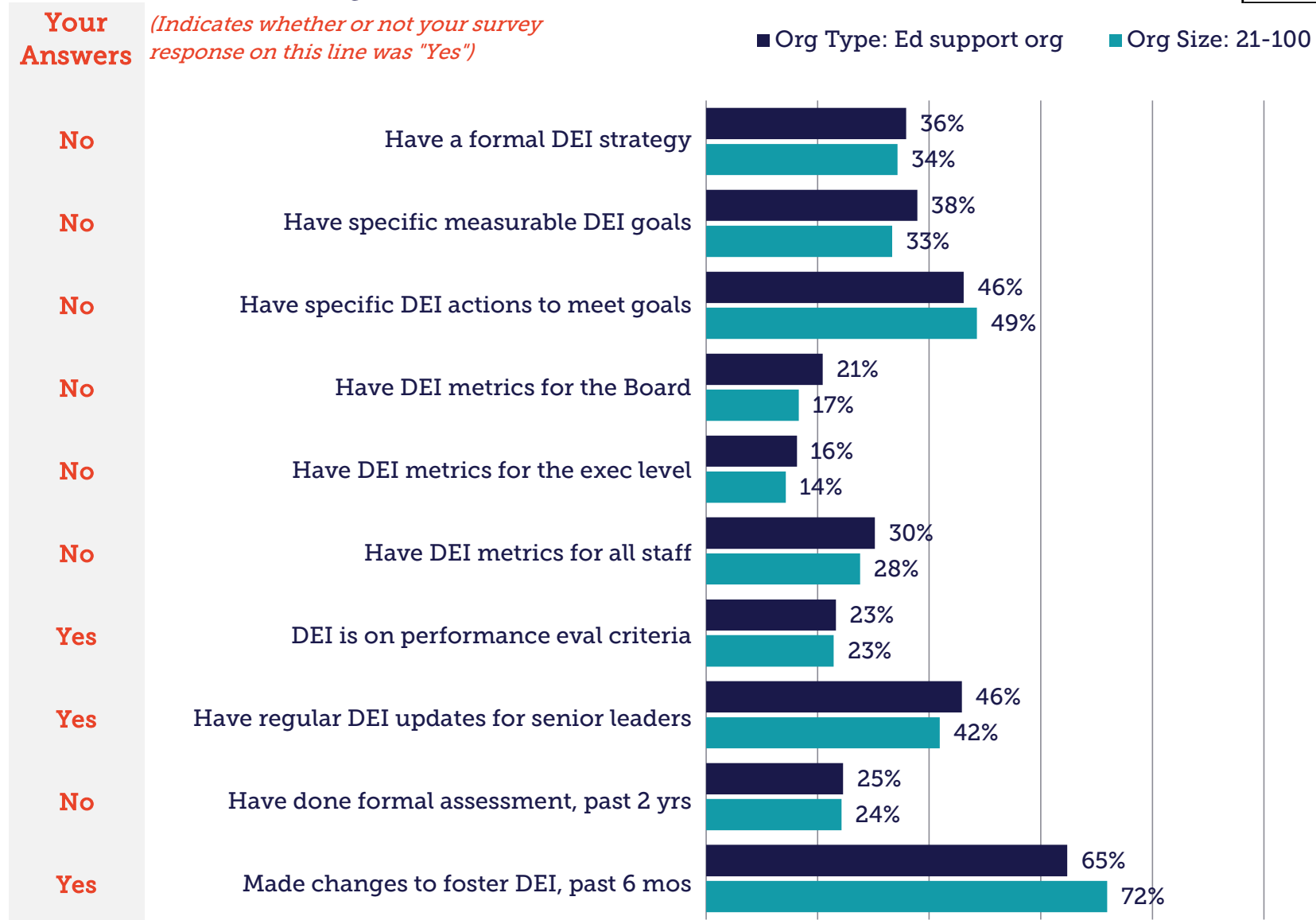
% Yes



Section 5: DEI Strategy, Goals, and Accountability

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

% Yes



Section 6: DEI Systems and Processes

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

% Yes

Your Answers

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

Yes

Yes

No

No

No

No

No

No

No

No

Yes

Yes

Yes

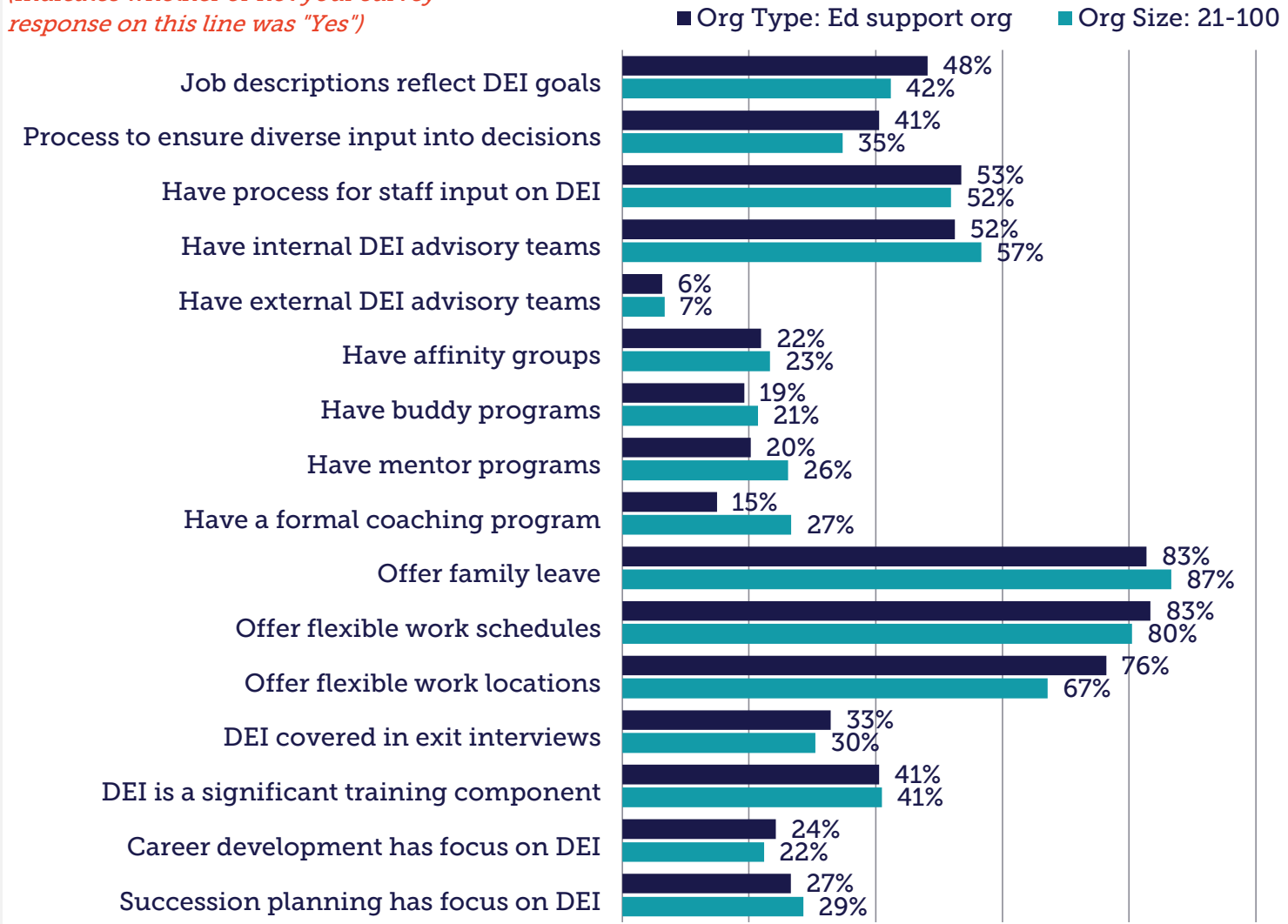
No

No

No

No

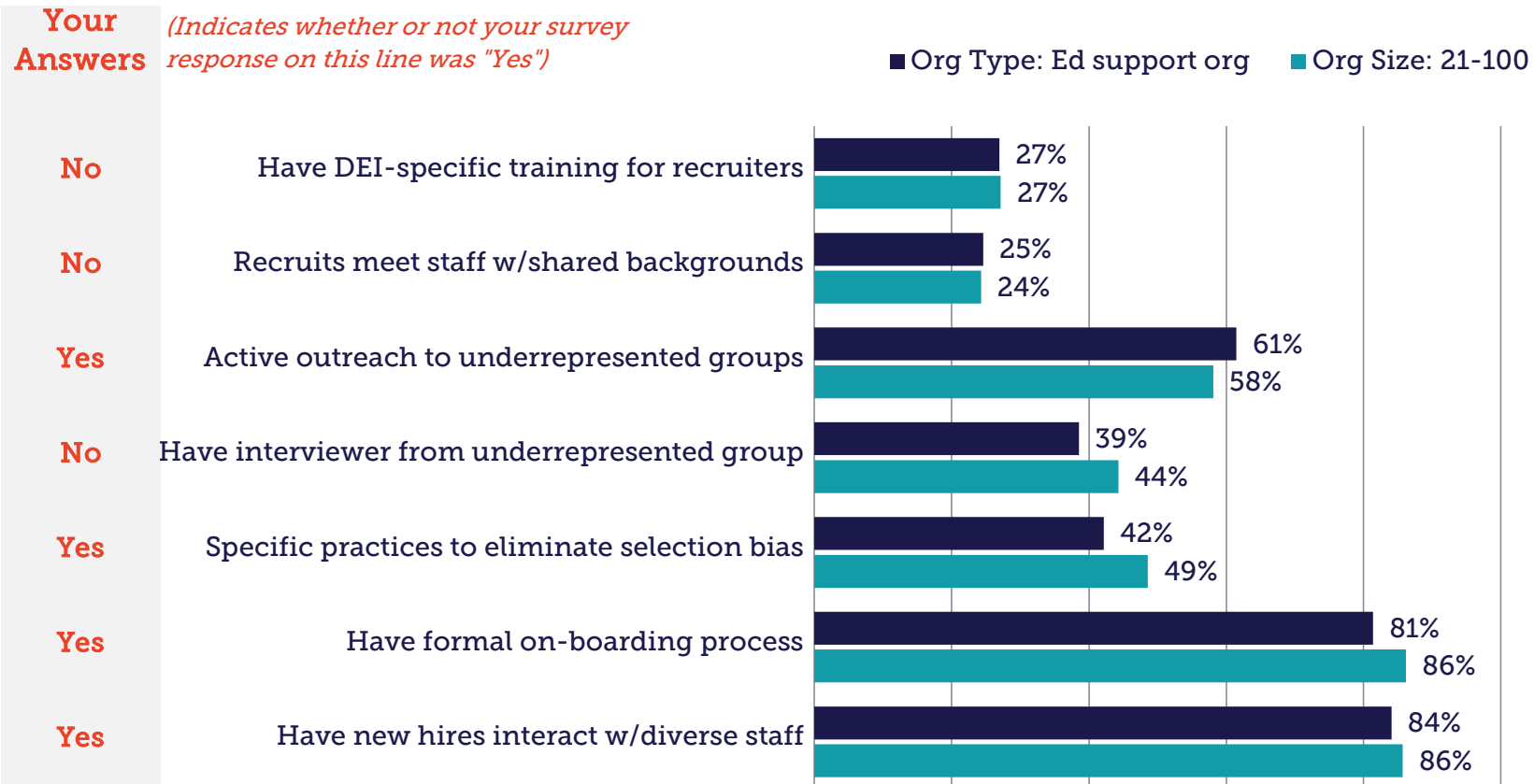
(Indicates whether or not your survey response on this line was "Yes")



Section 7: DEI Recruiting and Selection

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

% Yes



Section 8: External Outreach

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

% Yes

Your Answers

No

Yes

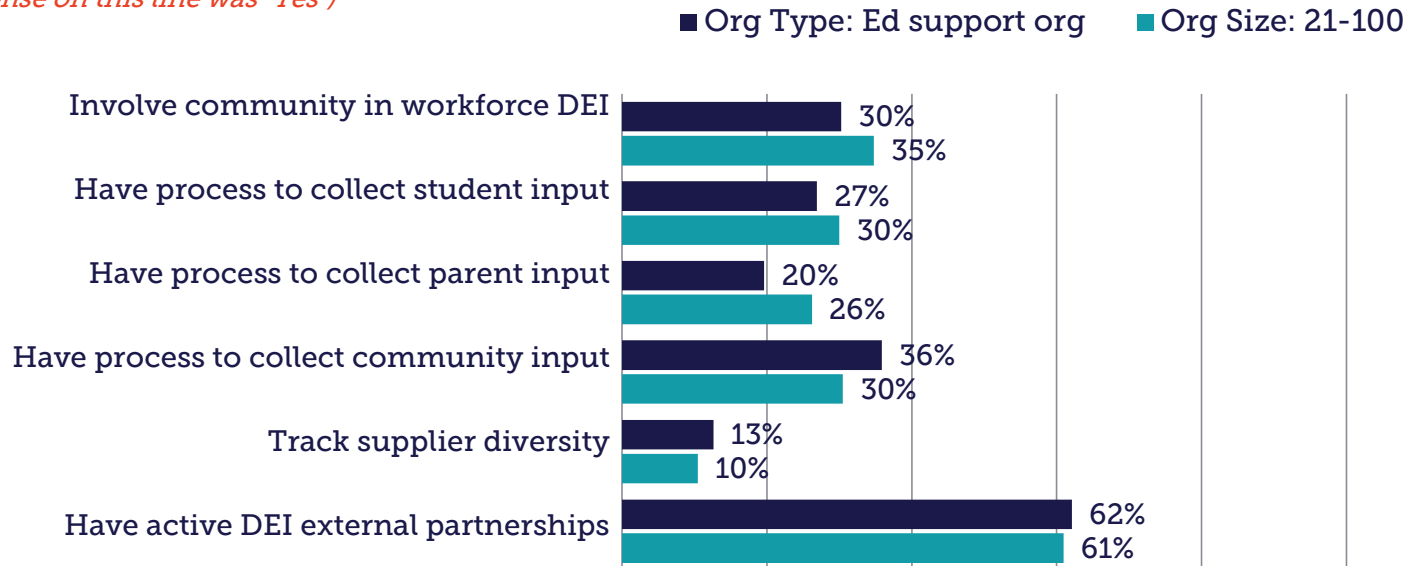
Yes

Yes

No

Yes

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



APPENDIX: Your demographic data

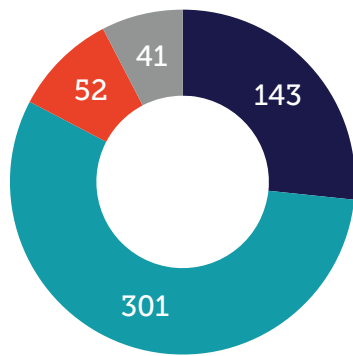
The below table shows the demographic data you entered in the Organization Profile survey.

	Native American	Asian/ Pacific Islander	Black/ African American	Latino/ Hispanic	White	Multiple/ Other	Female	Male	Non-binary
Board	0	1	1	1	5	0	3	5	0
CEO	0	0	0	0	1	0	0	1	0
Exec Team	0	1	1	1	2	0	3	2	0
Staff	0	3	6	8	16	2	22	12	1
Students	0	0	0	0	0	0	0	0	0

APPENDIX: Study Participants

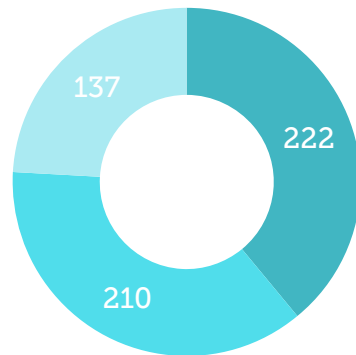
Hundreds of organizations - primarily in the education sector - have now taken one or both of the DEI surveys. These charts show the wide diversity of organization types, organization sizes, and regions represented by the respondent population.

Organization Type



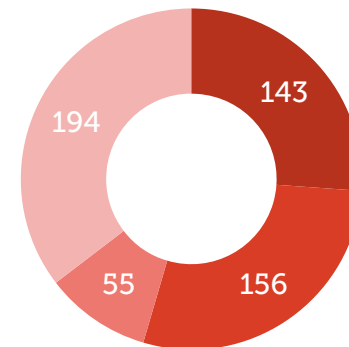
- School, district, or CMO
- Ed support org
- Funder, donor or investor
- Other

Organization Size (FTE)



- 0-20
- 21-100
- 100+

U.S. Region



- Northeast
- South
- Midwest
- West

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.