

## DEI Index 2023

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**Thinking about the strategy and goals of your organization, select the answer that most closely applies...**

1. Diversity, equity, and inclusion are part of my organization's stated values and/or priority areas.
  - Yes
  - No
  - I don't know
  
2. The primary objective of my organization's diversity, equity and inclusion efforts is to:
  - Comply with legal requirements
  - Enhance external reputation
  - Attract and retain talent
  - Respond to customer expectations
  - Achieve business results
  - I don't know
  - None of the above
  
3. My organization publicly communicates information about its diversity goals and/or values.
  - Yes
  - No
  - I don't know
  
4. My organization publicly supports diversity, equity, and inclusion work in the ICR Iowa region.
  - Yes
  - No
  - I don't know

5. My organization has created strategic rules and procedures [large business] or has common practices [small business] that accommodate employees' diverse needs on the following (please select all that apply):
- My organization regularly evaluates its physical plant/operations for disability access
  - My organization offers floating time off for employees to observe events of personal or religious significance
  - My organization takes into account the different religious beliefs of employees when planning work or holiday-related events
  - I don't know
  - None of the above

***Thinking about the roles and responsibilities within your organization, select the answer that most closely applies...***

6. Leaders within my organization communicate about the internal value of diversity, equity, and inclusion:
- Very infrequently or not at all
  - On an ad hoc basis
  - In regular communications that focus on DEI
  - Whenever discussing the organization's business strategy and goals
7. The following statement best describes accountability for diversity, equity, and inclusion within my organization (please select all that apply):
- Leaders have specific DEI goals
  - Leaders' progress toward meeting their DEI goals is measured
  - Progress towards meeting DEI goals influences performance evaluation for leaders
  - Progress towards meeting DEI goals influences performance evaluation for all employees
  - Other
  - I don't know
  - None of the above

**Thinking about the Diversity, Equity, and Inclusion programs or efforts in place at your organization, select the answer that most closely applies...**

8. My organization has programs or efforts in place to (please select all that apply):
- Recruit diverse candidates
  - Develop a pipeline of diverse leaders
  - Provide targeted development opportunities for diverse employees
  - I don't know
  - None of the above
9. My organization sponsors training programs [large business] or offers access to training programs [small business] that focus on (please select all that apply):
- Non-discrimination and regulatory compliance
  - Embracing differences in the workplace
  - Overcoming unconscious bias
  - Teaching leaders how to manage diverse populations
  - How inclusive behaviors can be embedded into my everyday job activities and responsibilities (such as product design, customer service, etc.)
  - I don't know
  - None of the above
10. Affinity/Business Resource Groups/Employer Resource Groups (BRG/ERG) at my organization (please select all that apply):
- Provide support and mentorship to employees of similar backgrounds or experiences
  - Connect people from different backgrounds or experiences
  - Offer programs – such as celebrations or speaker series – that raise awareness about Diversity & Inclusion within the organization
  - Are leveraged by the business to drive strategic priorities
  - Our organization does not have affinity groups/BRGs/ERGs or a diversity council
  - I don't know
  - None of the above

11. What is the current status of a diversity supplier statement within your organization?

- My organization has a written statement
- My organization has a written statement that is shared on our external website
- My organization has a written statement and have challenges locating appropriate suppliers
- My organization has a written statement and tracks spending metrics
- My organization has does not have a written statement

12. When selecting third party suppliers/vendors to work with, my organization:

- Does not consider supplier diversity
- Considers supplier diversity on an ad hoc basis or when requested to do so
- Consistently considers supplier diversity
- Proactively solicits proposals from and contracts with diverse suppliers as part of the organization's overarching supply chain strategy
- I don't know

13. My company engages employees in Diversity, Equity, and Inclusion work in the community by (please select all that apply):

- Encouraging employees to participate/volunteer with groups working with diverse populations
- Actively placing employees in community leadership roles
- Recruiting diverse employees to represent the company in external leadership training programs
- I don't know
- None of the above

**Thinking about your organization's approach to data & metrics, select the answer that most closely applies...**

14. My organization gathers and analyzes the following data (please select all that apply):

- Employee demographic, compensation, or other data required to comply with regulatory requirements
- Discrepancies in performance rankings by gender, race and/or other dimensions of diversity
- Discrepancies in compensation by gender, race and/or other dimensions of diversity
- Discrepancies in promotions by gender, race and/or other dimensions of diversity
- Feedback from customers on our diversity practices
- I don't know
- None of the above:

**Please provide the following information regarding your organization:**

15. Organization Name:

16. Industry:

17. Number of employees in ICR Iowa:

18. Number of employees company-wide:

19. Primary Oversight and decision-making authority for diversity, equity, and inclusion initiatives

lies with:

- Legal and compliance
- HR and/or DEI program office
- Senior leadership
- Board of Directors
- Business Owner
- I don't know
- There is no oversight

20. Does your company have an international component?

- Yes
- No

**Please provide the following contact information for your organization's Inclusive ICR DEI Index representative this year:**

21. Name:

22. Title:

23. Email Address:

24. Phone number:

25. Mailing Address:

Street Line 1  
Street Line 2  
City  
County  
Zip Code

**In the final items below, please share any needs your organization has for facilitating its DEI work, and any changes it has recently made related to DEI:**

26. What resources, services or information do you think your organization currently needs to facilitate its diversity, equity, and inclusion work?

27. Did your organization participate in last year's (2022) Inclusive ICR DEI Index?

- Yes
- No

28. (If 27 = Yes) How did participating in last year's DEI Index help further your organization's DEI journey? (E.g., key insights or action items)

29. (If 27 = Yes) How have the DEI practices within your organization changed or grown since its participation in last year's DEI Index?