

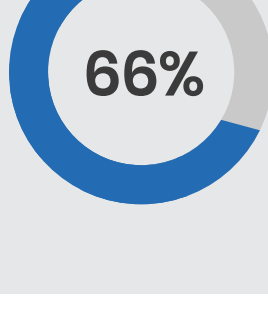


Diversity, Inclusion and Belonging Survey

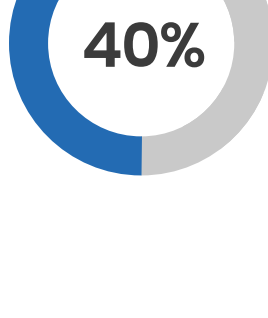
Over 700 AMA members and customers completed the annual Diversity, Inclusion and Belonging Survey. Most organizations have been reported to have a D&I policy in place, but there is still a lot of work to do to meet employees' expectations.

Many survey respondents report discrimination in the workplace as well as unconscious bias. A majority of organizations are currently working on a D&I initiative to create a more equal and respectful workplace.

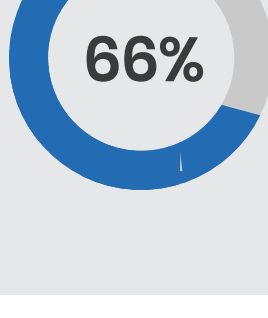
D&I IN THE WORKPLACE



66% of respondents currently have a D&I policy in their organization

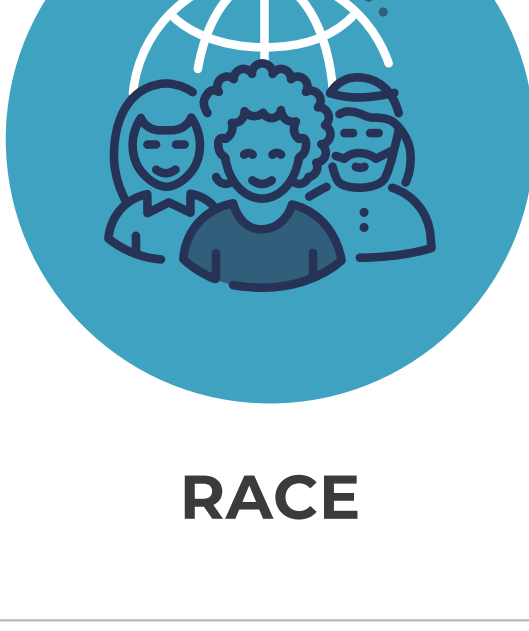


40% think their D&I policy is being properly implemented

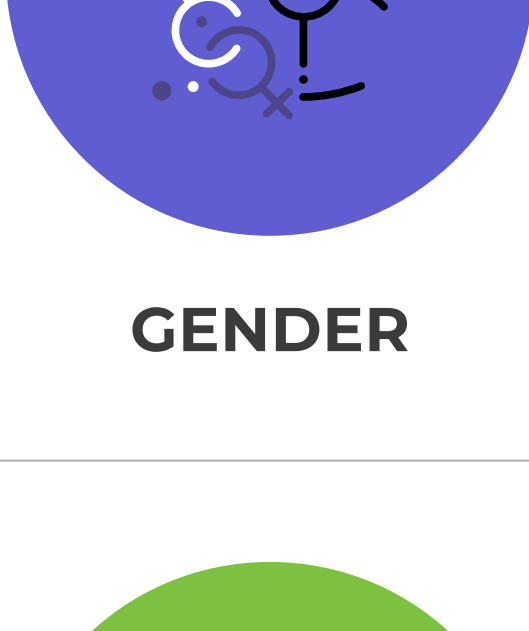


66% report that their organization is currently focusing on, or increasing awareness about D&I

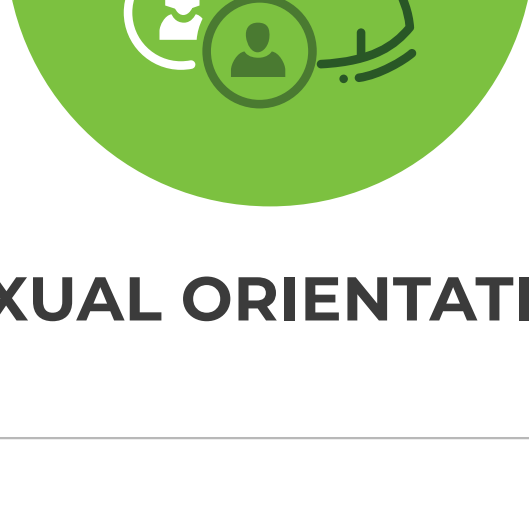
FOR THOSE WORKING ON A NEW INITIATIVE, THE TOP PRIORITIES ARE:



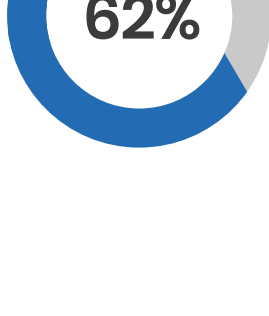
RACE



GENDER



SEXUAL ORIENTATION



62% think there is a gap in their organization's D&I practice

DISCRIMINATION



40% OF RESPONDENTS HAVE BEEN DISCRIMINATED AGAINST IN THE WORKPLACE

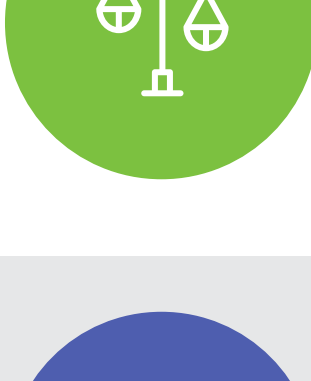


55% HAVE WITNESSED A CO-WORKER BEING DISCRIMINATED AGAINST IN THE WORKPLACE

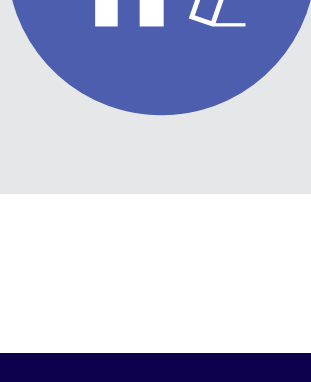
UNCONSCIOUS BIAS IN THE WORKPLACE



92% aware of the concept of unconscious bias



72% have found themselves guilty of unconscious bias in the workplace



83% have witnessed unconscious bias by someone else in the workplace

To learn more about individual and organization-wide D&I training, visit amanet.org/diversity

LEARN MORE