Diversity, Inclusion and Belonging Survey

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

Many survey respondents report experiences in the workplace as well as being working on, or increasing, awareness about D&I.

40% of respondents have been discriminated against in the workplace.

55% have witnessed a coworker being discriminated against in the workplace.

D&I in the Workplace

- All respondents currently have a D&I policy in their organization.
- 41% 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

Discrimination

- 40% are aware of the concept of unconscious bias.
- 92% have found themselves guilty of unconscious bias in the workplace.
- 83% have witnessed unconscious bias by someone else in the workplace.

For those working on a new initiative, the top priorities are:

Unconscious Bias

Discrimination

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