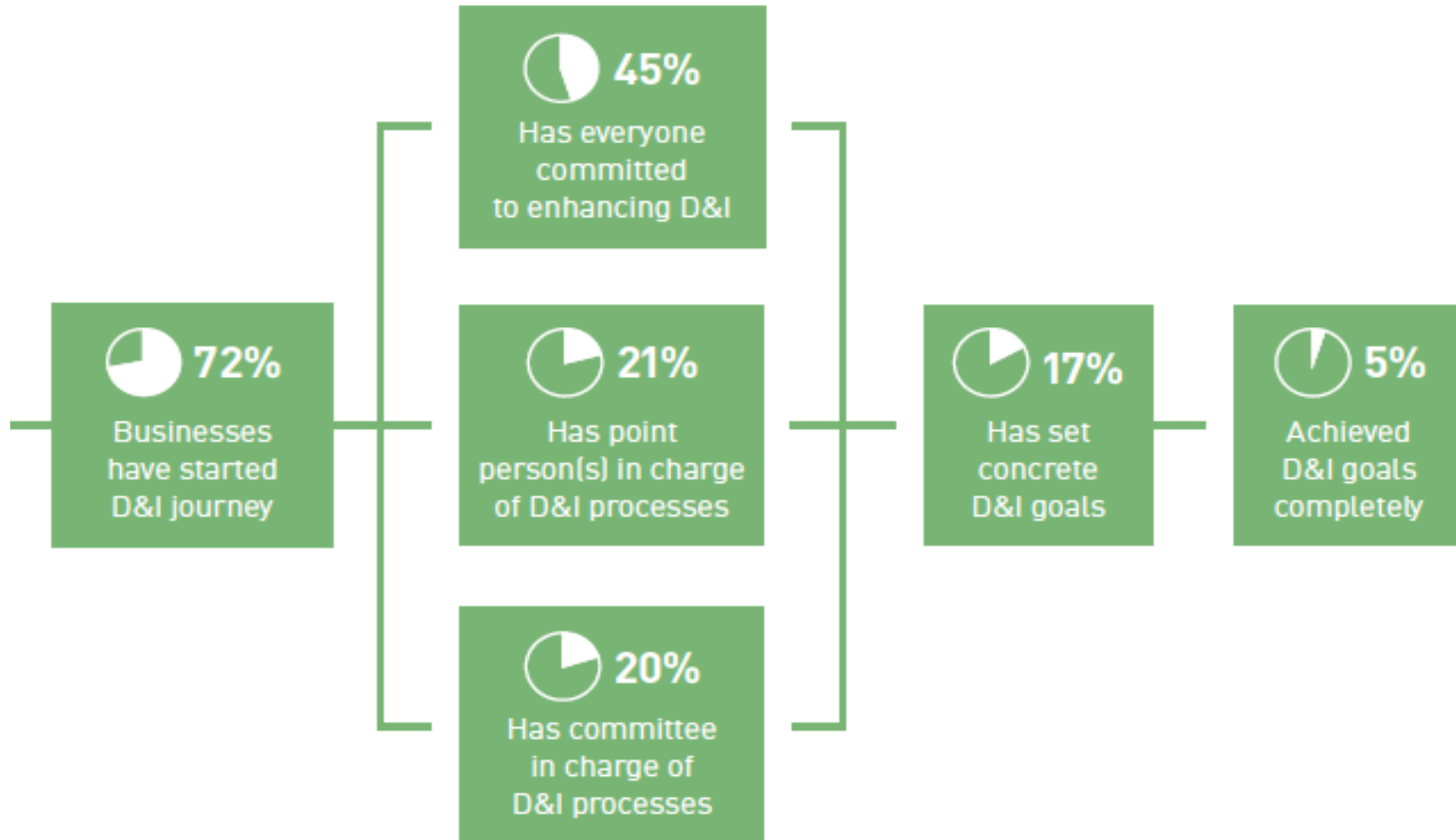


Companies that have begun their DEI Journey



Getting started is important

Perceptions by D&I Journey Level

My organization maintains a culture that promotes inclusion



My organization maintains a culture that promotes equity



My organization maintains a culture that promotes diversity



Leaders build, maintain, and leverage an equitable and inclusive environment



Leaders are knowledgeable about how inequities of opportunities are produced



Activities that foster inclusion are deliberately initiated by the organization



Leaders ensure equity is promoted by using the organization's talent management systems



Professional development in diversity and inclusion is provided to managers



Leaders ensure equity is promoted by using the organization's budget



Staff members receive ongoing training in diversity and inclusion



Leaders ensure equity is promoted by using the organization's vendor selection



● HAVE BEGUN JOURNEY (n=192)

● YET TO BEGIN JOURNEY (n=73)

The results of having infrastructure in place

SETS CONCRETE D&I GOALS

32%

15%

POLICIES IN PLACE

Recruitment efforts include outreach to attract minority candidates

64%

42%

Hiring managers follow specific D&I guidelines

37%

24%

Job descriptions are run through a bias detector

18%

6%

● HAS POINT PERSON OR COMMITTEE (n=90)

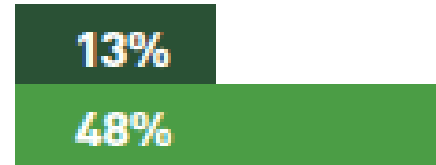
● HAS NEITHER (n=102)

Building an infrastructure improves outcomes

Have point person in charge of D&I processes



Have committee in charge of D&I processes



Have everyone in workplace committed to D&I



Set concrete D&I goals



Responses from companies that have begun their Journey

● 50 OR FEWER EMPLOYEES (n=86)

● MORE THAN 250 EMPLOYEES (n=60)

Download the report from our website

www.thepartnership.org/talent-workforce/diversity-inclusion/wny-di-business-community-assessment/

BNP BUFFALO NIAGARA PARTNERSHIP

IT'S OUR JOB ADVOCACY ECONOMIC DEVELOPMENT **TALENT & WORKFORCE** EVENTS ABOUT CONNECT BLOG BUSINESS LINK

Employing DE&I in WNY

Talent & Workforce

- BN360 Young Professionals
- Events
- Membership
- Corporate Membership
- Spotlight Professionals
- Young Professional's Guide

BNP Diversity & Inclusion

**Get The Results:
Employing DE&I In WNY**

Employing DE&I in WNY