

Answer Choices	Responses
▼ Racial equality has been completely achieved in America	0.00% 0
▼ Racial equality has been somewhat achieved in America	5.56% 2
▼ We still have work to do to fully achieve racial equality in America	83.33% 30
▼ We haven't even begun to achieve a respectable level of racial equality in America	11.11% 4
Total	36

[Comments \(3\)](#)

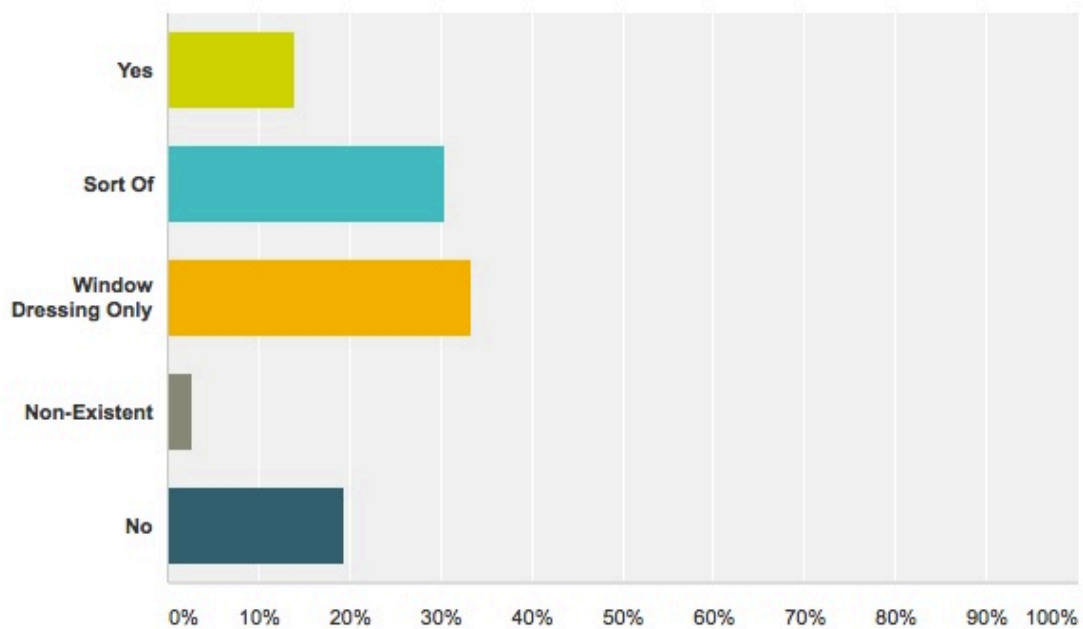
Q2

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**Is Diversity really effective on your job?
(Please be honest!! NO-ONE can determine
your identity. This survey instrument is
COMPLETELY anonymous.)**

Answered: 36 Skipped: 0



Answer Choices	Responses
▼ Yes	13.89% 5
▼ Sort Of	30.56% 11
▼ Window Dressing Only	33.33% 12
▼ Non-Existent	2.78% 1
▼ No	19.44% 7
Total	36

[Comments \(4\)](#)

How does your organization demonstrate its commitment to diversity and multiculturalism?

Answered: 31 Skipped: 5

Responses (31)

Text Analysis

My Categories

has a diversity office, has employee affinity groups, holds cultural events, conducts diversity training

9/5/2013 9:35 AM [View respondent's answers](#)

Black history facts on web site

9/4/2013 3:15 PM [View respondent's answers](#)

We have training but it's not taken seriously.

9/4/2013 12:59 PM [View respondent's answers](#)

Senior Executives attend and participate at various events to help support diversity and inclusion initiatives.

9/3/2013 7:41 PM [View respondent's answers](#)

Leadership commitment + actions = results

9/3/2013 3:55 PM [View respondent's answers](#)

I am self employed and I take it as a serious commitment with my clients, vendors and suppliers

9/3/2013 1:31 PM [View respondent's answers](#)

By hiring a few minorities

9/2/2013 7:37 PM [View respondent's answers](#)

National Support, web site

9/2/2013 1:12 PM [View respondent's answers](#)

It doesn't

9/1/2013 10:05 AM [View respondent's answers](#)

I work at Boston Medical Center and I really do not see diversity among Nursing and Upper Level Management

8/31/2013 9:38 PM [View respondent's answers](#)

Training, emphasized in hiring, diverse leadership, financial support to attend the partnership and connexion

8/31/2013 12:38 PM [View respondent's answers](#)

I'm a consultant, so question isn't applicable

8/31/2013 12:12 PM [View respondent's answers](#)
training

Has a diversity committee and conducts diversity training

8/30/2013 4:52 PM [View respondent's answers](#)
It doesn't!

8/30/2013 3:10 PM [View respondent's answers](#)
Definitely not hiring minorities in middle and high management job. We occasional have what I call money shows where we have black speakers and few events esp. during black history month.

8/30/2013 1:47 PM [View respondent's answers](#)
By hiring other minorities other than Blacks, then stating we have hired more minorities.

8/30/2013 1:03 PM [View respondent's answers](#)
Not sure

8/30/2013 12:43 PM [View respondent's answers](#)
Hiring practices though it's a struggle

8/30/2013 12:25 PM [View respondent's answers](#)
Our actions, clients w/ whom we work, public statements

8/30/2013 12:06 PM [View respondent's answers](#)
Excellent diversity/multi-cultural training now in place

8/30/2013 11:17 AM [View respondent's answers](#)
Diversity committee in which ceo is a part

8/30/2013 11:01 AM [View respondent's answers](#)
It uses a token approach that accomplishes nothing.

8/30/2013 9:47 AM [View respondent's answers](#)
We have most diversity at the lowest levels of our staff

8/30/2013 9:23 AM [View respondent's answers](#)
accepting some students from different backgrounds. school still has a lot of spanish students.

8/30/2013 9:19 AM [View respondent's answers](#)
By having a race dialogues series each year made up of administration and community partners.

8/30/2013 9:19 AM [View respondent's answers](#)
We focus on treating people like we want to be treated. There is no spotlight on age, race or gender. It's about respect.

8/30/2013 8:21 AM [View respondent's answers](#)
Diversity groups. Hiring. Not leadership

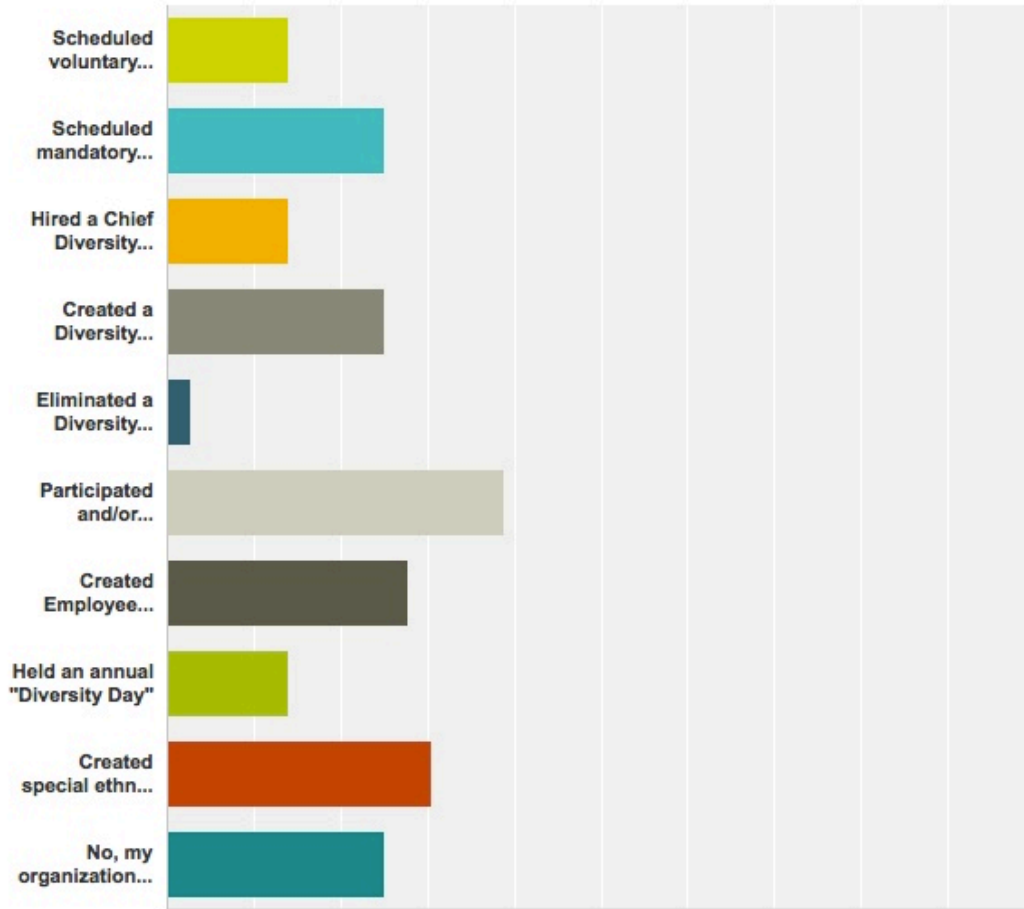
8/30/2013 4:03 AM [View respondent's answers](#)
It does not.

8/29/2013 11:02 PM [View respondent's answers](#)
Marketing flyers and a 1 morning coffee break

8/29/2013 10:51 PM [View respondent's answers](#)
Through color blind hiring

Has your organization done any of the following (Check all that apply):

Answered: 36 Skipped: 0



Answer Choices	Responses
Scheduled voluntary Diversity Training	13.89% 5
Scheduled mandatory Diversity	25.00% 9
Hired a Chief Diversity Officer	13.89% 5
Created a Diversity department	25.00% 9
Eliminated a Diversity department/officer due to budget cuts	2.78% 1
Participated and/or sponsored Diversity-related external events	38.89% 14
Created Employee Resources Groups...Affinity Groups	27.78% 10
Held an annual "Diversity Day"	13.89% 5
Created special ethnic days and/or served ethnic food in the cafeteria	30.56% 11
No, my organization has not done anything related to Diversity	25.00% 9

Total Respondents: 36

[Comments \(10\)](#)

What is the MOST pressing issue related to diversity and multiculturalism on YOUR job?

Answered: 31 Skipped: 5

opportunity for advancement for racial and ethnic minorities and women

9/5/2013 9:35 AM [View respondent's answers](#)

Hiring, retention, pay equity

9/4/2013 3:15 PM [View respondent's answers](#)

respect and lack of opportunity for educated people of color

9/4/2013 12:59 PM [View respondent's answers](#)

Getting all associates to have a better understanding of our differences. And that those differences can help make our organization stronger.

9/3/2013 7:41 PM [View respondent's answers](#)

Increasing the diversity in student, faculty, and staff populations

9/3/2013 3:55 PM [View respondent's answers](#)

I teach a course Legal Aspect of Higher Education

9/3/2013 1:31 PM [View respondent's answers](#)

Recognizing and treating everyone equal

9/2/2013 7:37 PM [View respondent's answers](#)

Ageism

9/2/2013 1:12 PM [View respondent's answers](#)

language barriers

9/1/2013 4:35 PM [View respondent's answers](#)

Hiring color into management positions or promoting people of color already on staff

9/1/2013 10:05 AM [View respondent's answers](#)

from my perspective- 50 new graduate nurses were recently hired, as far as i can see only 1or2 were people of color, I saw no Asians, Indians, Africans at the hiring reception.

8/31/2013 9:38 PM [View respondent's answers](#)

Retention and creating culture where disrespectful interactions are addressed and not tolerated

8/31/2013 12:38 PM [View respondent's answers](#)

As a consultant and author it is to education others in a way that they can hear the message and apply it.

8/31/2013 12:12 PM [View respondent's answers](#)
understanding different culture

8/31/2013 10:31 AM [View respondent's answers](#)
Few to no people of color retained in management positions

8/30/2013 4:52 PM [View respondent's answers](#)
Hiring staff of color

8/30/2013 3:10 PM [View respondent's answers](#)
Have a REAL department where you get results when facing racism

8/30/2013 1:47 PM [View respondent's answers](#)
Dividing Black Americans and International Blacks

8/30/2013 1:03 PM [View respondent's answers](#)
Identifying issues in common with all groups and helping employees see this.

8/30/2013 12:43 PM [View respondent's answers](#)
having leaders be willing to have honest and open conversations about diversity benefits and organizations structures and practices that hinder diversity

8/30/2013 12:25 PM [View respondent's answers](#)
Working with clients and organizations who do not understand the implication of their actions.

8/30/2013 12:06 PM [View respondent's answers](#)
Teaching students from wide variety of cultural backgrounds

8/30/2013 11:17 AM [View respondent's answers](#)
getting professional staff of color

8/30/2013 11:01 AM [View respondent's answers](#)
Lack of diverse faculty.

8/30/2013 10:57 AM [View respondent's answers](#)
Full participation and promotion in the professional ranks.

8/30/2013 9:47 AM [View respondent's answers](#)
Creating a talented workforce that reflects the diversity of Boston at all levels

8/30/2013 9:23 AM [View respondent's answers](#)
discrimination amongst coworkers

8/30/2013 9:19 AM [View respondent's answers](#)
Equal opportunity in hiring people of color.

8/30/2013 9:19 AM [View respondent's answers](#)

The proliferation of Senior-level titles in concert with the absence of any minorities in any Senior-level positions.

8/29/2013 11:02 PM [View respondent's answers](#)

More black hired. We have enough women and asian. Stop using those numbers to show you diverse.

8/29/2013 10:51 PM [View respondent's answers](#)

Nothing

What 1-2 diversity/multiculturalism suggestions would you send to your organization?

Answered: 36 Skipped: 0

develop opportunities for people to openly communicate about these issues; hold management accountable for executing diversity goals in the same way that they are held responsible for executing other business goals

9/5/2013 9:35 AM [View respondent's answers](#)

CEO meet with diverse employees to hear concerns

9/4/2013 3:15 PM [View respondent's answers](#)

promote, enforce & support diversity initiatives

9/4/2013 12:59 PM [View respondent's answers](#)

More multicultural education: race, ethnicity, lgbt, and religion

9/3/2013 7:41 PM [View respondent's answers](#)

Let's continue to make progress every year in increasing the diverse populations.

9/3/2013 3:55 PM [View respondent's answers](#)

not applicable

9/3/2013 1:31 PM [View respondent's answers](#)

Recognize the many cultures working

9/2/2013 7:37 PM [View respondent's answers](#)

increase diversity of talent pool; diversify board

9/2/2013 1:12 PM [View respondent's answers](#)

Develop material in different languages.

9/1/2013 4:35 PM [View respondent's answers](#)

Hire or promote people of color into management positions

9/1/2013 10:05 AM [View respondent's answers](#)

We have a hospital that services people from all over the world, we have to improve the understanding of these diverse cultures and provide appropriate resources for them and the staff since this is the population we serve.

8/31/2013 9:38 PM [View respondent's answers](#)

Create an office of minority studentn affairs

8/31/2013 8:33 PM [View respondent's answers](#)

Create ombudsman office, create more opportunities to have open honest dialogue to learn about different cultures

8/31/2013 12:38 PM [View respondent's answers](#)

Not to my organization as I'm a consultant, but to the world, it is to stay focused and committed to the goal.

8/31/2013 12:12 PM [View respondent's answers](#)

.none

8/31/2013 10:31 AM [View respondent's answers](#)

Hire and retain people of color in management positions

8/30/2013 4:52 PM [View respondent's answers](#)

diversity is a commitment not just a conversation

8/30/2013 3:10 PM [View respondent's answers](#)

advancement programs for all levels of employees and hiring more upper managers

8/30/2013 1:47 PM [View respondent's answers](#)

Sto shutting Blacks down when they mention something from their culture (Black Americans).

8/30/2013 1:03 PM [View respondent's answers](#)

Begin doing training

8/30/2013 12:43 PM [View respondent's answers](#)

Leaders must be willing to hear/listen to the realities of the workplace experiences of non-white/ dominate grp employees AND include these voices in real change efforts

8/30/2013 12:25 PM [View respondent's answers](#)

To clients/orgs w/ whom I work: 1. Monthly discussions focused on what the org has done in line w/ their D&I statement and where they missed the oppty.;

8/30/2013 12:06 PM [View respondent's answers](#)

Continue with, enhance diversity/multi-cultural training -- keep as always required

8/30/2013 11:17 AM [View respondent's answers](#)

increase numbers of professional peoples of color

8/30/2013 11:01 AM [View respondent's answers](#)

Establish a Diversity Office and require diversity training to students, faculty and staff

8/30/2013 10:57 AM [View respondent's answers](#)

encouragement of diversity events

8/30/2013 10:08 AM [View respondent's answers](#)

None

8/30/2013 9:55 AM [View respondent's answers](#)

Stop waiting for the top tier professional schools to achieve diversity before reaching out to minority candidates.

8/30/2013 9:47 AM [View respondent's answers](#)

Hire a diverse staff person to lead HR. provide training on supporting a diverse staff for all managers

8/30/2013 9:23 AM [View respondent's answers](#)

that everyone is equal....and that being since there are more women teachers in the school we should work together not against eachother. we as women have come a long way.

8/30/2013 9:19 AM [View respondent's answers](#)

Intentionally looking for qualified people of color instead of saying that it is too hard to find qualified candidates of color.

8/30/2013 9:19 AM [View respondent's answers](#)

It's all about respect.

8/30/2013 8:21 AM [View respondent's answers](#)

Leadership traininh

8/30/2013 4:03 AM [View respondent's answers](#)

Understand that diversity is an inescapable reality.

8/29/2013 11:02 PM [View respondent's answers](#)

Hire a diversity leader that report to the CEO with real recommendation

What website, magazine, book, article or expert would you recommend that really speaks to the value of diversity, multiculturalism and inclusion?

Answered: 22 Skipped: 14

The Loudest Duck; Diversity Inc Best Practices

9/5/2013 9:35 AM [View respondent's answers](#)

Bennie Wiley

9/4/2013 3:15 PM [View respondent's answers](#)

an outside professional like yourself

9/4/2013 12:59 PM [View respondent's answers](#)

Diversity: Leaders Not Labels by Sredman Graham and The Real Pepsi Challenge by Stephanie Capparell

9/3/2013 7:41 PM [View respondent's answers](#)

Carole Copeland Thomas

9/3/2013 3:55 PM [View respondent's answers](#)

Not sure

9/2/2013 7:37 PM [View respondent's answers](#)

Anyone, just let us where to access.

9/1/2013 4:35 PM [View respondent's answers](#)

The Souls of Black Folks

9/1/2013 10:05 AM [View respondent's answers](#)

Carole, thank you for being in the forefront of presenting books and publications that address these questions.

8/31/2013 9:38 PM [View respondent's answers](#)

Too many. I think that movies (such as The Butler) and other public media -- like the Mass Mutual commercials -- the Cheerios commercials and so for -- do a huge amount of education and we all at work need to strategize how to align ourselves with the public media.

8/31/2013 12:12 PM [View respondent's answers](#)

you

8/31/2013 10:31 AM [View respondent's answers](#)

Peggy McIntosh on white privilege

8/30/2013 4:52 PM [View respondent's answers](#)
www.mssconnect.com; Sandra Buford-Casey

8/30/2013 1:47 PM [View respondent's answers](#)
Mica Pollack

8/30/2013 1:03 PM [View respondent's answers](#)
C Thomas

8/30/2013 12:43 PM [View respondent's answers](#)
boston college psychology program, mspp president

8/30/2013 11:01 AM [View respondent's answers](#)
Damon Williams, Diversity Executive

8/30/2013 10:57 AM [View respondent's answers](#)
None

8/30/2013 9:55 AM [View respondent's answers](#)
Carole Copleland Thomas

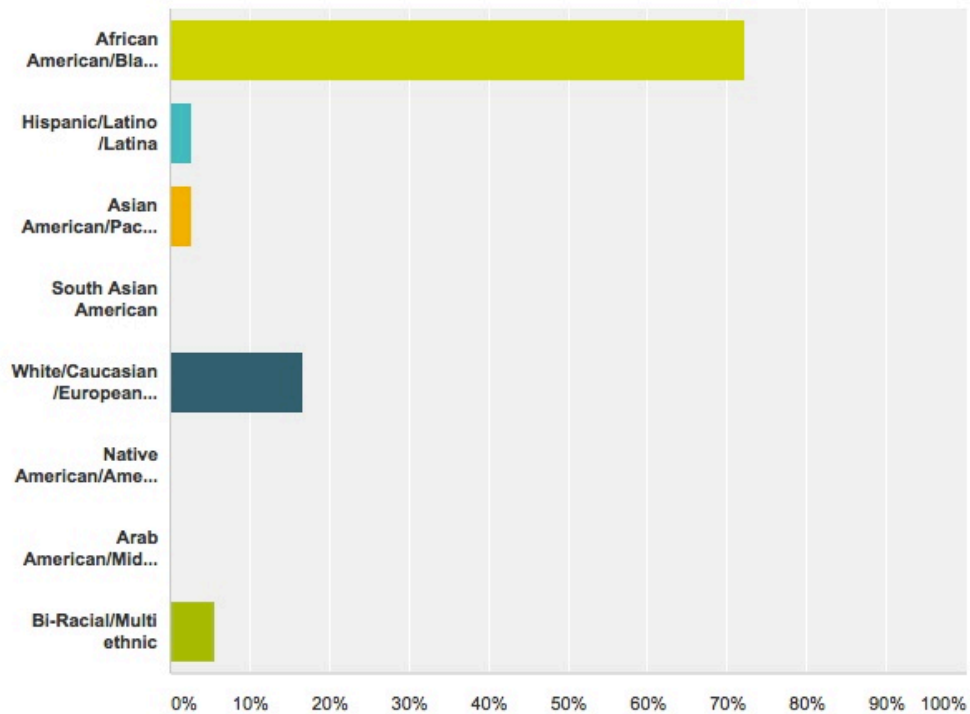
8/30/2013 9:19 AM [View respondent's answers](#)
Carole Copeland Thomas; Pedro Noguera; John DiIulio

8/29/2013 11:02 PM [View respondent's answers](#)
I'm CPSD and a Disadvantaged Business Enterprise (DBE) regulations expert. The government 49 CFR 26.81 is the only true policy that regulates diversity initiative everything is base on the company board of director. DiversityInc and Greater New England Minority Supplier Development Council are all organizations for hire and window dressing.

8/29/2013 10:51 PM [View respondent's answers](#)
Teaching Tolerance

My ethnicity:

Answered: 36 Skipped: 0

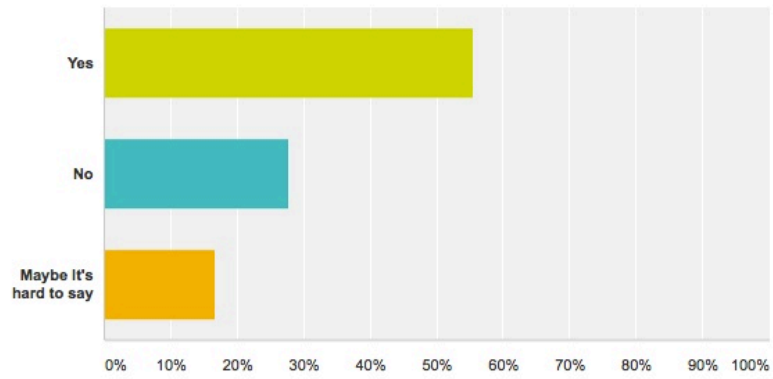


Answer Choices	Responses
▼ African American/Black/Sub Saharan African	72.22% 26
▼ Hispanic/Latino/Latina	2.78% 1
▼ Asian American/Pacific Islander	2.78% 1
▼ South Asian American	0.00% 0
▼ White/Caucasian/European American	16.67% 6
▼ Native American/American Indian	0.00% 0
▼ Arab American/Middle Eastern American/North African American	0.00% 0
▼ Bi-Racial/Multiethnic	5.56% 2
Total	36

[Comments \(4\)](#)

Have you ever been the victim of racial discrimination on your job?

Answered: 36 Skipped: 0



Answer Choices	Responses
Yes	55.56% 20
No	27.78% 10
Maybe It's hard to say	16.67% 6
Total	36

[Comments \(5\)](#)

Q10 Export ▾

**Thank you for completing this survey.
Please share any additional comments that
will help us to understand diversity on
YOUR job.**

Answered: 9 Skipped: 27

managers look the other way, don't want to get involved.

9/4/2013 12:59 PM [View respondent's answers](#)

I strongly believe that any work towards having a diverse and inclusive workforce has to begin at the C-Suite level. And D&I has to be more than an HR function. D&I must be involved and respected within "every" level and department within an organization.

9/3/2013 7:41 PM [View respondent's answers](#)

Thank you for asking my opinions.

9/3/2013 3:55 PM [View respondent's answers](#)

no other comments

9/3/2013 1:31 PM [View respondent's answers](#)

None, but want to comment on this issue. I believe that if work ways in our lives from different cultures, and racial background, there maybe, just maybe some improvement outcomes in dealing with these different groups of people and work out our differences and accept accordingly.

9/1/2013 4:35 PM [View respondent's answers](#)

There is a wide spread between the professional staff's understanding of diversity in the work place, and the way we serve our clients. I have to make a better effort to speak up about these issues and suggest changes.

8/31/2013 9:38 PM [View respondent's answers](#)

University Professor with multi-cultural student body in ethnicity, religion and language.

8/30/2013 11:17 AM [View respondent's answers](#)

Applied engineering research firm.

8/30/2013 9:47 AM [View respondent's answers](#)

There is a notable absence of minorities in leadership roles within my field as a whole. In some organizations, the culture is hierarchical and self-perpetuating as a result of homogeneous communities and "networks."

8/29/2013 11:02 PM [View respondent's answers](#)