

# DEIB Education



# Survey Overview

## **Target Survey Population**

The target population for this research was talent development professionals across different organizations and industries. Overall, participants from 392 unique organizations completed the survey.

## **Survey Instrument**

The survey was composed of 33 questions, including those related to the demographics of the respondents.

## **Procedure**

ATD Research distributed a link to an online survey to the target population in March 2021. The survey closed in April 2021. In-depth interviews were conducted by phone and correspondence in May 2021.

# Key Definitions

**DEIB education** refers to training, courses, and other forms of learning that an organization offers its employees to promote the understanding and application of its DEIB policies, practices, and expectations.

**Diversity** is the presence of human difference and social identities. It includes, but is not limited to, race, ethnicity, color, sex, gender, gender identity, sexual identity, socioeconomic status, language, culture, national origin, religion, age, ability or disability, veteran status, and political thought.

**Equity** refers to equal access to opportunities, advancement, and participation. It differs from equality in that equality implies treating everyone as if their experiences and backgrounds are the same.

**Inclusion** and belonging involve creating an environment in which everyone, including members of traditionally underrepresented groups, feels respected, welcome, and that they belong.

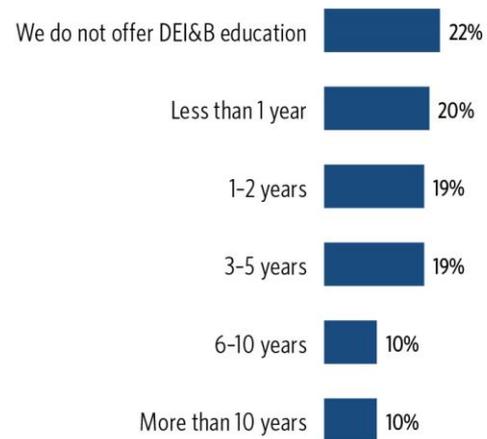
**To investigate**, ATD surveyed talent development professionals from 392 organizations. In addition to asking about organizational policies and practices for DEIB education, the survey asked how well participants' organizations were doing on three key barometers:

- Representation on organizations' boards of directors and senior leadership teams
- Representation across their entire workforces
- Pay equity—equal pay for equal work

**FIGURE 1**

## DEIB Education Maturity

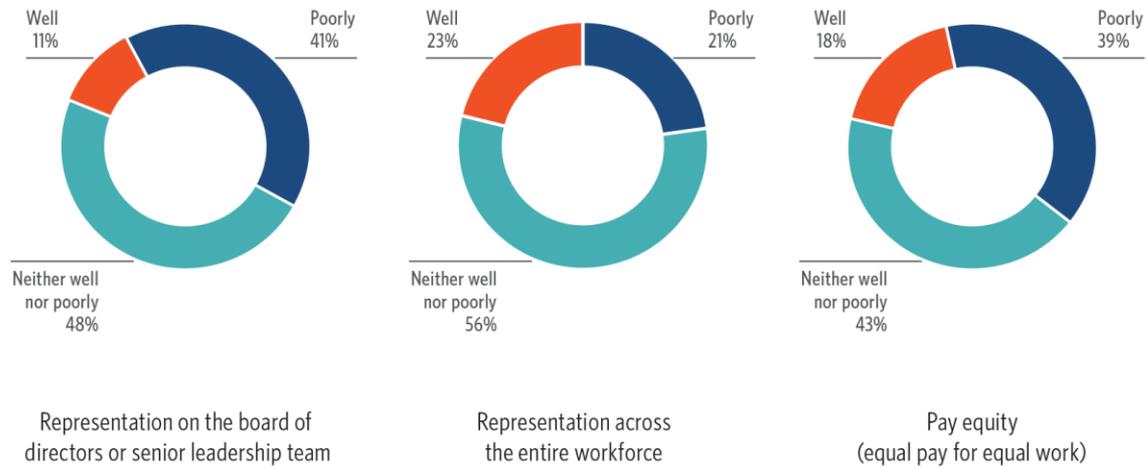
*How long has your organization offered DEIB education of any kind to its employees?*



**FIGURE 2**

## DEIB Outcomes

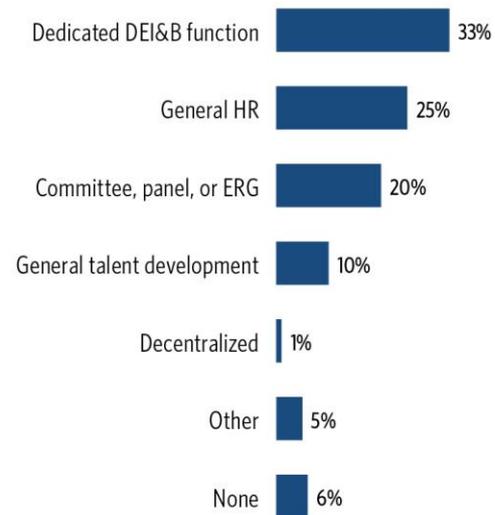
*How is your organization performing on each of the following metrics?*



**FIGURE 3**

## DEIB Education Ownership

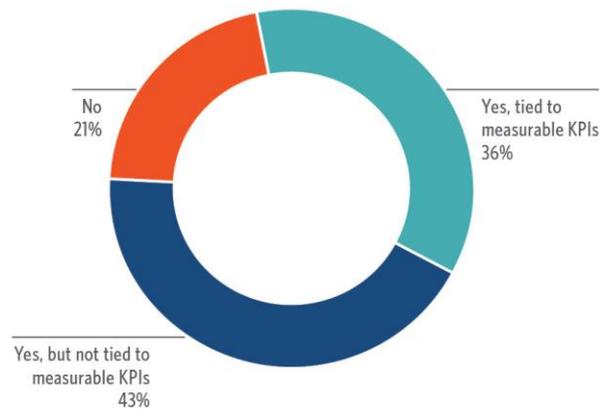
*Which function at your organization is accountable for DEIB education?*



**FIGURE 5**

## Formal DEIB Goals and Outcomes

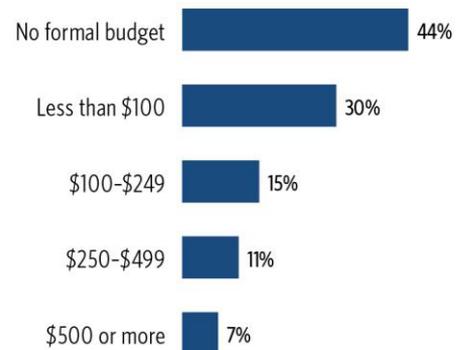
*Does your organization have formal goals or outcomes for its DEIB efforts, including DEIB education?*



**FIGURE 6**

## DEIB Education Budget

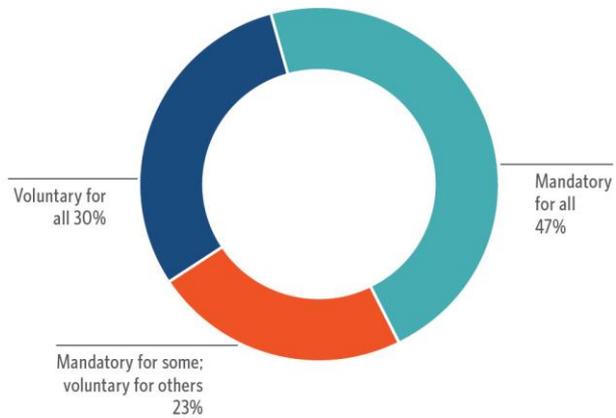
*Does your organization have a formal budget for DEIB education? If so, how much is budgeted per employee annually? (Answers are in US dollars.)*



**FIGURE 8**

## DEIB Education Requirements

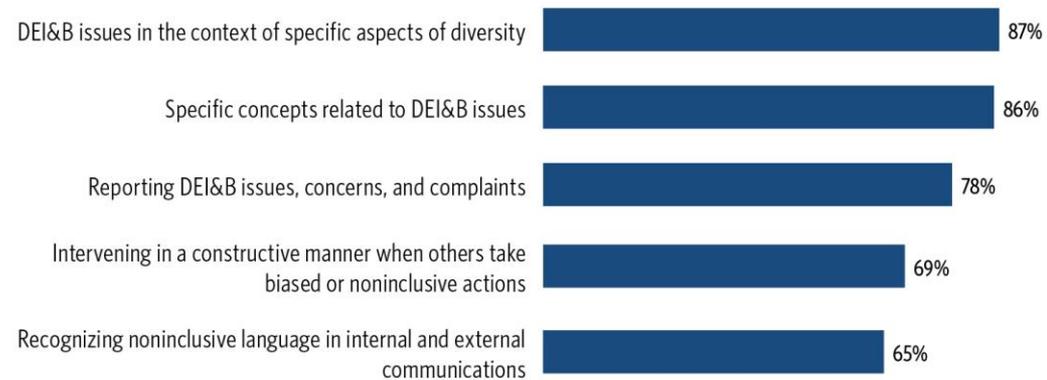
*Is your organization's DEIB education mandatory or voluntary?*



**FIGURE 13**

## DEIB Education Content

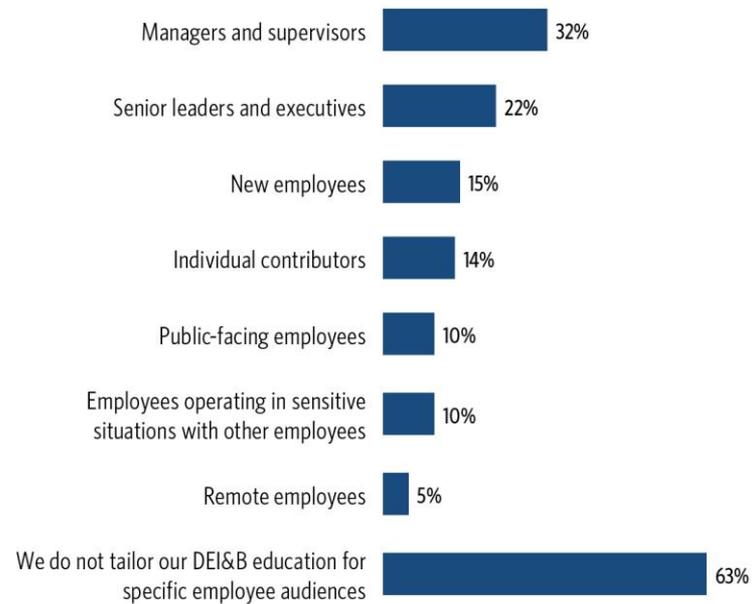
*Does your organization's DEIB education cover any of the following? (Select all that apply.)*



**FIGURE 14**

## Tailoring DEIB Education

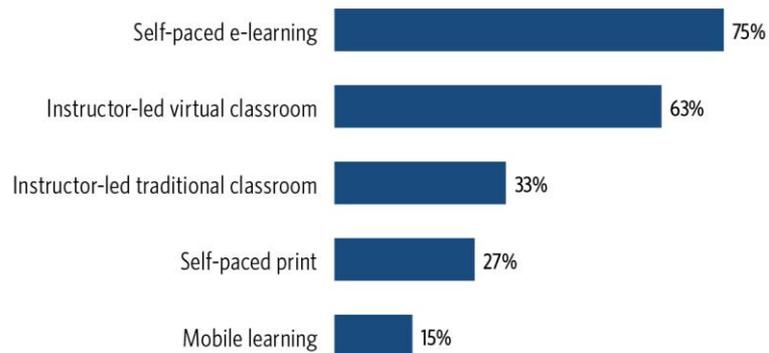
*Does your organization tailor its DEIB education for any specific employee audiences?  
(Select all that apply.)*



**FIGURE 15**

## Delivery Methods for DEIB Education

*Which of the following delivery methods does your organization use for its DEIB education?  
(Select all that apply.)*



**A word of caution from the interviews and research:** Sometimes activities can have a negative impact when poorly chosen, so always test the content.

**Ask:** Will this backfire or make people feel bad about themselves?

## **What works:**

- Elements of choice
- TAILOR to audiences and relevant tasks for role—how does this fit into my daily work or role?
- Bring in diverse perspectives



Keep up on the field—many programs are new and new resources are coming out daily!