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Diversity, Equity and Inclusion Staff Experience Survey

Participant Report

for

NewSchools Venture Fund

Survey taken Jan 2017

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About This Report

This report shows your organization's responses to the DEI Staff Experience Survey and how they compare with the responses of other organizations of similar size, doing similar work.

Your organization's data is only visible to you and to the survey administrator (Bellwether Education Partners); all others - including our foundation partners - are only able to view the data in aggregate. In addition, any data view with an identifiable respondent category (e.g., age, race/ethnicity, gender) with fewer than 5 responses will be blanked out to protect respondent anonymity.

In addition to this report you should receive a participant report for the Organization Profile Survey that your organization has completed.

We also plan to publish a public report this spring, with a broader look at the data and themes from the survey.

Survey Information

The NewSchools Venture Fund Staff Experience Survey has 24 responses, or 80% of reported employee count. Please use caution in interpreting statistical results from very small subgroups.

The following two benchmark groups will be provided as a reference to compare survey results from NewSchools Venture Fund.

Organization Type: Funder, donor or investor, n=103 staff responses

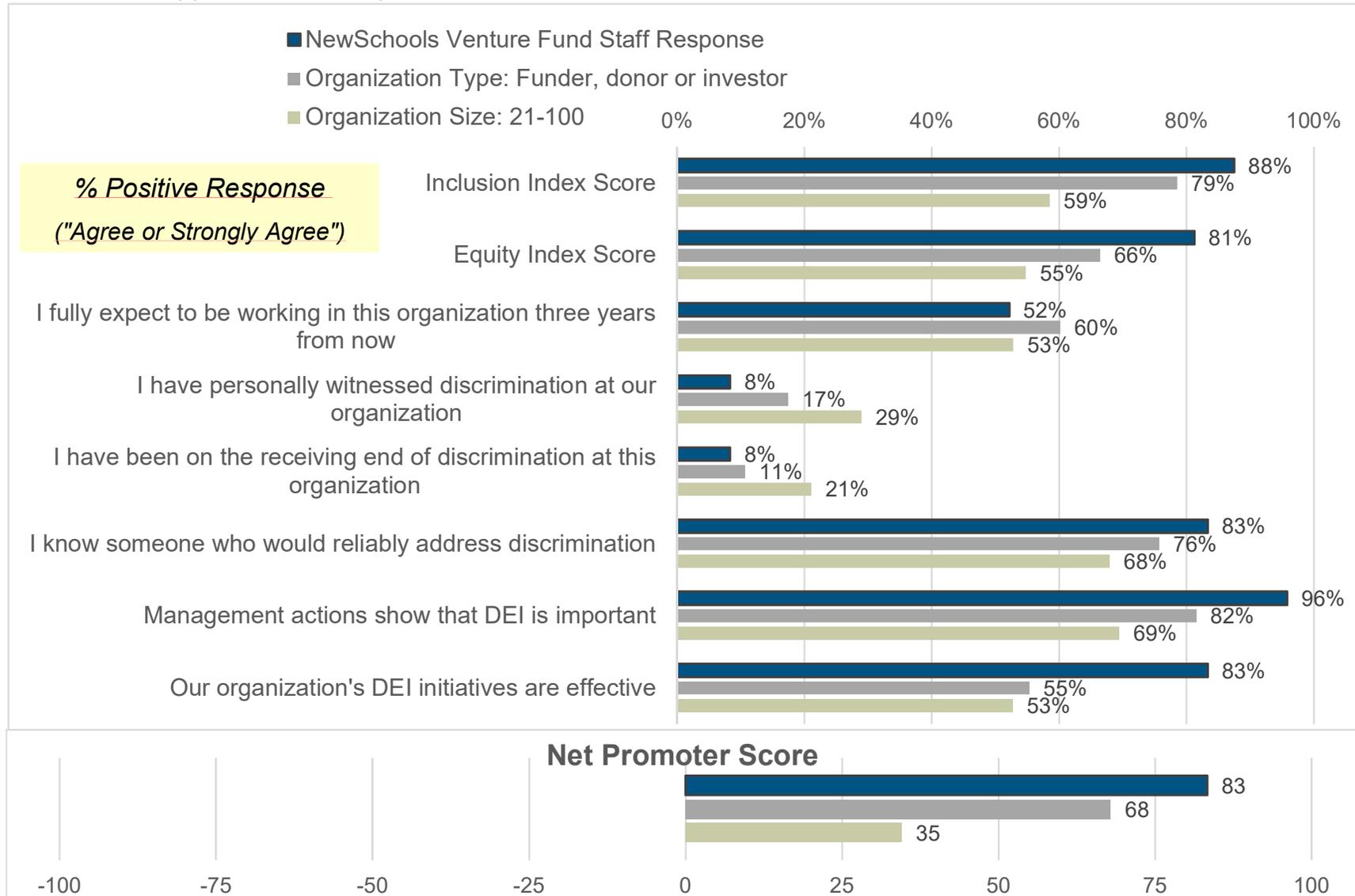
Organization Size: 21-100 Employees (Full-Time Equivalent), n=1129 staff responses

In order to aggregate response data and compare organizations, we grouped several related questions into two indices, referred to in the report as the *Inclusion Index* and the *Equity Index*. These aggregate scores are calculated using ratings from respondents who indicated at least one historically marginalized identity (non-white, low-income background, LGBTQ).

Survey taken Jan 2017

Survey Response Highlights

On this page you can see how responses from the NewSchools Venture Fund survey compare with other similar organizations on key indices and individual questions. See a full explanation of the indices and the Net Promoter Score in the Appendix of this report.



Section 1: Demographics

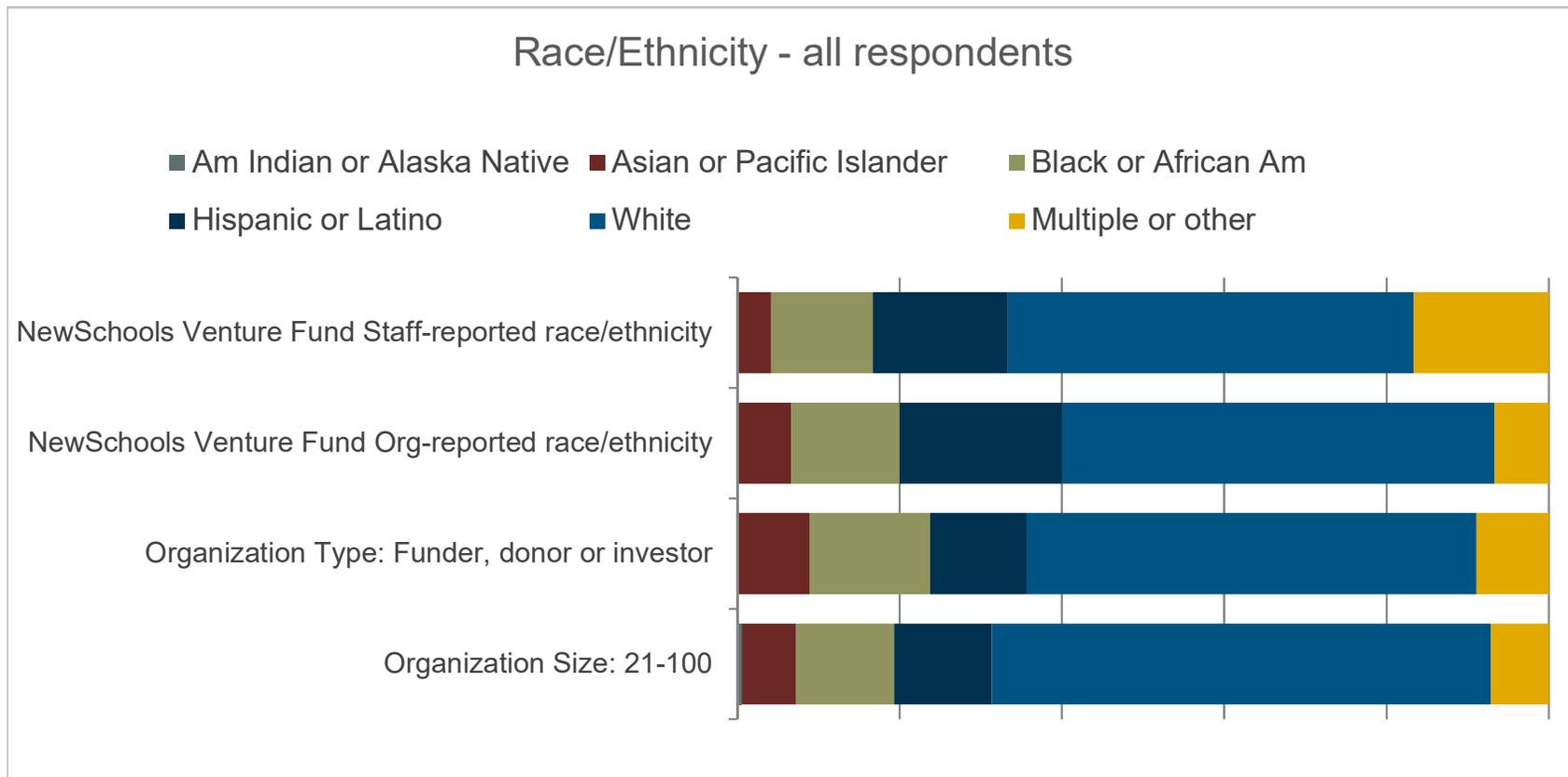
One of the goals of the study is to establish a baseline of relevant demographic data. We collect representation data by race/ethnicity and gender at various levels in each organization: boards, CEO, executive team, and staff.

We recognize that race is a social construct and that survey questions that ask respondents to check boxes are inherently reductionist. We trust that our selection of the following categories illustrates an earnest attempt to collect data at scale while also respecting individuals' identities:

- **American Indian, Native American, or Alaskan Native** (For example, Aztec, Blackfeet Tribe, Mayan, Navajo Nation, Nome Eskimo Community, etc.)
- **Asian, Native Hawaiian, or Pacific Islander** (For example, Asian Indian, Chamorro, Chinese, Fijian, Filipino, Japanese, Korean, Marshallese, Samoan, Tongan, Vietnamese, etc.)
- **Black or African American** (For example, Ethiopian, Haitian, Jamaican, Nigerian, Somalian, etc.)
- **Latino or Hispanic** (For example, Colombian, Dominican, Mexican, Peruvian, Puerto Rican, etc.)
- **White** (For example, Algerian, Egyptian, English, French, German, Iranian, Irish, Italian, Lebanese, Moroccan, Polish, Syrian, etc.)
- **Multiple or some other race, ethnicity, or origin**

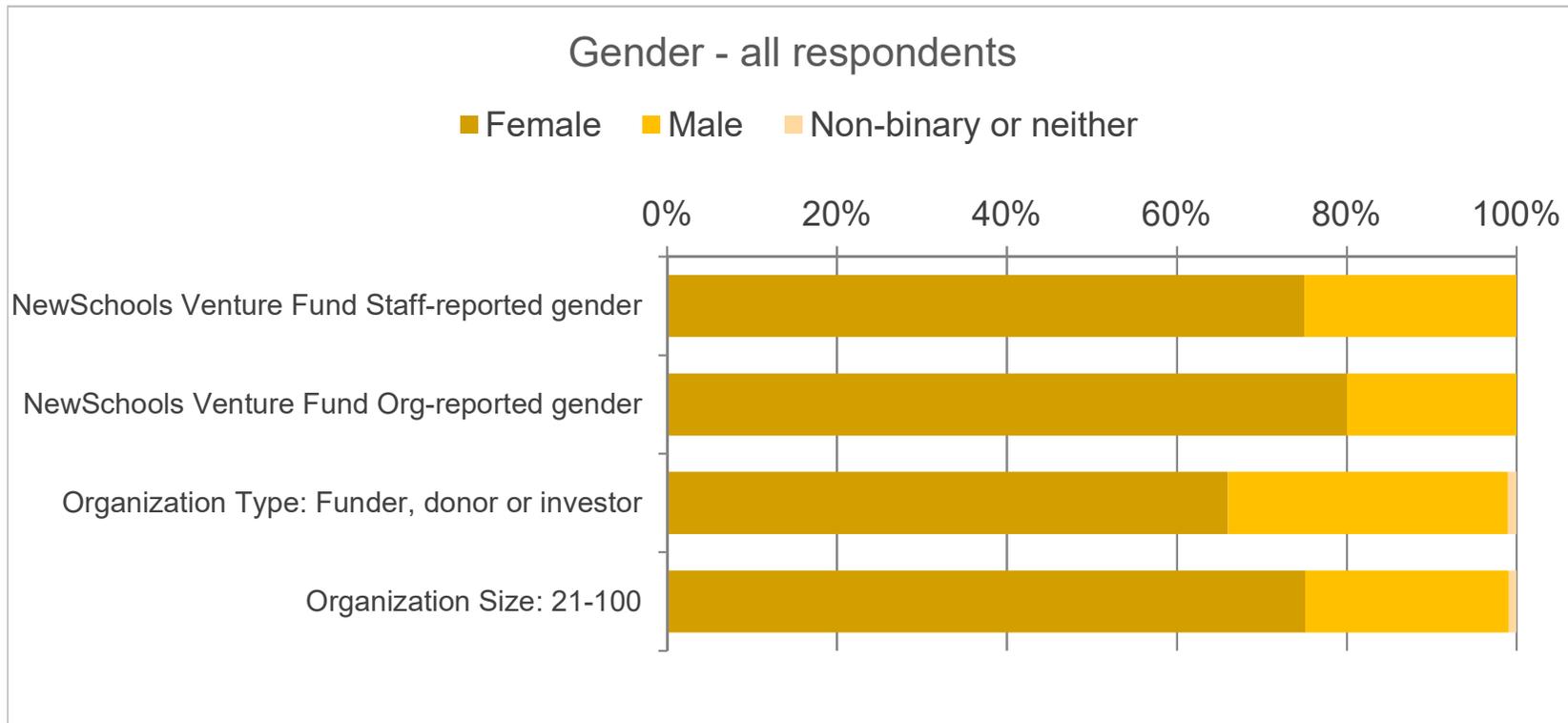
Section 1: Demographics (cont.)

Chart 1: Staff Race/Ethnicity shows this organization's racial/ethnic representation based on responses on the two surveys as well as the representation of the two comparison groups.



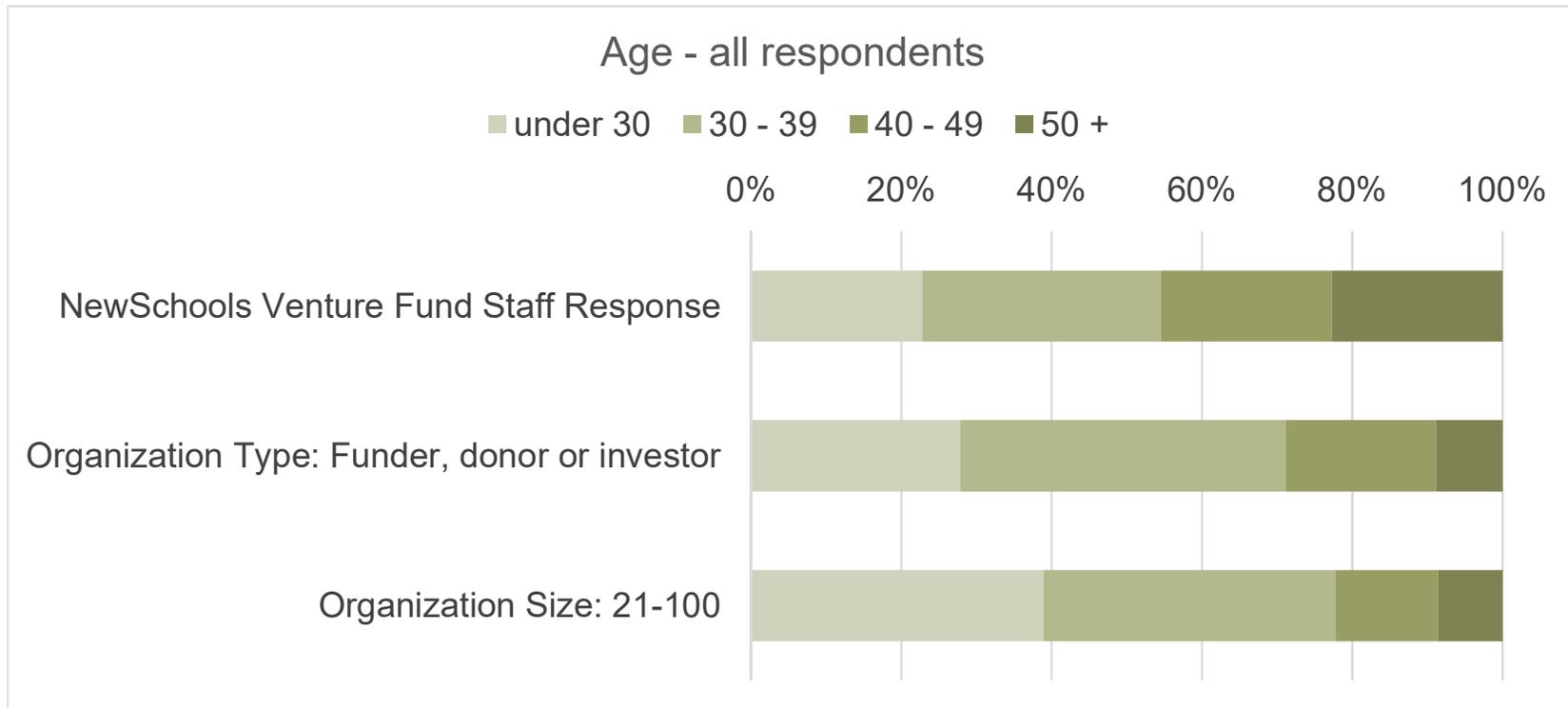
Section 1: Demographics (cont.)

Chart 2: Staff Gender shows this organization's gender representation, based on responses on the two surveys, as well as the representation of the two comparison groups.



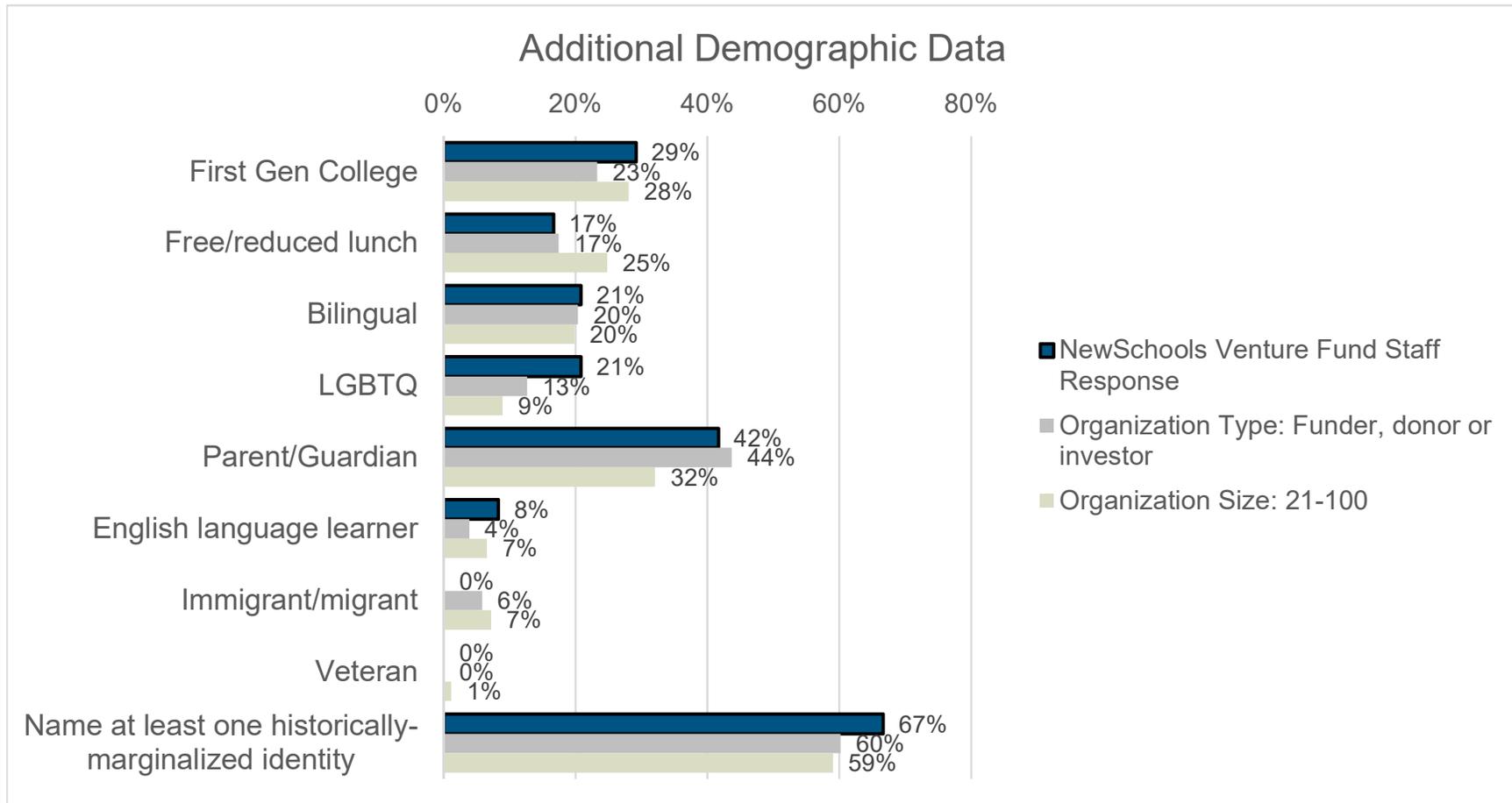
Section 1: Demographics (cont.)

Chart 3: Staff Age, shows this organization's employees by age (based on responses on the Staff Experience Survey) as well as the representation of the two comparison groups.



Section 1: Demographics (cont.)

Chart 4: Additional Demographic Data, shows how respondents at this organization identify with the following groups, as well as the representation of organizations doing similar work and of similar size.



Section 2: Survey Section Summaries

An important goal of the study is to shed light on staff perspectives and experiences. We collect staff input on the effectiveness of organizational DEI practice (with special focus on recruitment, selection, and training) and the diversity, equity, and inclusiveness of the organization and its culture.

Chart 1: This chart shows how respondents at this organization rated their agreement with the statements shown. The bars show positive response % compared with the ratings at the two comparison groups.

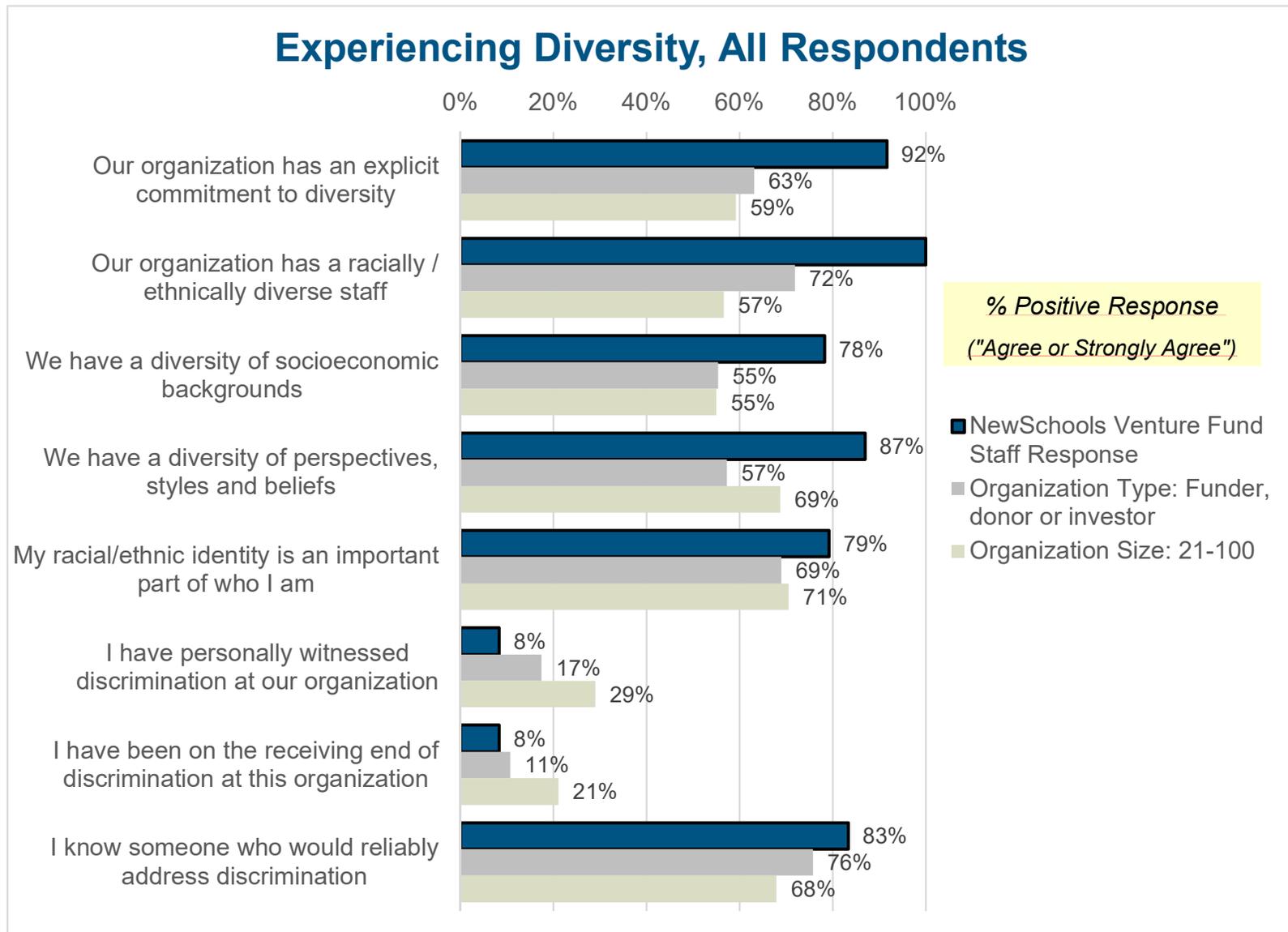


Chart 2: This chart shows how respondents at this organization rated their agreement with the statements shown. The bars show positive response % compared with the ratings of the two comparison groups.

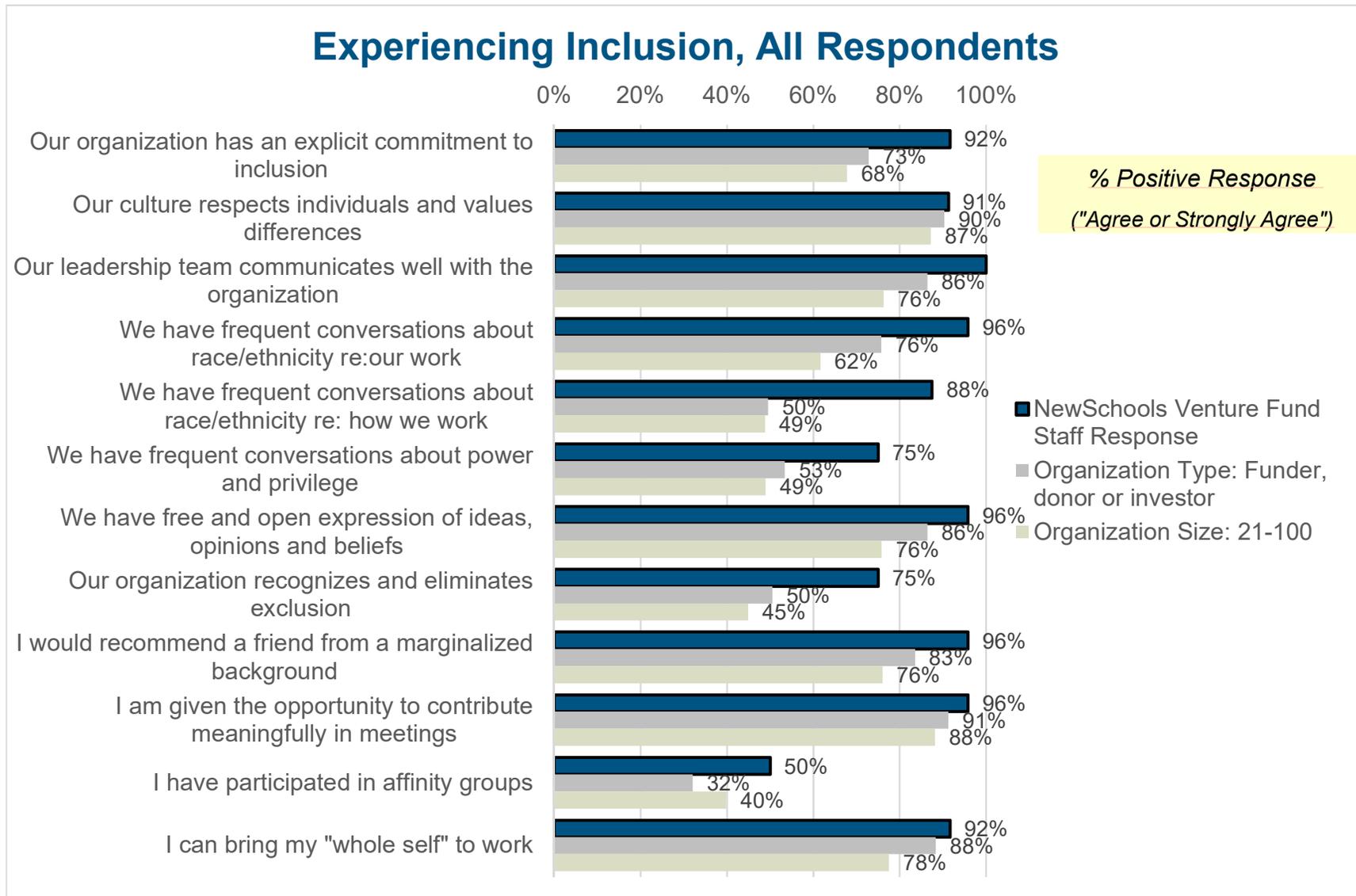


Chart 3: This chart shows how respondents at this organization rated their agreement with the statements shown. The bars show positive response % compared with the ratings of the two comparison groups.

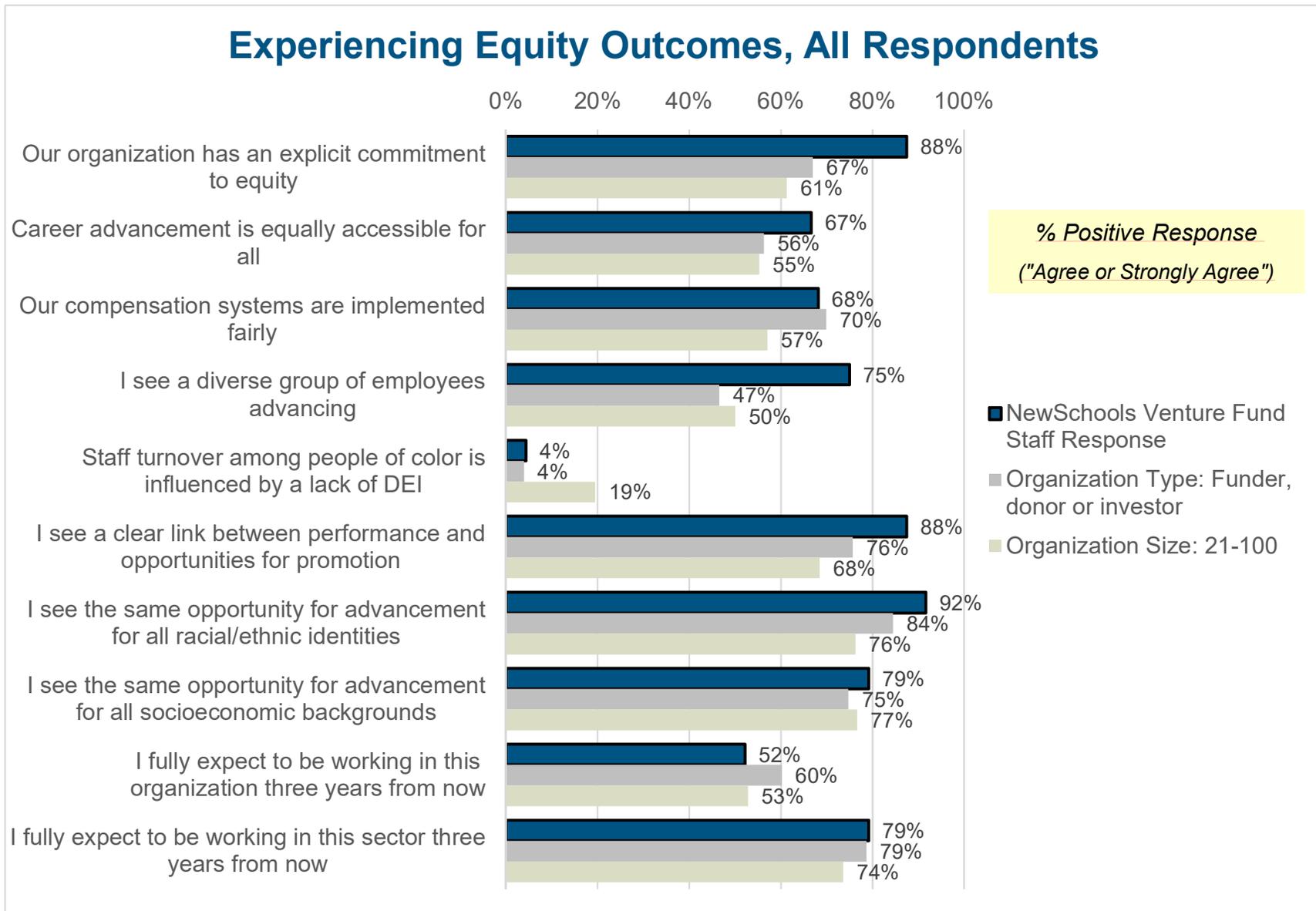


Chart 4: This chart shows how respondents at this organization rated their agreement with the statements shown. The bars show positive response % compared with the ratings of the two comparison groups.

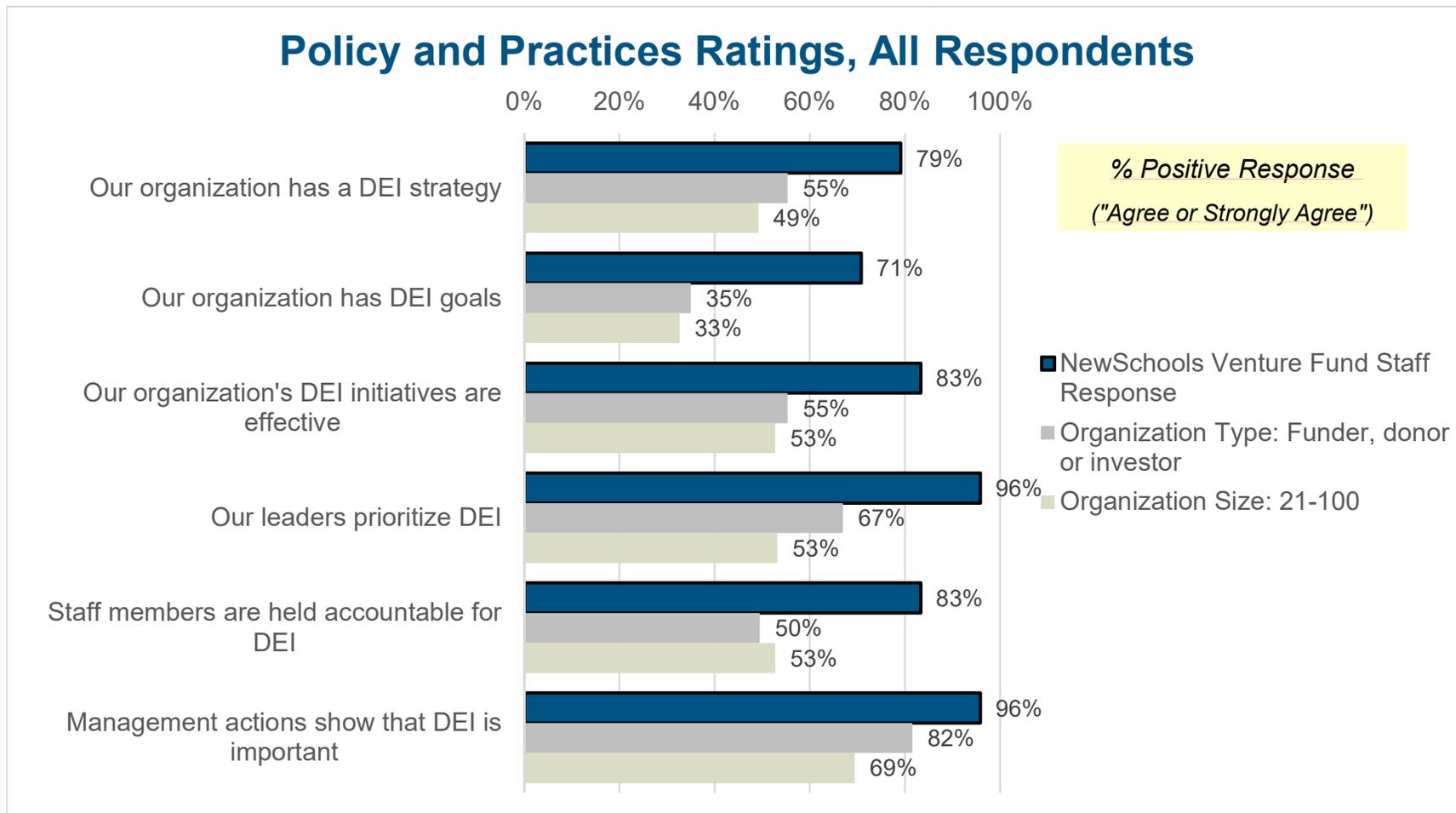


Chart 5: This chart shows how respondents at this organization rated their agreement with the statements shown. The bars show positive response % compared with the ratings of the two comparison groups.



Section 3: Gap Analysis

This study also seeks to understand how different groups within your organization might have different experiences related to DEI. Each of the charts in this section presents a different comparison of how two groups' answers differed. Charts display only the questions with the largest gaps between respondent groups: five where the first group's answers were more positive and five where the second group's answers were more positive.

Note: any data view with an identifiable respondent category (e.g., age, race/ethnicity, gender) with fewer than 5 responses will be blanked out to protect respondent anonymity.

Chart 1: This chart compares scores from two groups of respondents at this organization. The bars show how respondents with the most positive Inclusion Index ratings answered survey questions vs. how those with the least positive ratings answered the same questions. Each chart shows questions with the largest gaps (5 from each end of the scale) between the two groups' answers.

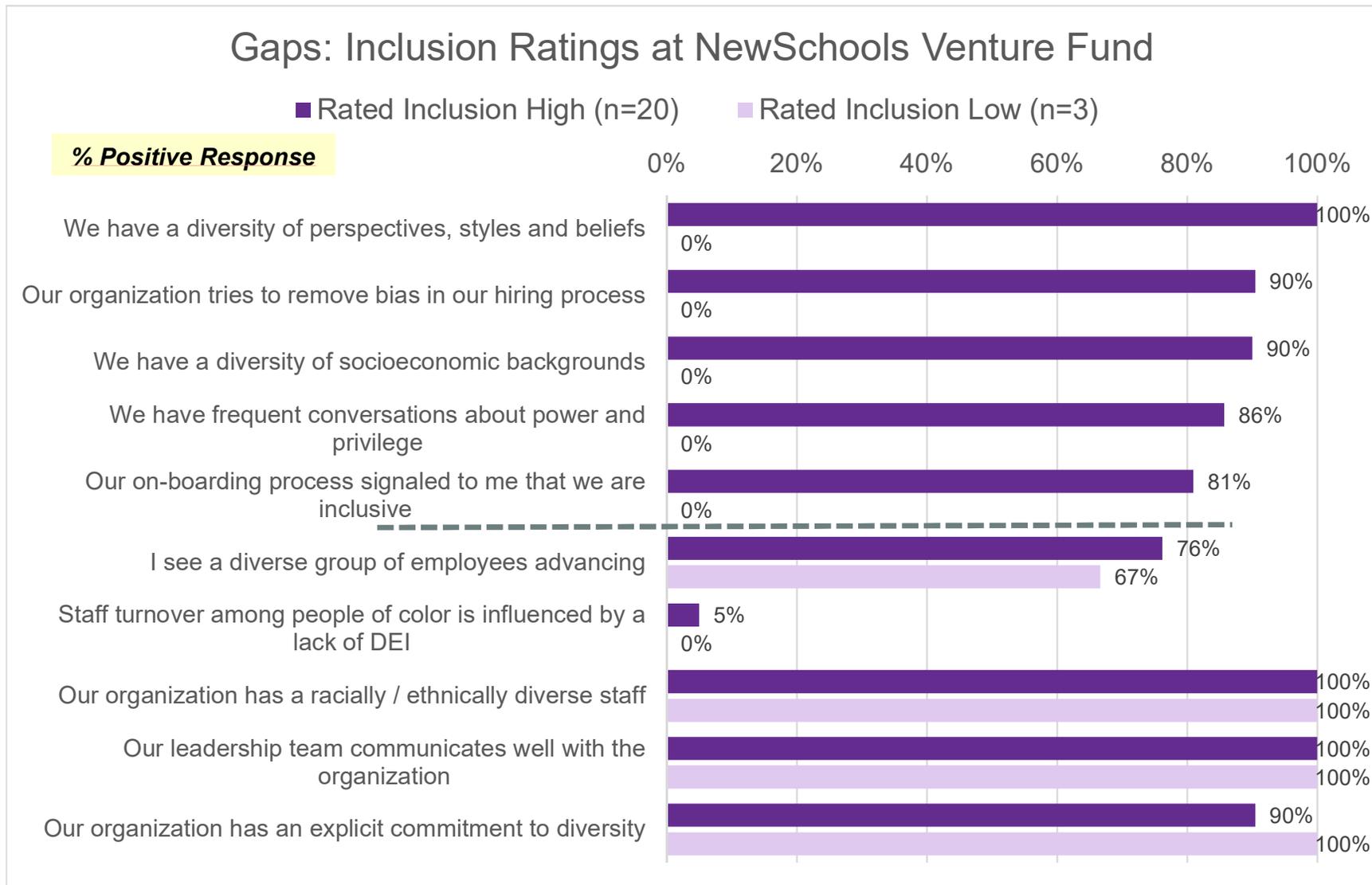


Chart 2: This chart compares scores from two groups of respondents at this organization. The bars show how respondents with the most positive Equity Index ratings answered survey questions vs. those with the least positive ratings answered. Each chart shows the questions with the largest gaps (5 from each end of the scale) between the two groups' answers

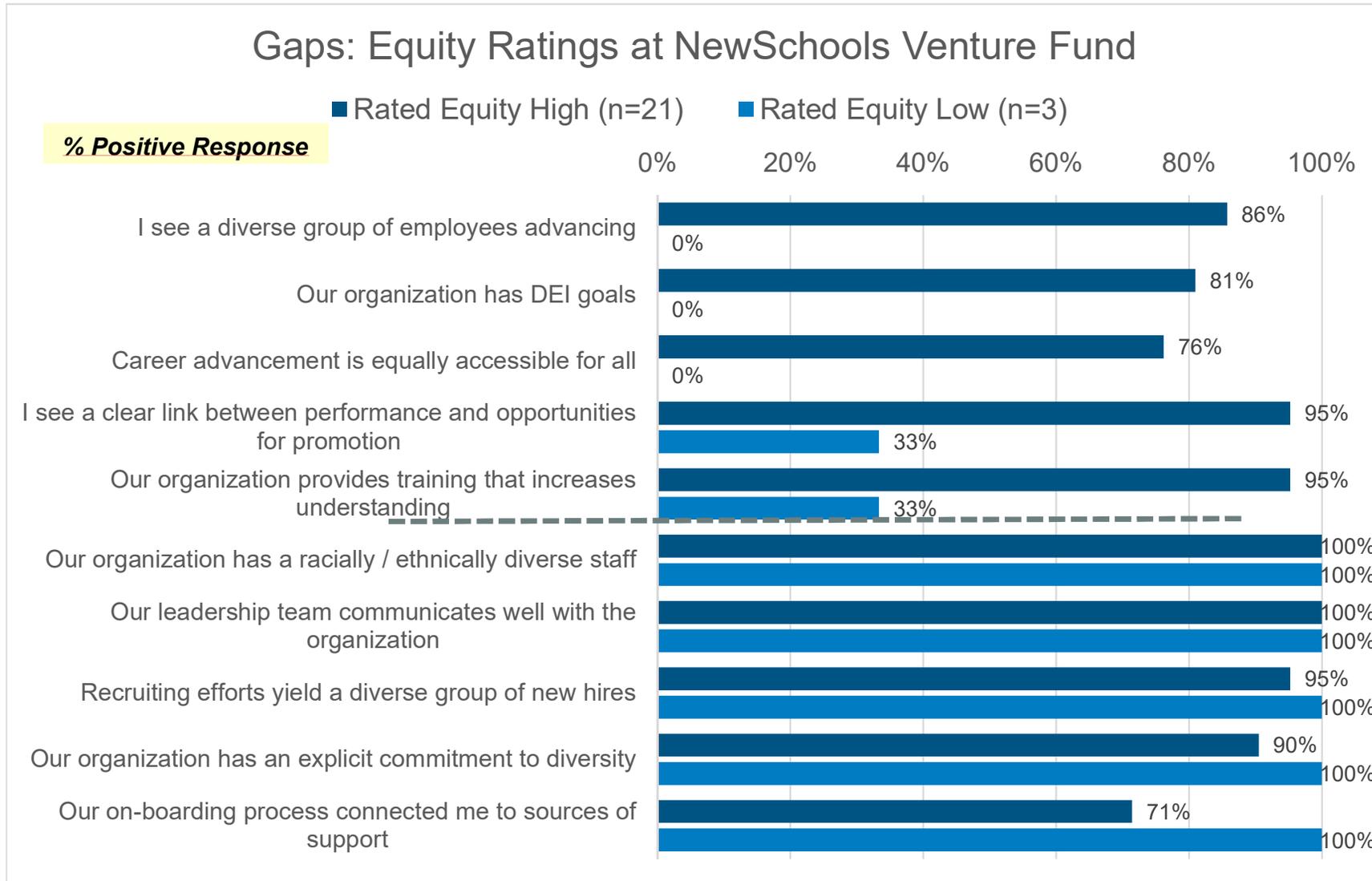


Chart 3: This chart compares scores from two groups of respondents at this organization. The bars show how respondents who identify as People of Color answered survey questions vs. how those who identify as White answered that same question. Each chart shows the questions with the largest gaps (5 from each end of the scale). We want to point out that significant gaps exist **within** each of these groups as well as between them.

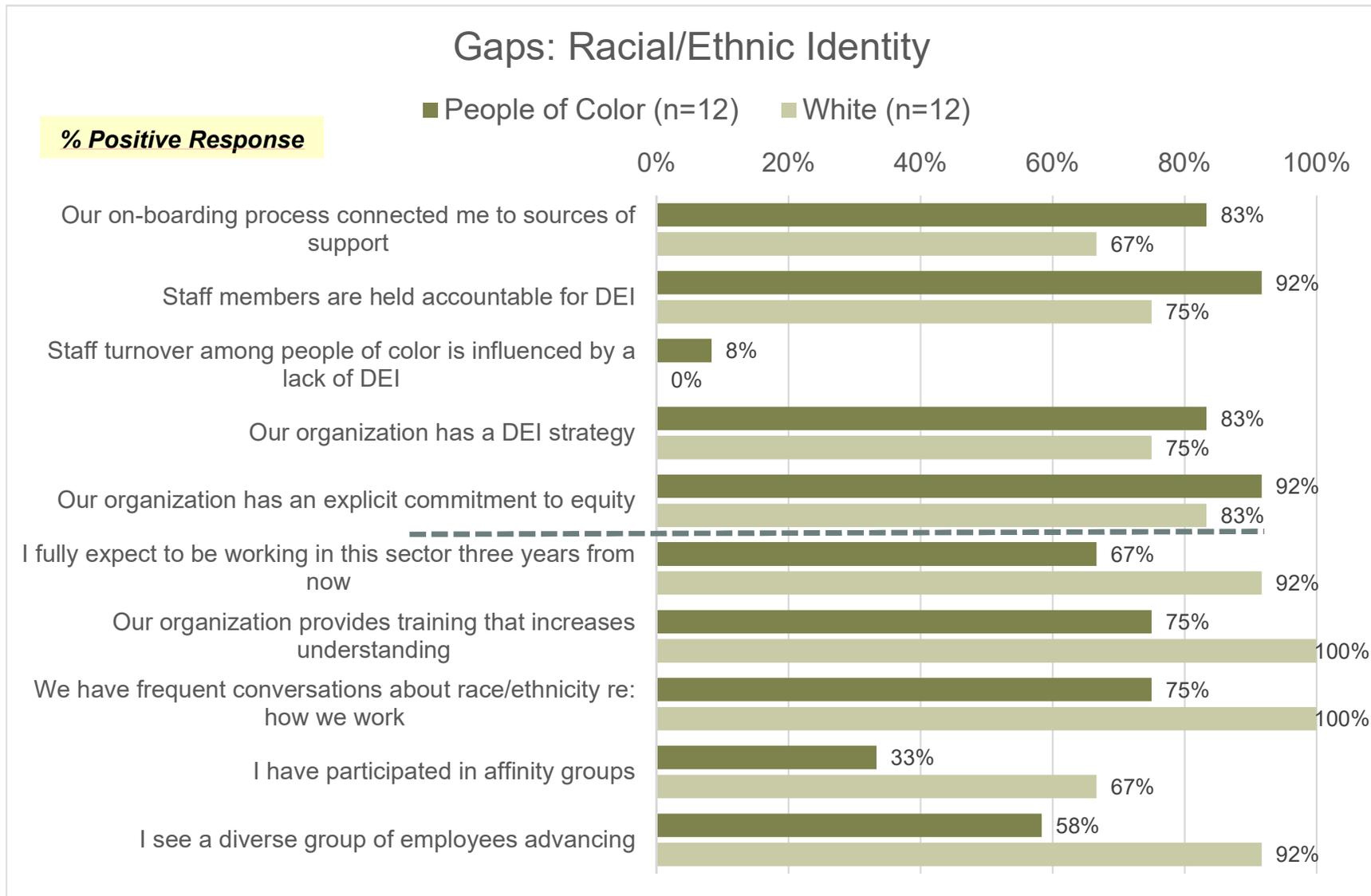


Chart 4: This chart compares scores from two groups of respondents at this organization. The bars show how respondents who identify as having low socioeconomic background answered survey questions vs. how those who didn't answered that same question. Each chart shows the questions with the largest gaps (5 from each end of the scale) between the two groups' answers

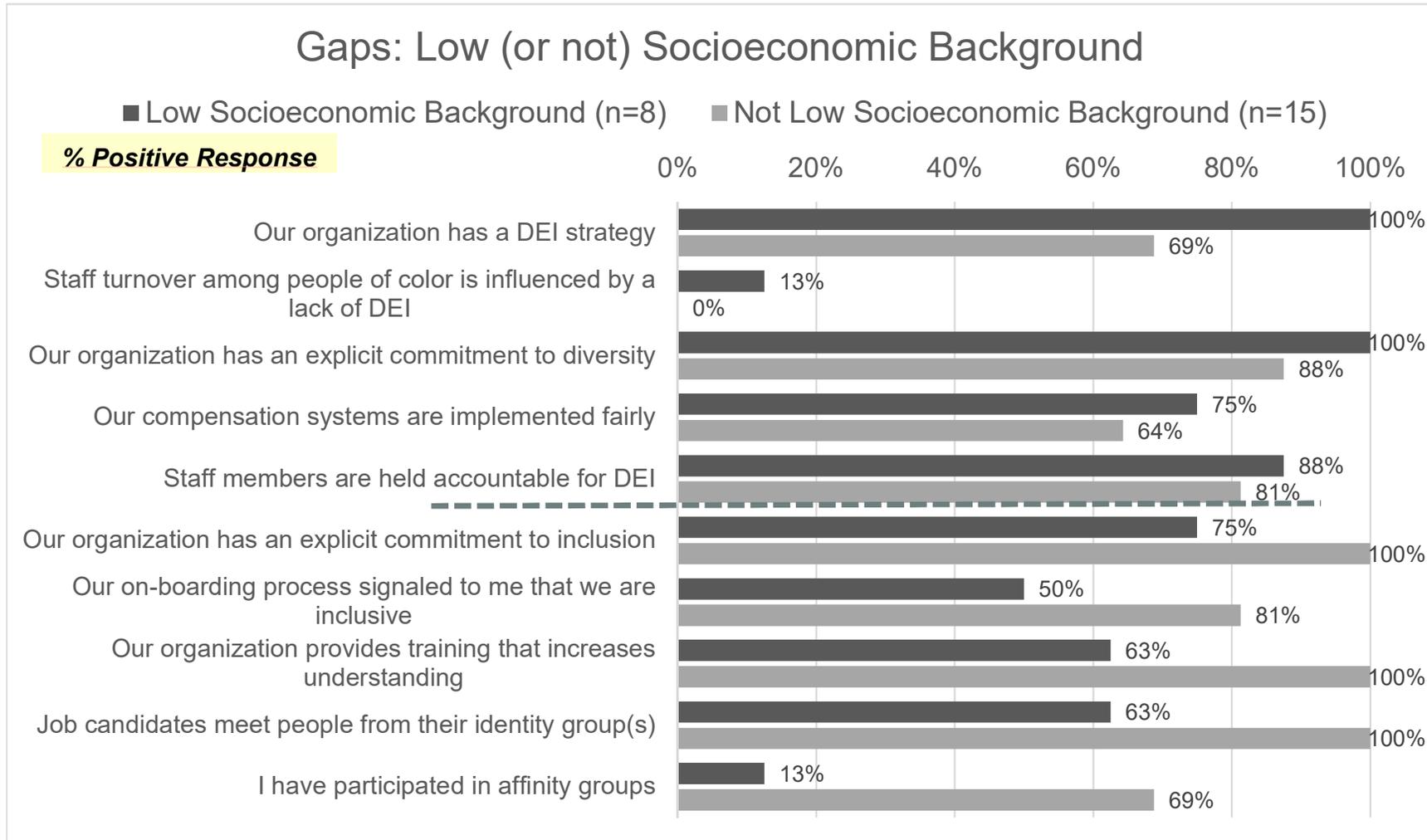


Chart 5: This chart compares scores from two groups of respondents at this organization. The bars show how respondents who identify as Female answered survey questions vs. how those who identify as Male answered that same question. Each chart shows the questions with the largest gaps (5 from each end of the scale) between the two groups' answers.

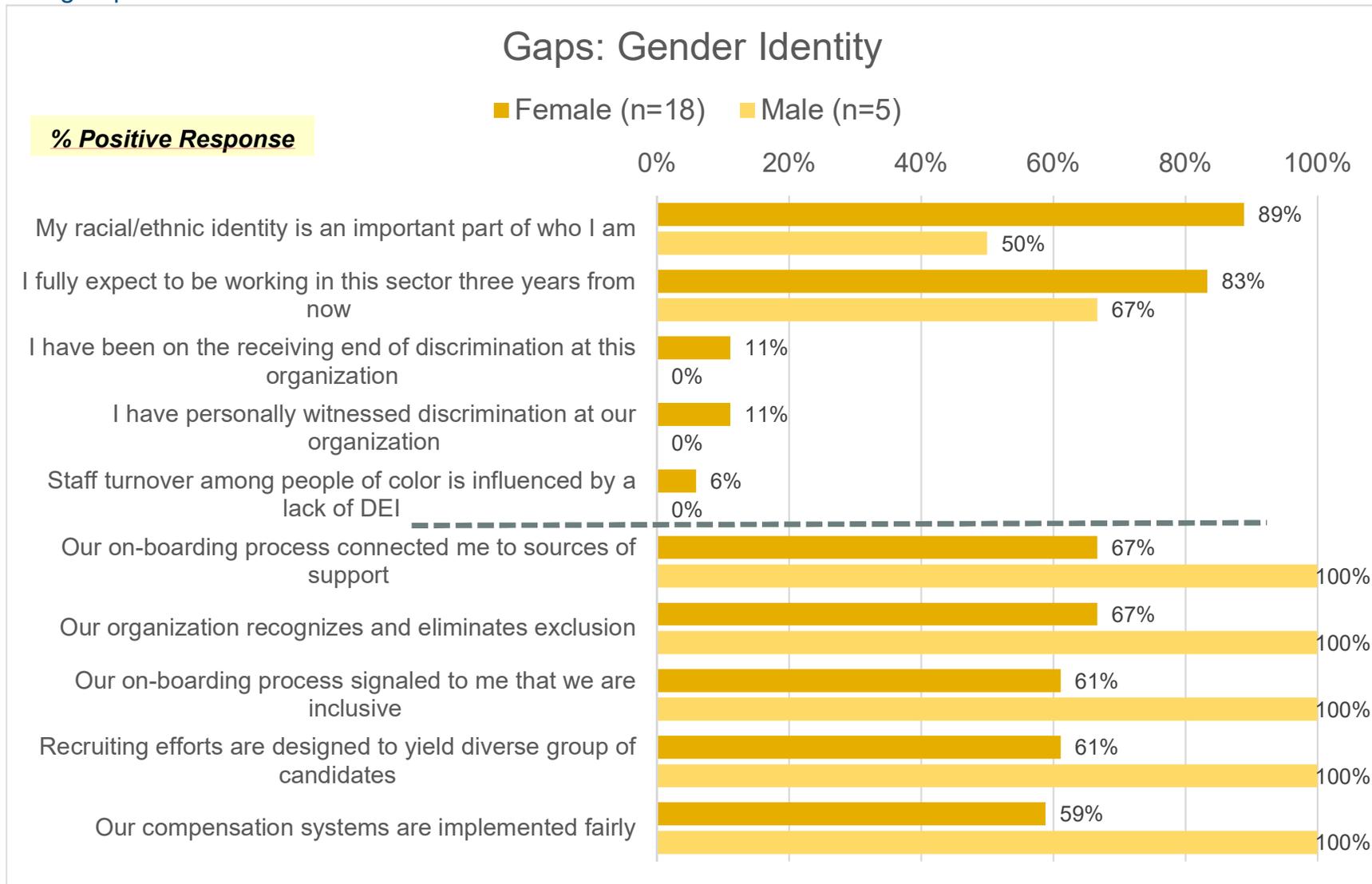


Chart 6: This chart compares scores from two groups of respondents at this organization. The bars show how respondents who identify as LGBTQ answered survey questions vs. how those who do not identify as LGBTQ answered that same question. Each chart shows the questions with the largest gaps (5 from each end of the scale) between the two groups' answers.

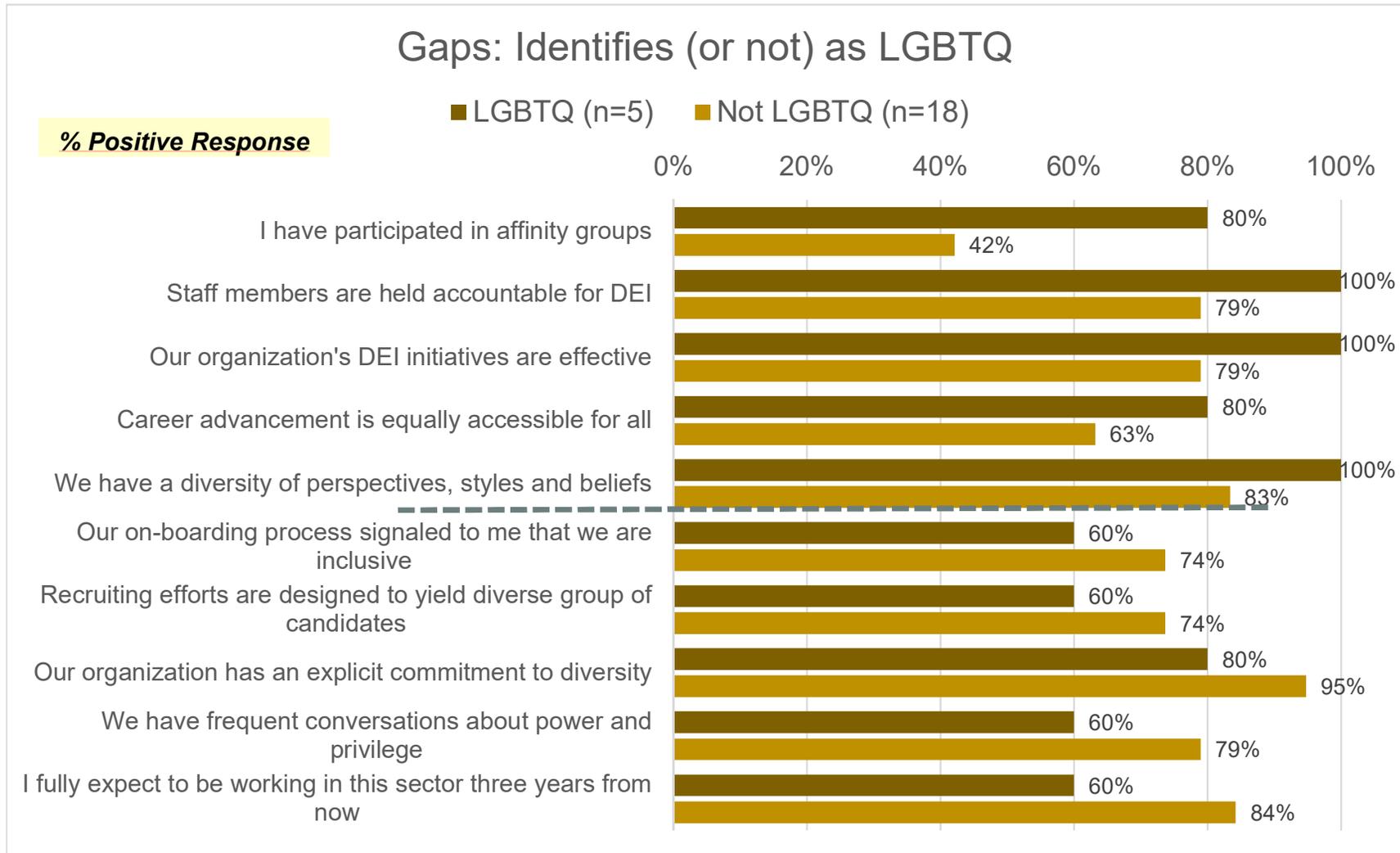


Chart 7: This chart compares scores from two groups of respondents at this organization. The bars show how respondents who indicated a positive intent to stay with the organization answered survey questions vs. how those who indicated a negative intent to stay answered that same question. Each chart shows the questions with the largest gaps (5 from each end of the scale) between the two groups' answers.

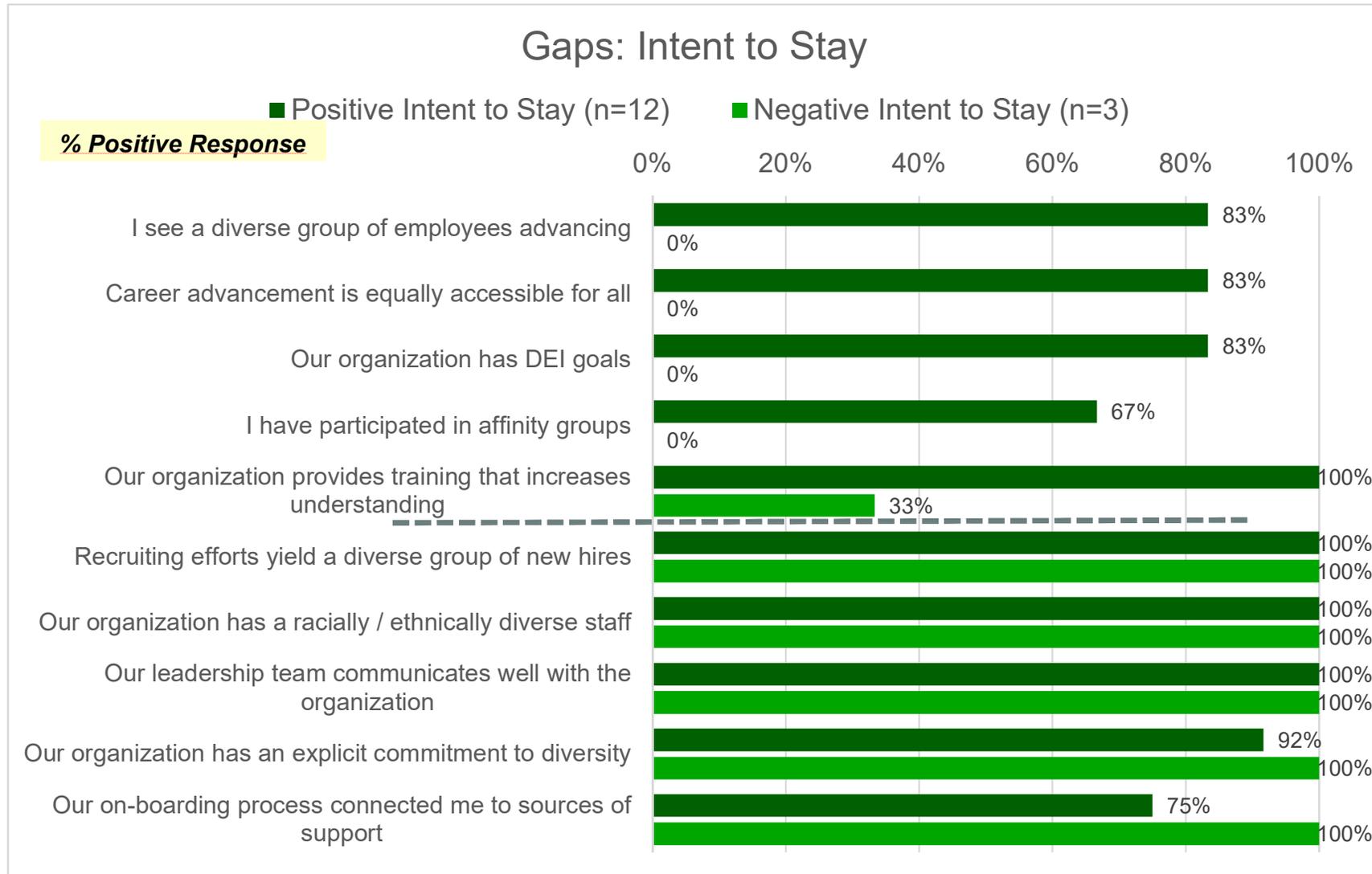
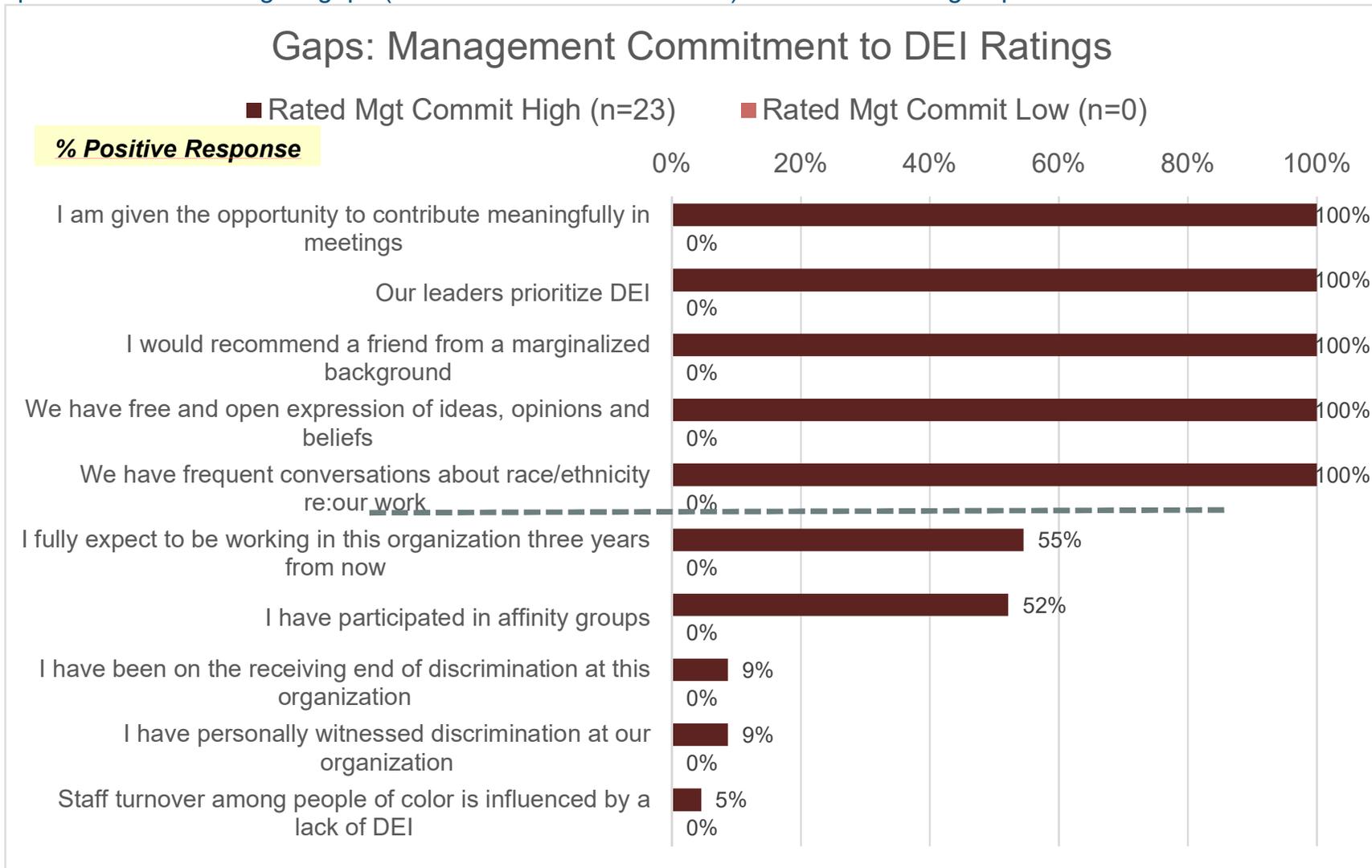
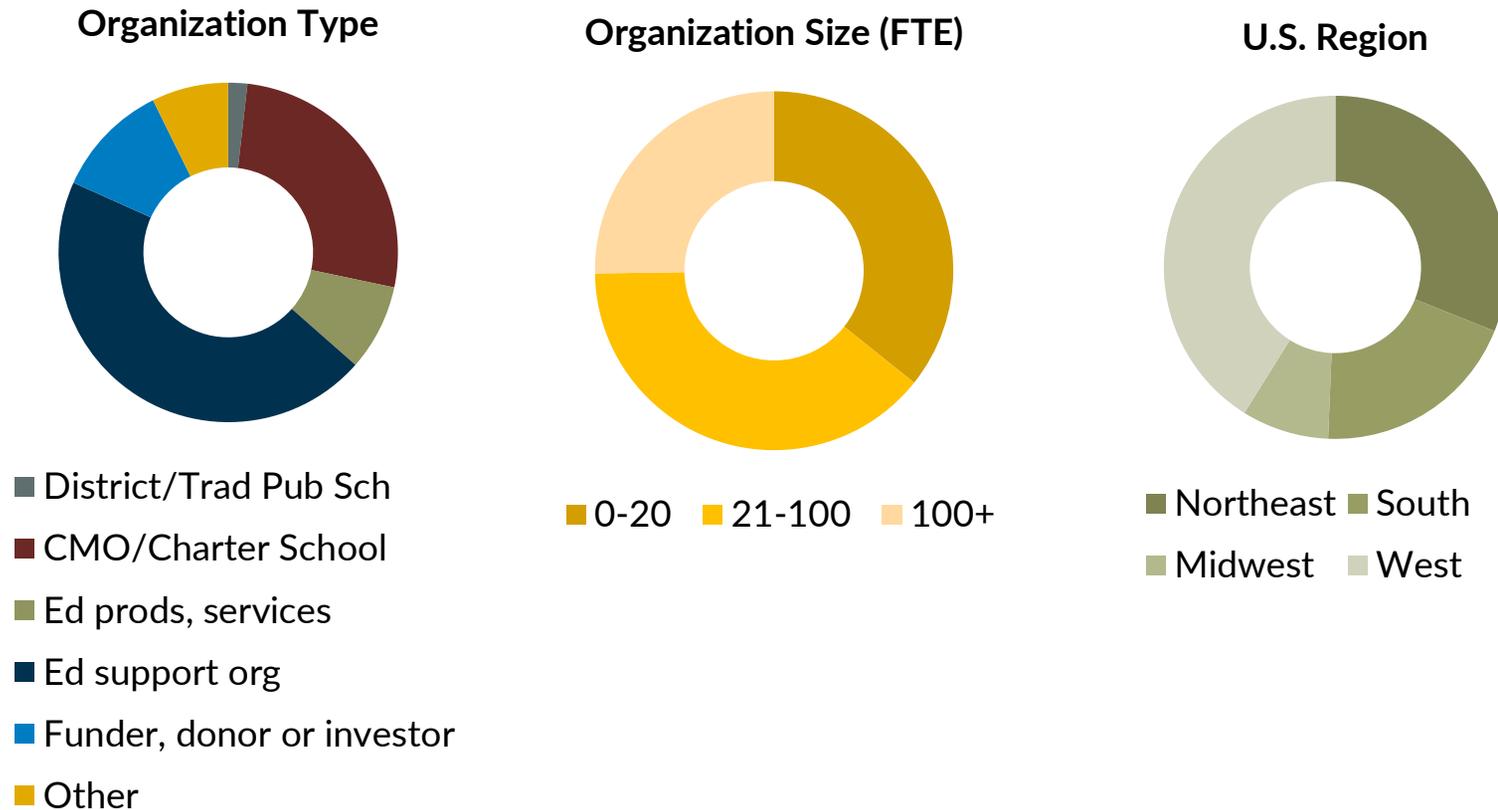


Chart 8: This chart compares scores from two groups of respondents at this organization. The bars show how respondents who gave a positive rating to a question asking about management commitment to DEI answered survey questions vs. how those who gave a negative rating answered that same question. Each chart shows the questions with the largest gaps (5 from each end of the scale) between the two groups' answers.



APPENDIX 1: Survey Respondent Profiles

More than 200 organizations, primarily in the education sector, have participated in this study as of February, 2017. These charts show the wide diversity of organization types, organization sizes, and geographic regions represented by the respondent population.



APPENDIX 2: The Study and the Survey Instruments

Overview of the DEI Study

This study focused on collecting and reporting data about diversity, equity, and inclusion (DEI) across organizations primarily in the education sector. The goals are to provide visibility into DEI work across the sector and to surface promising DEI practices that can inspire continued, bold action. Our overarching objective is to hold one another accountable to making diverse, equitable, and inclusive organizations the norm, ultimately leading to deeper, more sustained impact for communities served.

This study is unique in that it combines organization-level data on demographics, processes, systems, and structures, with the actual lived experiences of staff. Together, this data will provide meaningful insights that have not been available previously.

The study intentionally focuses on race/ethnicity and socioeconomic background; however, we acknowledge and deeply value that identity is also comprised of many other dimensions. An important feature of the Staff Experience Survey is the richness of self-reported identity data, which enables views into the survey data by variables that most organizations do not track internally.

The Survey Instruments

The study uses two survey instruments to gather the data we are targeting:

- The **Organization Profile Survey** is designed to capture and share data on demographic diversity as well as policies, systems, and practices that many organizations are currently using to promote DEI.
- The all-staff follow-up survey which is reported on here is called the **Staff Experience Survey**. It captures staff perceptions and experiences around DEI at their organization. Organizations that participate in both surveys will receive an additional, in-depth report with combined results and a wealth of actionable insights.

Key Definitions

In the surveys we define “diversity”, “inclusion” and “equity” in the following way:

Diversity: Having different types of people (as in people from a wide range of identities and with different perspectives, experiences, etc.) in a group or organization. (Adapted from Webster’s Dictionary)

Equity: Ensuring equally high outcomes for all, removing the predictability of success or failures that currently correlates with any social or cultural factor, examining biases, and creating inclusive environments. (Adapted from the National Equity Project)

Inclusion: Putting diversity into action by creating an environment of involvement, respect, and connection – where the richness of ideas, backgrounds, and perspectives are harnessed to create value. (Adapted from T. Hudson Jordan)

We also use the term “Diversity, Equity, and Inclusion” to refer broadly to the category.

Survey Indices Explained

In order to aggregate response data and compare organizations, we grouped related questions into indices:

Inclusion Index: Several questions on the Staff Experience Survey assess inclusive culture; we combined them into this index. The index is calculated using scores from respondents who indicated at least one historically marginalized identity (non-white, low-income background, LGBTQ).

Inclusion Index Questions

- Our culture respects individuals and values differences
- Our leadership team communicates well with the organization
- We have frequent conversations about race/ethnicity re: how we work
- We have frequent conversations about power and privilege
- We have free and open expression of ideas, opinions and beliefs
- Our organization recognizes and eliminates exclusion
- I would recommend a friend from a marginalized background
- Our organization has an explicit commitment to inclusion
- Our organization tries to remove bias in our hiring process
- Our on-boarding process signaled to me that we are inclusive
- I know someone who would reliably address discrimination
- I am given the opportunity to contribute meaningfully in meetings
- I can bring my "whole self" to work

Equity Index: Most of the organizations we surveyed do not track equity of outcomes by race/ethnicity or socioeconomic background. We combined responses to several questions on the Staff Experience Survey about perceived equity to create an Equity Index similar to the Inclusion Index.

Equity Index Questions

- Our organization has an explicit commitment to equity
- Recruiting efforts are designed to yield diverse group of candidates
- Career advancement is equally accessible for all
- Our compensation systems are implemented fairly
- I see a diverse group of employees advancing

Net Promoter Score Explained

NPS is a measure of employee loyalty and product/service enthusiasm, first developed by Fred Reichheld, Bain & Company, and Satmetrix Systems. Respondents rate (on a scale of 0-10) how likely they are to recommend the organization to a friend. They are then categorized in three groups:

1. **Promoters (score of 9 or 10)**
2. **Passives (score of 7 or 8)**
3. **Detractors (score of 0 to 6)**

The formula to compute NPS is $(\text{Number of Promoters} - \text{Number of Detractors}) / (\text{Number of Respondents}) \times 100$. The score is presented as an integer and can range from -100 to +100.

APPENDIX 3: Resources and Information

The organizations who are partnering on this effort include Bellwether Education Partners, Chan Zuckerberg Initiative, Charles and Lynn Schusterman Family Foundation, NewSchools Venture Fund, Raikes Foundation, and Walton Family Foundation. We also drew in 29 field experts who served on an advisory committee.

Please direct any questions or feedback about any aspect of this initiative to Project Manager Lauren Schwartz (Bellwether Education Partners) at deisurvey@bellwethereducation.org.