

Diversity Engagement Survey (DES)



EMORY

DES Administration & Participation

Launched campus-wide October 2016.

Developed by the *Association of American Medical Colleges (AAMC)* and *University of Massachusetts Medical School*.

Data was collected and compiled by *DataStar*, an external provider of survey services.

The primary goal of the survey was to understand how our community perceives and experiences the state of diversity and inclusion at Emory.

Overall Response Rate:

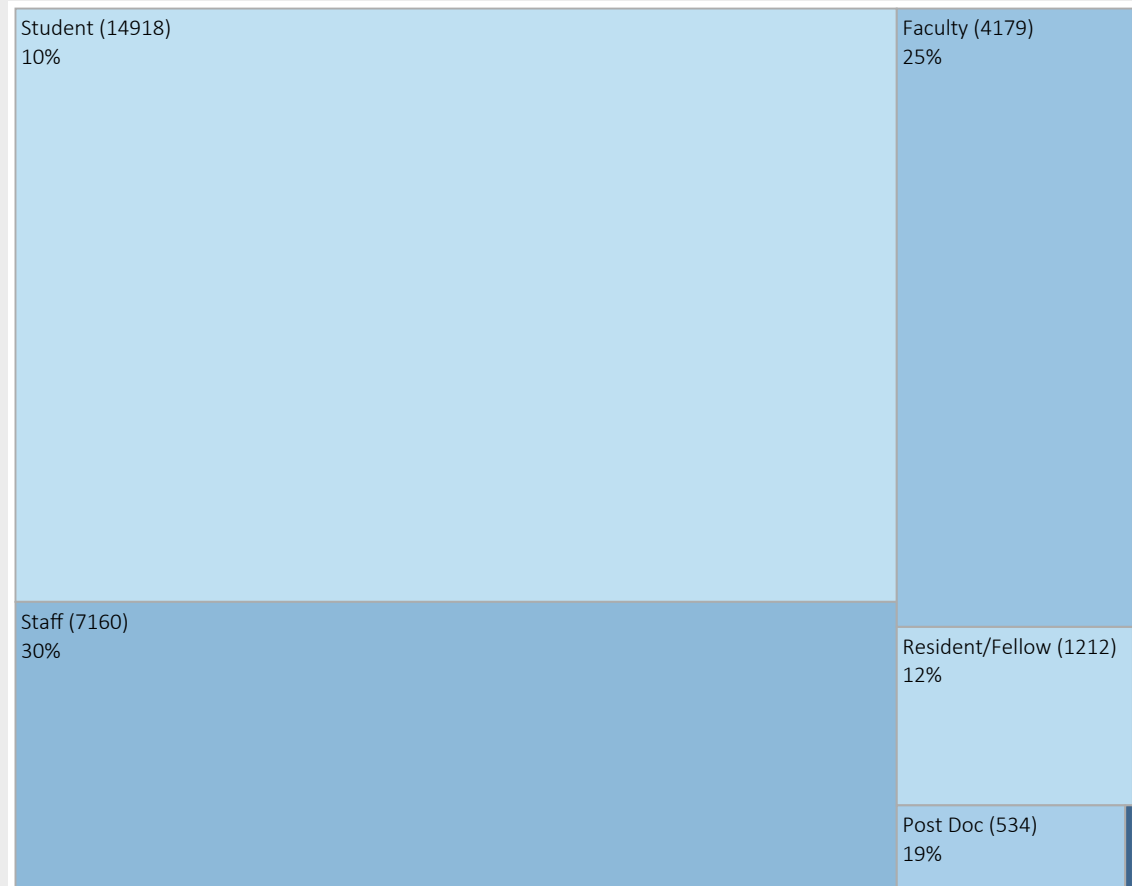
17.45%

Response Rates & Population Size by Demographic Group

Man	15%	(11925)
Woman	19%	(16096)
Am. Indian	21%	(52)
Asian	11%	(3838)
Black or African American	22%	(4358)
Hispanic	15%	(1333)
International	10%	(3180)
Multi	14%	(570)
Native Hawaiian or Other Pacific Islander	12%	(34)
Unknown	10%	(755)
White	20%	(13902)

Response Rates by Role at Emory

(block size represents survey population size)



Note: Dark blue represents Executive Leadership -- 74% response rate and population size 19.

DES ITEMS

The survey questions draw upon workforce engagement theory and theoretical components of organizational inclusion.

The 22 survey questions are mapped to 8 inclusion factors.

These factors further group into 3 Workforce Engagement Clusters.

Relationship of Engagement Cluster Categories to Inclusion Factors

Appreciation	Appreciation of Individual Attributes	Perceptions of individual value and ability to successfully navigate the organizational structure in their expressed group identity.
	Respect	Perceptions of a culture of civility and positive regard for diverse perspectives and ways of knowing.
Camaraderie	Sense of Belonging	Individual experience of their social group identity being connected and accepted in the organization.
	Trust	Confidence that the policies, practices, and procedures of the organization will allow individuals to bring their best and full self to work.
Vision/Purpose	Access to Opportunity	Perceptions of the ability to find and utilize support for individual professional development and advancement.
	Common Purpose	Individual experience in connection to the mission, vision, and values of the organization.
	Cultural Competence	Perceptions about the institution's capacity to make creative use of its diverse workforce to meet business goals and enhance performance.
	Equitable Reward and Recognition	Perception that the organization has equitable compensation practices and nonfinancial incentives.

Summary of Results

● Areas of Strength

Common Purpose

Eighty eight percent (88%) of respondents report feeling their work or studies contributes to the mission of the institution.

Respect

Respect is an area of strength across gender, race/ethnicity and role at Emory.

Access to Opportunity

Eighty seven percent (87%) of student respondents agree there is someone at Emory who encourages their development.

● Areas for Improvement

Equitable Reward and Recognition

International respondents answer most favorably (78%) to *I receive recognition and praise for my good work similarly to others who do good work*, and Black or African American least favorably (58%).

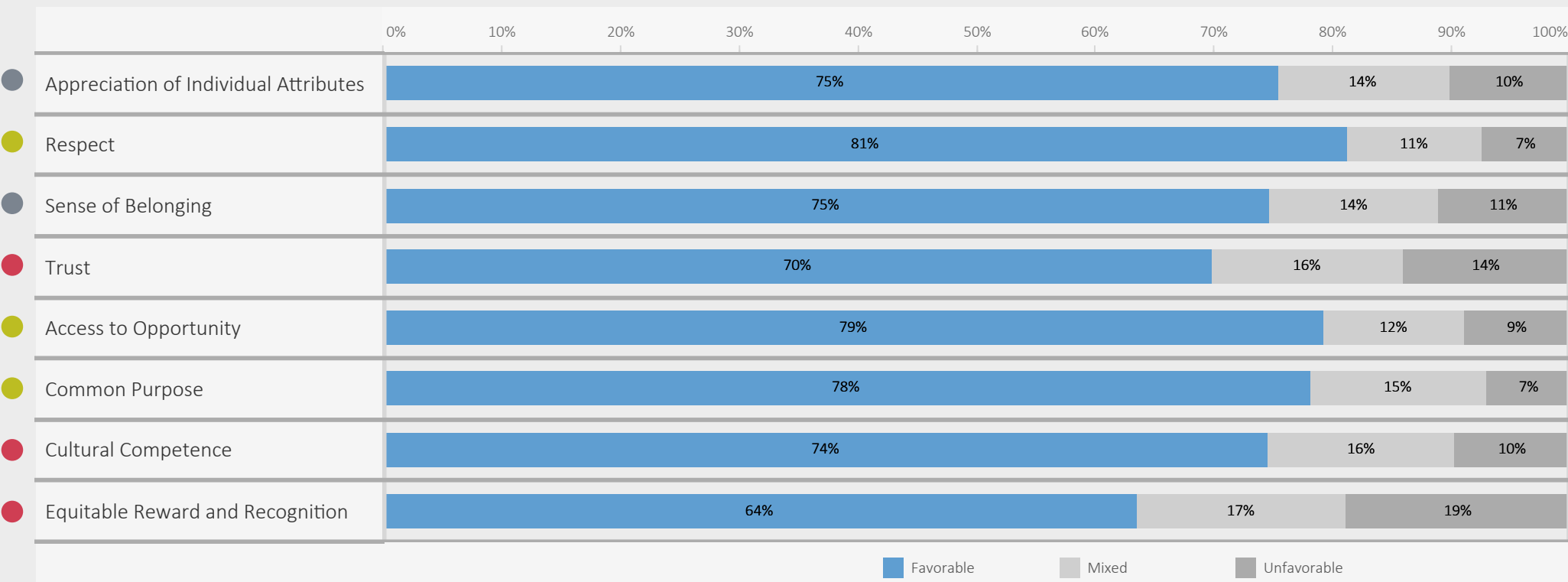
Trust

Responses from women are generally less positive than responses from men – 58% of female respondents compared to 68% male feel confident the institution would do what is right if they raised concerns about discrimination.

Cultural Competence

Although Cultural Competence is an area for improvement, 83% of respondents report having the opportunity to work successfully in settings with diverse colleagues.

Results across the 8 inclusion factors



Results by Demographic Group

% Favorable responses across the 8 inclusion factors by Race/Ethnicity

	Am. Indian	Asian	Black or African American	Hispanic	INTL	Multi	Native Hawaiian or Other Pacific Islander	Unknown	White
Appreciation of Individual Attributes	73%	76%	68%	75%	84%	70%	58%	72%	77%
Respect	76%	83%	71%	80%	87%	69%	67%	80%	84%
Sense of Belonging	64%	74%	67%	72%	80%	67%	50%	70%	77%
Trust	73%	74%	57%	66%	84%	55%	58%	63%	73%
Access to Opportunity	82%	79%	70%	78%	83%	81%	63%	86%	82%
Common Purpose	95%	79%	72%	75%	82%	67%	75%	70%	81%
Cultural Competence	80%	78%	65%	71%	82%	69%	63%	71%	77%
Equitable Reward and Recognition	64%	68%	49%	65%	78%	61%	63%	68%	66%

% Favorable responses across the 8 inclusion factors by Role at Emory

	Executive Leadership/Senior Administrator	Faculty	Post Doc	Resident/Fellow	Staff	Student
Appreciation of Individual Attributes	79%	76%	77%	89%	73%	76%
Respect	83%	84%	87%	92%	80%	80%
Sense of Belonging	81%	79%	76%	86%	73%	72%
Trust	76%	72%	81%	83%	67%	71%
Access to Opportunity	61%	80%	85%	95%	73%	86%
Common Purpose	86%	82%	82%	87%	79%	73%
Cultural Competence	77%	74%	79%	87%	73%	76%
Equitable Reward and Recognition	68%	62%	74%	88%	55%	74%

% Favorable responses across the 8 inclusion factors by Gender

	Man	Woman
Appreciation of Individual Attributes	77%	74%
Respect	84%	80%
Sense of Belonging	77%	74%
Trust	76%	66%
Access to Opportunity	81%	78%
Common Purpose	79%	78%
Cultural Competence	77%	73%
Equitable Reward and Recognition	70%	60%