

Constant Contact Survey Results

Survey Name: 2010 Diversity Survey

Response Status: Partial & Completed

Filter: None

May 20, 2010 4:00:21 PM

1. Ethnicity:

	Number of Response(s)	Response Ratio
Asian	4	4.4%
African American/Black	2	2.2%
Caucasian/White	53	59.5%
Hispanic/Latino	25	28.0%
Native American	2	2.2%
Pacific Islander	0	0.0%
Other	1	1.1%
No Responses	2	2.2%
Total	89	100%

2. Age:

	Number of Response(s)	Response Ratio
18-29	9	10.1%
30-39	18	20.2%
40-49	23	25.8%

50-55	20	22.4%
56+	16	17.9%
No Responses	3	3.3%
Total	89	100%

3. Education:

	Number of Response(s)	Response Ratio
High School/GED	3	3.3%
Some College	12	13.4%
Associates Degree	4	4.4%
Bachelors Degree	42	47.1%
Masters Degree	21	23.5%
PhD	2	2.2%
J.D.	2	2.2%
No Responses	3	3.3%
Total	89	100%

4. Gender:

	Number of Response(s)	Response Ratio
Male	17	19.1%
Female	68	76.4%
No Responses	4	4.4%
Total	89	100%

5. Religion

	Number of Response(s)	Response Ratio
None	11	12.3%
Buddhist	1	1.1%
Catholic	24	26.9%
Christian	36	40.4%
Hindu	1	1.1%
Jewish	3	3.3%
Muslim	1	1.1%
Other	6	6.7%
No Responses	6	6.7%
Total	89	100%

6. Parental Status (Please select all that apply to you in the role as care provider)

	Number of Response(s)	Response Ratio
No Children	33	37.9%
Children	49	56.3%
Grand Children	16	18.3%
Elderly Parent(s)	10	11.4%
Total	87	100%

7. Job Title (Please Check One That Most Applies)

	Number of Response(s)	Response Ratio
HR Assistant (Non-Exempt)	5	5.6%
HR Generalist	14	15.7%
HR Business Partner	0	0.0%
HR Manager	14	15.7%
Supervisor	0	0.0%
HR Director	16	17.9%
HR VP/Chief	2	2.2%
Admin Support (Non-Exempt)	2	2.2%
HR Specialist	3	3.3%
HR Consultant	4	4.4%
Manager Other	4	4.4%
Team Leader	1	1.1%
Director Other	5	5.6%
VP/Chief Other	1	1.1%
Other	16	17.9%
No Responses	2	2.2%
Total	89	100%

8. HR Experience (Please Select One)

	Number of Response(s)	Response Ratio
Less than 5 years	17	19.1%
Between 5 and 9 years	14	15.7%
Between 10 and 14 years	19	21.3%

Between 15 and 19 years	12	13.4%
20 or more years	23	25.8%
None	2	2.2%
No Responses	2	2.2%
Total	89	100%

9. All members have the opportunity to participate in chapter/state activities without regard to any identifying diversity characteristics.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

	Strongly Disagree		Neutral		Strongly Agree	Do not Know
	5	0	2	9	53	10
	6%	0%	3%	11%	67%	13%

10. I perceive my ability to participate in chapter/state council activities is inhibited by the following (Check any that apply)

	Number of Response(s)	Response Ratio
Ethnicity	1	1.3%
Age	1	1.3%
Education	3	4.0%
Gender	2	2.7%
Religion	0	0.0%
Parental Status	0	0.0%
Marital Status	0	0.0%
Physical Abilities	0	0.0%
Language	0	0.0%
Sexual Orientation	0	0.0%
NOT APPLICABLE	63	85.1%

Other	6	8.1%
Total	74	100%

11. If you checked any items in Question 2, other than Not Applicable, please provide us with more information to help us learn from your experience. Please share any examples and how it could be better handled. (Text Question 350 Word Maximum)

4 Response(s)

12. My chapter/state council colleagues treat me with respect and dignity.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

	Strongly Disagree		Neutral		Strongly Agree
	3	0	13	21	43
	4%	0%	16%	26%	54%

13. My chapter/state council leaders respond effectively to inappropriate behavior related to diversity.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

	Strongly Disagree		Neutral		Strongly Agree
	2	1	41	17	16
	3%	1%	53%	22%	21%

14. Diversity is well represented in the chapter/state council.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

Strongly Disagree		Neutral		Strongly Agree
5	9	21	25	19
6%	11%	27%	32%	24%

15. Diversity of people are valued in my chapter/state council.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

Strongly Disagree		Neutral		Strongly Agree
4	2	21	24	26
5%	3%	27%	31%	34%

16. Different cultures are welcomed in my chapter/state council.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

Strongly Disagree		Neutral		Strongly Agree
4	1	13	20	42
5%	1%	16%	25%	53%

17. My chapter/state council actively recruits people from different cultures and backgrounds.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

	Strongly Disagree		Neutral		Strongly Agree	Do Not Know
	3	4	18	6	13	35
	4%	5%	23%	8%	16%	44%

18. My chapter/state council encourages participation from all members.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

	Strongly Disagree		Neutral		Strongly Agree
	2	5	9	19	44
	3%	6%	11%	24%	56%

19. Job title or job classification does not adversely affect whether I am asked to participate in my chapter/state council.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

	Strongly Disagree		Neutral		Strongly Agree
	4	6	17	22	30
	5%	8%	22%	28%	38%

20. Diversity has been clearly defined by our chapter/state council

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

Strongly Disagree		Neutral		Strongly Agree	Do Not Know
2	7	22	4	8	34
3%	9%	29%	5%	10%	44%

21. I feel welcomed when I attend chapter/state council meetings.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

Strongly Disagree		Neutral		Strongly Agree	
3	7	10	22	37	
4%	9%	13%	28%	47%	

22. My chapter/state council proactively encourages people of different diversity characteristics to attend meetings and activities.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

Strongly Disagree		Neutral		Strongly Agree	Do Not Know
3	1	12	10	20	34
4%	1%	15%	13%	25%	43%

23. What would you suggest the chapter/state council do to proactively promote diversity? (Text Question 350 Word Maximum)

13 Response(s)

24. Please provide us with any diversity resources you would like to share (Text Question 250 Word Maximum)

4 Response(s)

25. I understand the value of diversity.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

Strongly Disagree		Neutral		Strongly Agree
2	1	1	13	59
3%	1%	1%	17%	78%

26. Please share what you believe is the value of diversity. (Text Question 350 Word Maximum)

29 Response(s)

27. I understand the business case for diversity.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

Strongly Disagree		Neutral		Strongly Agree
1	0	7	22	45
1%	0%	9%	29%	60%

28. Please share what you believe is the business case for diversity. (Text Question 350 Word Maximum)

20 Response(s)

29. I am comfortable initiating diversity issues (conversations, discussions, questions, discourse) with my colleagues in my chapter or state council.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

Strongly Disagree		Neutral		Strongly Agree
2	0	27	24	23
3%	0%	36%	32%	30%

30. Diversity is primarily about ethnicity and gender issues

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.

	Strongly Disagree		Neutral		Strongly Agree
	22	24	16	9	5
	29%	32%	21%	12%	7%

31. Please select up to 2 diversity categories that you would be interested in learning more about from the list below:

	Number of Response(s)	Response Ratio
Gay, Lesbian, Bisexual & Transgender	13	20.3%
Age & Generational differences	36	56.2%
Ethnicity	18	28.1%
Military Veterans	13	20.3%
Religion	10	15.6%
Personality differences	35	54.6%
Other	3	4.6%
Total	64	100%