The 2019 Northwest Arkansas Workplace Diversity and Inclusion Survey collected information about organizational demographics, workforce, leadership and supervisor composition, diversity and inclusion initiatives and programs, and employer accommodations. The results were filtered down to 149 for-profit organizations. Of those, 77% employed less than 50 employees. Highlights from that sample are below.

### Workforce Demographics

**Regional Demographics:** 73% White, 50% Male

<table>
<thead>
<tr>
<th>Workforce</th>
<th>Supervisors</th>
<th>Top-Level Leadership</th>
<th>Board of Directors</th>
</tr>
</thead>
<tbody>
<tr>
<td>79% White</td>
<td>76% White</td>
<td>84% White</td>
<td>88% White</td>
</tr>
<tr>
<td>54% Female</td>
<td>54% Female</td>
<td>60% Male</td>
<td>58% Male</td>
</tr>
</tbody>
</table>

### Initiatives and Programs

- 33% monitor pay discrepancies.
- 35% internal group supervises diversity and inclusion efforts.
- 30% monitor promotion discrepancies.

### Recruitment, Training and Retention

- 18% have workforce demographic goals.
- 21% have staff responsible for diversity and inclusion efforts.
- 14% have employee resource groups or affinity groups.
- 64% indicate turnover rates for non-white employees are generally equal to white employees.
- 13% have turnover rates higher for non-white employees.
Respondents were also asked about the outlets used to recruit diverse talent:

- 61% utilize word-of-mouth.
- 55% utilize employee referrals.
- 30% utilize university/graduate school diversity associations.

**SUPPLIER DIVERSITY**

- 23% have initiatives to develop spending with historically underutilized businesses, organizations owned by minorities, women, veterans, and LGBTQ.

**PARENTAL LEAVE BENEFITS**

Paid maternity, paternity and adoption leave offered at rates of:
- 33%
- 22%
- 18%

**COMMUNITY ENGAGEMENT**

- 39% support diversity and inclusion through community outreach programs and efforts.
  - The most common types of support are:
  - 24% in-kind.
  - 14% monetary.
  - 12% participatory.

**ACCOMMODATIONS**

- 54% offer religious accommodations.
- 43% offer the option to self-identify disabilities.
- 14% offer domestic partner benefits.

15% of respondents have a separate written diversity statement (unique from the EEO statement as required by the EEOC).