

2019 NORTHWEST ARKANSAS WORKPLACE DIVERSITY AND INCLUSION SURVEY HIGHLIGHTS



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

WORFORCE

SUPERVISORS

TOP-LEVEL LEADERSHIP

BOARD OF DIRECTORS

















INITIATIVES AND PROGRAMS



monitor pay discrepancies.



internal group supervises diversity and inclusion efforts.



monitor promotion discrepancies.

RECRUITMENT, TRAINING AND RETENTION

have workforce demographic goals.

14%

have employee resource groups or affinity groups.

have staff responsible for diversity and inclusion efforts.

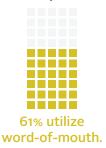


64%

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:







university/graduate school diversity associations.

SUPPLIER DIVERSITY



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:







ACCOMMODATIONS

offer religious accommodations.

offer the option to self-identify disabilities.

14% offer domestic partner benefits.

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