

2019 NORTHWEST ARKANSAS WORKPLACE DIVERSITY AND INCLUSION SURVEY HIGHLIGHTS

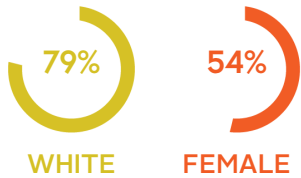
Survey conducted by  UNIVERSITY OF ARKANSAS Sam M. Walton College of Business Center for Business & Economic Research

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.

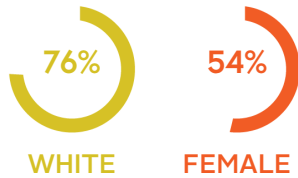
WORKFORCE DEMOGRAPHICS

Regional Demographics: 73% WHITE, 50% MALE

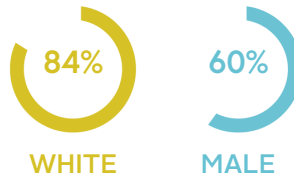
WORKFORCE



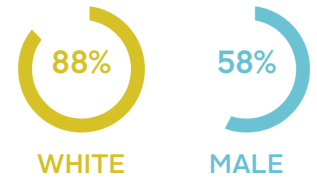
SUPERVISORS



TOP-LEVEL LEADERSHIP



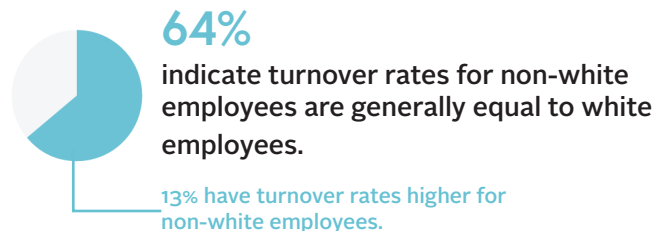
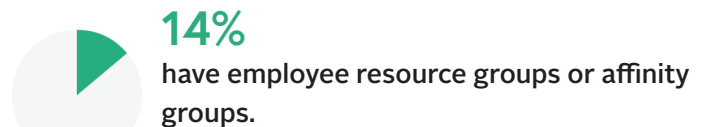
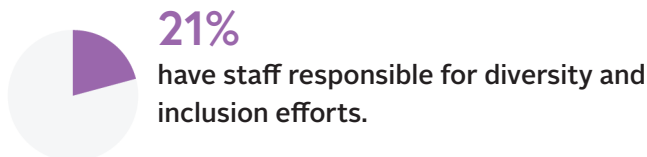
BOARD OF DIRECTORS



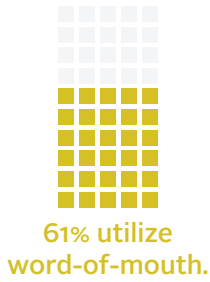
INITIATIVES AND PROGRAMS



RECRUITMENT, TRAINING AND RETENTION



Respondents were also asked about the outlets used to recruit diverse talent:



SUPPLIER DIVERSITY



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

PARENTAL LEAVE BENEFITS

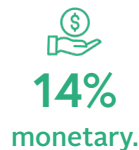
Paid maternity, paternity and adoption leave offered at rates of:



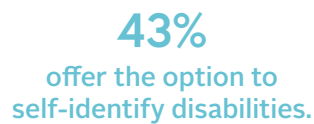
COMMUNITY ENGAGEMENT

39%

support diversity and inclusion through community outreach programs and efforts. The most common types of support are:



ACCOMMODATIONS



15%

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