

# D&I Discovery Survey

## Associations North Diversity & Inclusion Committee

Associations North partnered with Creative Catalyst to work along side the Board of Directors, staff and D&I committee in our ongoing commitment to diversity and inclusion. Creative Catalyst was essential in building knowledge, increasing organizational effectiveness, creating value and conducting a discovery survey for our membership to get a glimpse of where Associations North members are on the diversity and inclusion spectrum.

Thank you to those of you who participated in Associations North Diversity & Inclusion Discovery Survey in April 2016. We had 168 survey respondents out of 800. Here are some highlights from the survey:

1. On an individual level, most members reported an understanding of the role of diversity and inclusion in organizations and are able to work with others across differences, but most are not actively involved in direct efforts to advance diversity and inclusion.

Majority of respondents have not had the knowledge or skill building in the past year and training and development were cited as most important.

2. On an organizational level, most members reported an understanding of the role of diversity and inclusion in organizations and are able to work with others across differences, but most don't understand the competitive advantage or the business case.

3. Top member needs: resources and training

4. Top 5 diversity and inclusion strategies or practices organizations are currently pursuing:

1. Inspiring or engaging the next generation of talent
2. Creating a culture of inclusion
3. Broadening the talent pool
4. Employee/member learning and development
5. Work-life balance policies and practices

Associations North is actively working on building the business case for diversity and inclusion and being a model for members.



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