

## HR Compliance Library, ¶42,548, Benchmark: Diversity and inclusion policies

Simply having a diversity and inclusion policy in place does not effectively solve the problem of discriminatory practices, whether deliberate or unwitting, according to a survey from the American Management Association (AMA) (<sup>5</sup>). The results reflect the need to raise awareness of bias in the workplace and make a company-wide investment in changing attitudes and behaviors to overcome this issue and foster collaboration, respect, and trust.

Of the more than 700 survey participants, 66 percent work for an organization that has an official diversity and inclusion policy, yet only 40 percent think that policy is being properly implemented. Forty-five percent of respondents were managers with nearly 56 percent self-identifying as white, 12 percent as black or African American, and 70 percent as female.

Among the survey's findings:

- Nearly 40 percent have been discriminated against in their workplace.
- 55 percent have witnessed someone else being discriminated against.
- Nearly 92 percent are familiar with the concept of unconscious bias.
- Nearly 80 percent admit to having been guilty of unconscious bias.
- Nearly 83 percent have witnessed unconscious bias by others in the workplace.

At a time when the nation is wrestling with racial issues and tensions, organizations have room to improve, noted the AMA. Having a diversity and inclusion policy is merely the first step. Managers must develop the skills to become a champion of diversity and a leader of inclusive teams, as well as an understanding of biases on a deeper level.

### Footnotes

- <sup>5</sup> *AMA Diversity, Inclusion, and Belonging Survey*, released June 30, 2020; American Management Association, telephone: 877-566-9441.