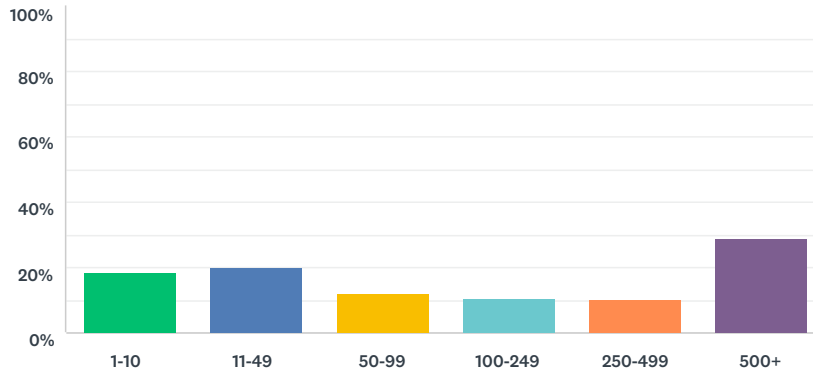


Q1 Number of employees in your company/organization?

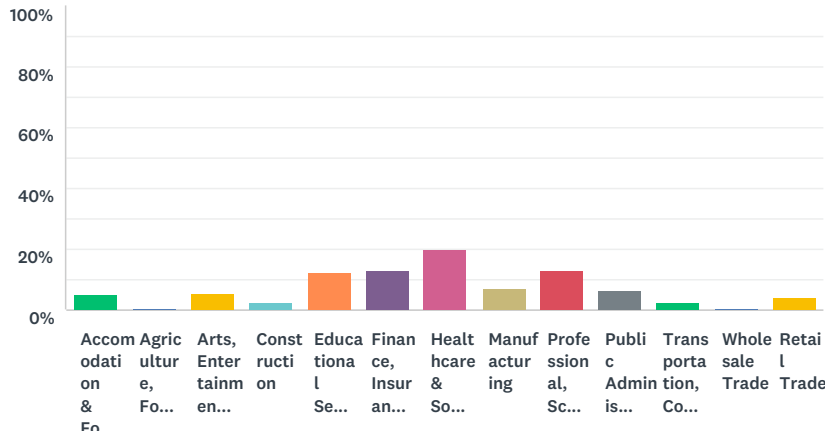
Answered: 216 Skipped: 1



ANSWER CHOICES	RESPONSES	
1-10	18.52%	40
11-49	19.91%	43
50-99	12.04%	26
100-249	10.65%	23
250-499	10.19%	22
500+	28.70%	62
TOTAL		216

Q2 What is your organization's industry classification?

Answered: 203 Skipped: 14



ANSWER CHOICES	RESPONSES
Accommodation & Food Services	4.93% 10
Agriculture, Forestry, Fishing & Hunting	0.49% 1
Arts, Entertainment & Recreation	5.42% 11
Construction	2.46% 5
Educational Services	12.32% 25
Finance, Insurance, Real Estate	12.81% 26
Healthcare & Social Assistance	20.20% 41
Manufacturing	6.90% 14
Professional, Scientific & Technical Services	12.81% 26
Public Administration	6.40% 13
Transportation, Communications, Electric Gas, Sanitary Services	2.46% 5
Wholesale Trade	0.49% 1
Retail Trade	3.94% 8
TOTAL	203

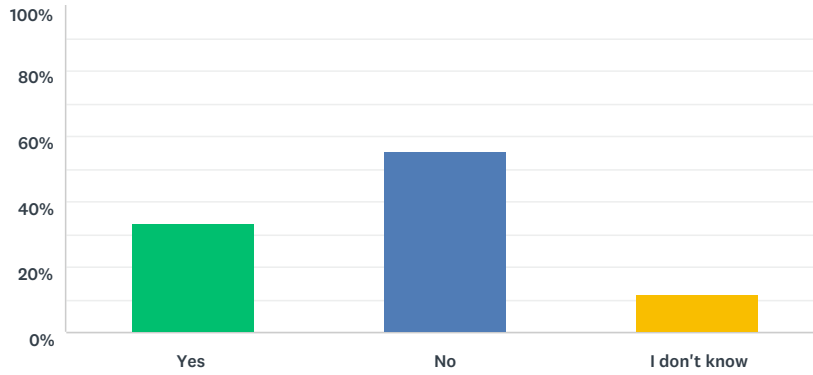
#	OTHER (PLEASE SPECIFY)	DATE
1	K-12	7/14/2019 5:18 PM
2	Nonprofit	7/12/2019 9:04 AM
3	Non Profit Mentoring Program	7/11/2019 9:36 AM
4	Residential Heating and Cooling	7/11/2019 9:00 AM
5	School District	7/11/2019 5:49 AM
6	Tourism	7/10/2019 3:17 PM
7	Television Media	7/10/2019 3:01 PM
8	Legal Services	7/10/2019 11:38 AM
9	Sales	7/10/2019 10:22 AM
10	Tourism	7/10/2019 10:04 AM
11	Media	7/10/2019 9:45 AM
12	Shooting sports and banquet services	7/10/2019 9:14 AM
13	Charitable Giving	7/10/2019 8:28 AM
14	Youth Non Profit	7/10/2019 8:19 AM

Diversity & Inclusion in the Workforce

15	Agriculture based Co-op with divisions in grain, feed, agronomy, energy, trucking, retail, and hospitality	7/10/2019 7:36 AM
16	Non profit After School and summer child care and enrichment	7/10/2019 7:19 AM
17	Non-Profit	7/10/2019 7:11 AM
18	Religious	7/10/2019 12:00 AM
19	Broadcasting	7/9/2019 3:30 PM
20	Church/non-profit	7/9/2019 3:15 PM
21		7/9/2019 2:47 PM
22	Government	7/9/2019 2:15 PM
23	Nonprofit	7/9/2019 2:11 PM
24	Banking	7/9/2019 2:03 PM
25	Conference Center	7/9/2019 1:56 PM
26	non-profit	7/9/2019 1:54 PM
27	Government - weird that's not a choice	7/9/2019 1:42 PM
28	Long Term Care and Assisted Living	7/9/2019 1:36 PM
29	Bar/restaurant	7/9/2019 1:27 PM
30	Finanacal Services	7/9/2019 1:25 PM
31	Non-profit	7/9/2019 1:24 PM
32	Equipment Sales and Service	7/9/2019 1:17 PM
33	Creative Services	7/9/2019 1:14 PM
34	Government	7/9/2019 1:10 PM
35	Tourism	7/9/2019 1:07 PM

Q3 Does your company have a Diversity & Inclusion program or department?

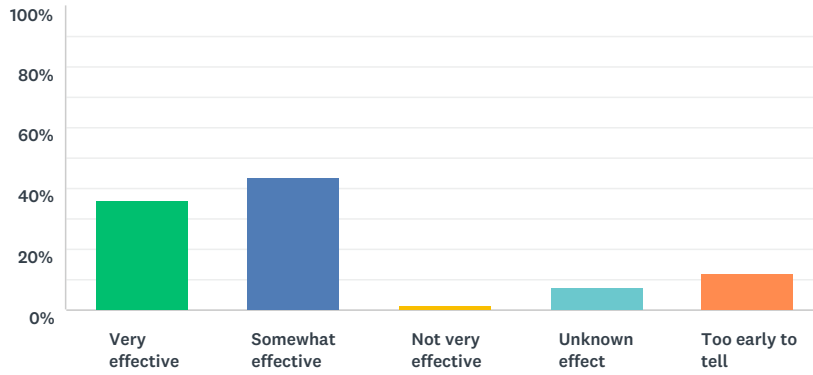
Answered: 201 Skipped: 16



ANSWER CHOICES	RESPONSES	
Yes	33.33%	67
No	55.22%	111
I don't know	11.44%	23
Total Respondents: 201		

Q4 How effective is the program or department?

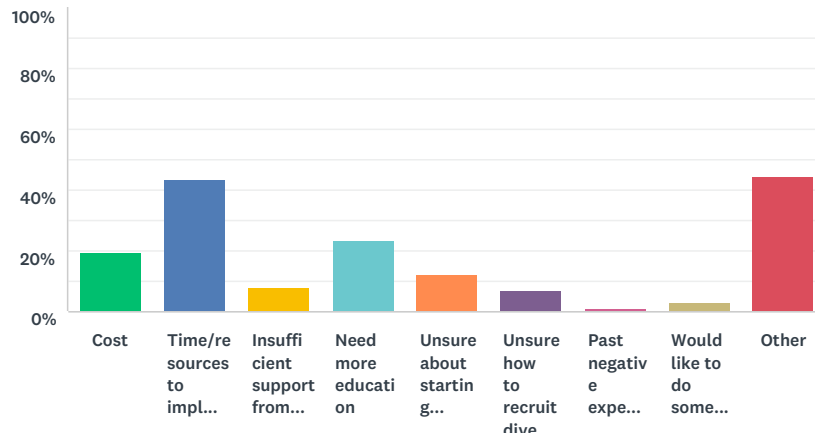
Answered: 67 Skipped: 150



ANSWER CHOICES	RESPONSES	
Very effective	35.82%	24
Somewhat effective	43.28%	29
Not very effective	1.49%	1
Unknown effect	7.46%	5
Too early to tell	11.94%	8
TOTAL		67

Q5 What barriers have prevented your company from establishing a Diversity & Inclusion program or department? (Choose all that apply)

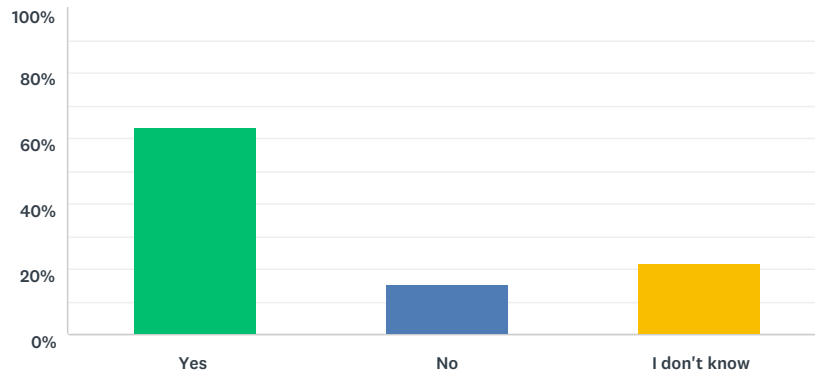
Answered: 97 Skipped: 120



ANSWER CHOICES	RESPONSES	
Cost	19.59%	19
Time/resources to implement/run the program	43.30%	42
Insufficient support from owner(s)/management	8.25%	8
Need more education	23.71%	23
Unsure about starting sensitive conversations	12.37%	12
Unsure how to recruit diverse talent	7.22%	7
Past negative experiences	1.03%	1
Would like to do something at our location, but decisions are controlled by a remotely located central office	3.09%	3
Other	44.33%	43
Total Respondents: 97		

Q6 Does your organization actively recruit employees from a diverse population?

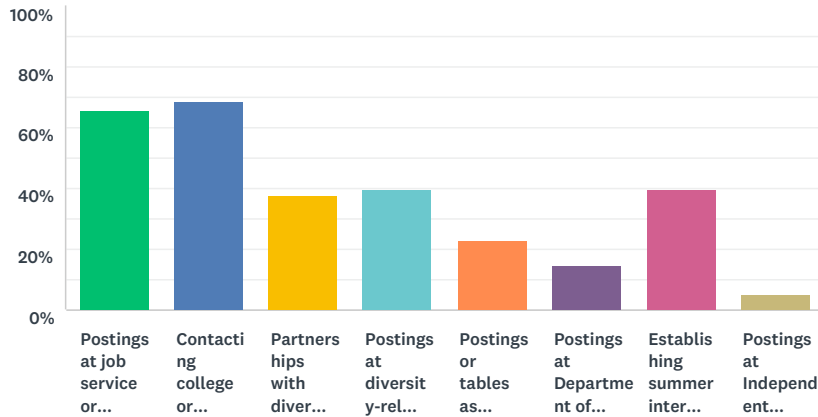
Answered: 188 Skipped: 29



ANSWER CHOICES	RESPONSES	
Yes	63.30%	119
No	15.43%	29
I don't know	21.81%	41
Total Respondents: 188		

Q7 How do you actively recruit diverse applicants? (Choose all that apply)

Answered: 104 Skipped: 113



ANSWER CHOICES	RESPONSES
Postings at job service or workforce employment center	65.38% 68
Contacting college or university career centers	68.27% 71
Partnerships with diversity related advocacy organizations	37.50% 39
Postings at diversity-related publications or websites	39.42% 41
Postings or tables as diversity - related job fairs	23.08% 24
Postings at Department of Vocational Rehabilitation	14.42% 15
Establishing summer internship and mentoring programs	39.42% 41
Postings at Independent Living Centers	4.81% 5
Total Respondents: 104	

#	OTHER (PLEASE SPECIFY)	DATE
1	WEAU job board, Chamber Job Board, Indeed	7/15/2019 5:19 PM
2	Project Search	7/11/2019 8:15 AM
3	We did this in Puerto Rico only.	7/11/2019 7:37 AM
4	Recruiting agencies	7/10/2019 9:20 AM
5	We don't have the capacity to hire right now.	7/10/2019 7:35 AM
6	We hire employees who are qualified no matter race, sex, gender or anything else that involves their personal life.	7/10/2019 6:50 AM
7	Diversity has occurred naturally through the hiring process. We haven't actively sought out diverse population.	7/9/2019 11:17 PM
8	Through our affirmative action plan	7/9/2019 4:18 PM
9	Unsure, not in HR	7/9/2019 4:09 PM
10	Indeed	7/9/2019 3:34 PM
11	I'm not involved and actually as a rural applicant, my skill set is devalued and my voice is not seen as contributive to the discussions given that I represent a voice that is seen as weak and unimportant due to a poverty perspective that doesn't always show clearly in diversity and inclusivity initiatives.	7/9/2019 2:17 PM
12	job sites & boards	7/9/2019 1:56 PM
13	If those individuals are looking at the normal means of job postings they would see us	7/9/2019 1:43 PM
14	We practice diversity by not giving a rip about people's sex, race, etc. We're looking for the best person for the job.	7/9/2019 1:39 PM
15	National industry-wide calls for application	7/9/2019 1:18 PM
16	Postings on sites such as Indeed and WICPA. These sites do not limit applicants.	7/9/2019 1:12 PM

Q8 Why doesn't your company recruit employees from diverse populations?

Answered: 35 Skipped: 182

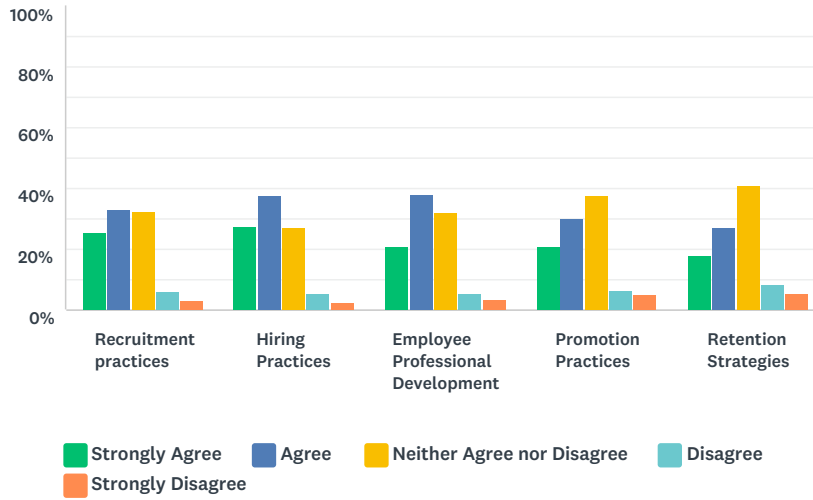
#	RESPONSES	DATE
1	We equally evaluate all applications.	7/19/2019 7:00 AM
2	We do not often recruit employees.	7/12/2019 8:51 AM
3	We do not specifically recruit any population. We seek specific background, skills and talent	7/11/2019 9:38 AM
4	We are worried about the legalities associated with doing so. We also need education as to how to properly PR this in our community.	7/10/2019 8:51 AM
5	We don't have the capacity to hire right now. We always work with volunteers and temporary employees from diverse populations.	7/10/2019 7:36 AM
6	We recruit whomever is qualified. We have an EXTREMELY diverse team, but they receive their job because of their positive attitude and qualifications.	7/10/2019 6:48 AM
7	We recruit the best possible individuals for the position without a preference towards race, sex or religion	7/10/2019 6:46 AM
8	Not a priority I guess.	7/10/2019 12:02 AM
9	We do.	7/9/2019 11:17 PM
10	This is code speak for identity politics and way too liberal. We hire based only on the best qualifications.	7/9/2019 4:09 PM
11	We recruit and accept all people to work at our property	7/9/2019 3:34 PM
12	We have difficulty hiring for any position, so we take whomever is interested.	7/9/2019 3:30 PM
13	Who said we didn't?	7/9/2019 3:21 PM
14	Equal opportunity employer	7/9/2019 3:01 PM
15	This area is not conducive to support for people representative of diverse populations ranging from acceptance and inclusivity for people of color, minorities, and those who are from a rural perspective. Funding and initiatives goes towards those of populations of higher means vs. for addressing root issues around racism, white privilege, housing, etc.	7/9/2019 2:19 PM
16	Positions are open for everyone.	7/9/2019 2:14 PM
17	time. we use generic resources such as our ATS system and Indeed.	7/9/2019 2:02 PM
18	We recruit based on need for a position, and hire based on qualifications of the person. We do not recruit based on any gender, skin color, or ethnicity.	7/9/2019 1:58 PM
19	We are a small shop and do not need employees	7/9/2019 1:51 PM
20	We do - but the question was poorly written. What do you consider diverse? 60% of our team are female.	7/9/2019 1:40 PM
21	n/a	7/9/2019 1:35 PM
22	We advertise position openings both in-house and on work-related websites. If an applicant came from a diverse background, that would be a strength in his or her overall application, but one of many considerations, including education and experience.	7/9/2019 1:32 PM
23	Why would we? We will hire the best fit for the job not based on diversity. Basing decisions on diversity is bad business	7/9/2019 1:27 PM
24	We are open to diverse populations, we just don't actively recruit by using special job boards, etc. All of our postings are sent to the general public.	7/9/2019 1:24 PM
25	We recruit for open positions and interview based on qualifications and phone screens.	7/9/2019 1:23 PM
26	We rarely high anyone new - our employees stay a long time. We don't recruit at all.	7/9/2019 1:21 PM
27	Lack of openings, very small staff	7/9/2019 1:19 PM
28	We seek qualified applicants - period.	7/9/2019 1:17 PM
29	Never been a focus to do so	7/9/2019 1:15 PM
30	We look for the most qualified candidates for the job regardless of race, culture, gender, etc.	7/9/2019 1:13 PM
31	We recruit based on diversity in talent, experience, and creativity. If those merits are embodied in people of diverse backgrounds or ethnicities, great. If not, I don't see an intrinsic merit if the person isn't best suited for the job.	7/9/2019 1:12 PM
32	Unsure	7/9/2019 1:10 PM

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33	broad recruiting platforms like linkedin and ziprecruiter- careerplug	7/9/2019 1:10 PM
34	We post positions and whomever applies, we interview. Don't know how to reach out to diverse populations	7/9/2019 1:08 PM
35	Not sure	7/9/2019 1:07 PM

Q9 My company promotes Diversity & Inclusion through its:

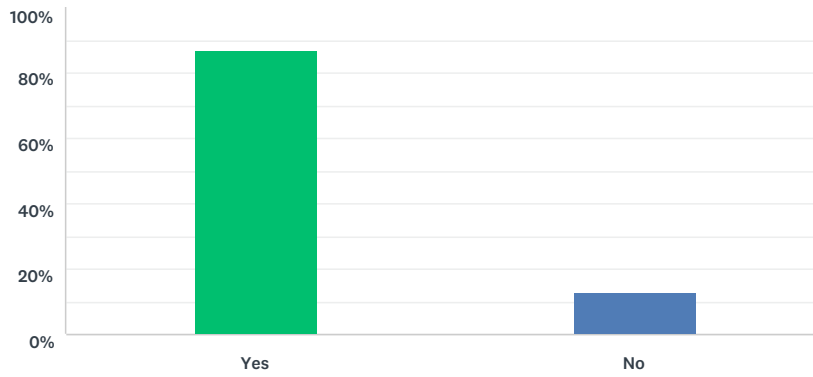
Answered: 166 Skipped: 51



	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Recruitment practices	25.30% 42	33.13% 55	32.53% 54	6.02% 10	3.01% 5	166
Hiring Practices	27.71% 46	37.35% 62	27.11% 45	5.42% 9	2.41% 4	166
Employee Professional Development	21.08% 35	37.95% 63	31.93% 53	5.42% 9	3.61% 6	166
Promotion Practices	21.08% 35	30.12% 50	37.35% 62	6.63% 11	4.82% 8	166
Retention Strategies	18.07% 30	27.11% 45	40.96% 68	8.43% 14	5.42% 9	166

Q10 Do you perceive that your company/organization serves a diverse clientele?

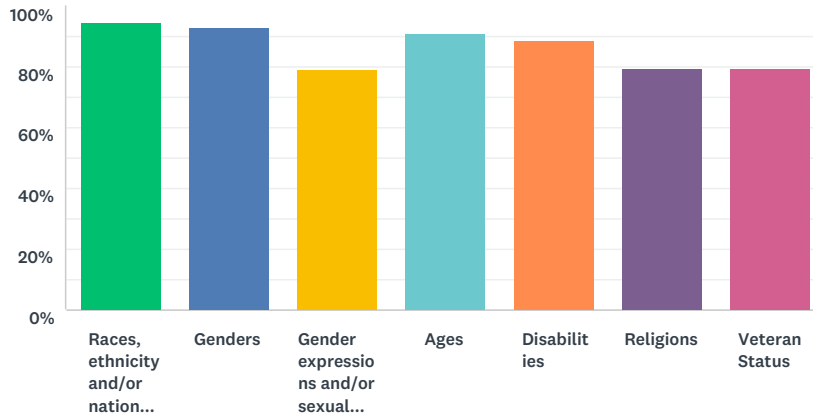
Answered: 167 Skipped: 50



ANSWER CHOICES	RESPONSES	
Yes	86.83%	145
No	13.17%	22
TOTAL		167

Q11 What types of clientele do you serve?

Answered: 142 Skipped: 75

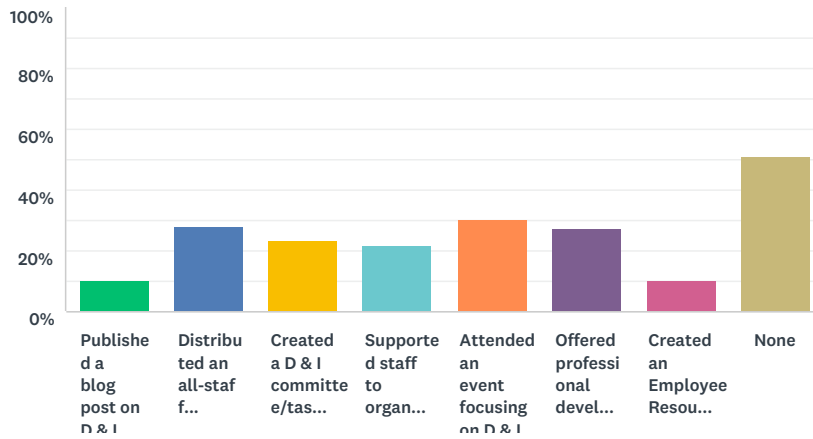


ANSWER CHOICES	RESPONSES	
Races, ethnicity and/or nationalities	94.37%	134
Genders	92.96%	132
Gender expressions and/or sexual orientations	78.87%	112
Ages	90.85%	129
Disabilities	88.73%	126
Religions	79.58%	113
Veteran Status	79.58%	113
Total Respondents: 142		

#	OTHER (PLEASE SPECIFY)	DATE
1	ALL - we will take care of anyone	7/15/2019 5:20 PM
2	Socio-economic status	7/12/2019 1:21 PM
3	Income status	7/10/2019 9:30 AM
4	We do not ask about gender or sexual preferences or vet. status	7/10/2019 8:21 AM
5	all are welcome	7/10/2019 7:20 AM
6	We cater to people around the world	7/10/2019 6:52 AM
7	We serve whoever needs our services. This is a stupid survey	7/9/2019 4:10 PM
8	ALL of the above	7/9/2019 3:22 PM
9	Customers are B2B	7/9/2019 2:05 PM
10	We serve all clients who have the need for an event.	7/9/2019 1:59 PM
11	strategy/vision/thought	7/9/2019 1:58 PM
12	We have to convince people to work with us, and we pursue anything worthwhile that's within our purview. All of the above.	7/9/2019 1:44 PM
13	Education, social status, income, trauma-informed	7/9/2019 1:14 PM

Q12 Check all options below that your company has done to support Diversity & Inclusion (D&I) in the past 12 months?

Answered: 153 Skipped: 64

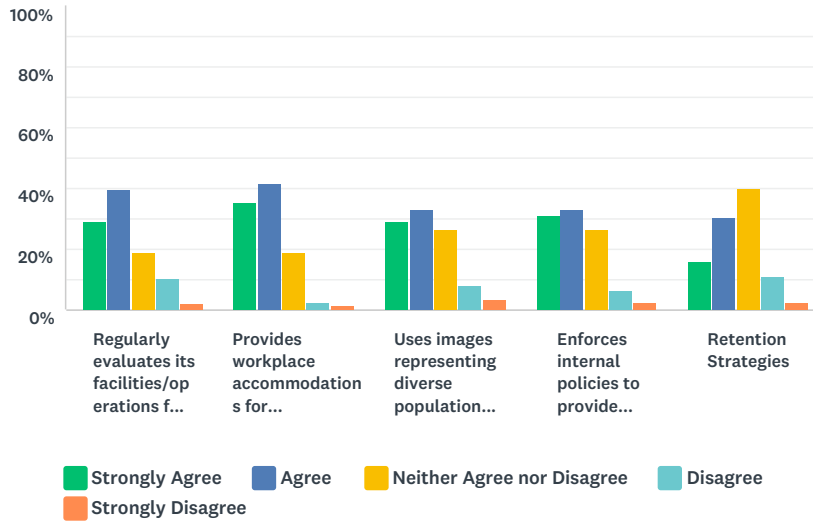


ANSWER CHOICES	RESPONSES
Published a blog post on D & I	10.46% 16
Distributed an all-staff communication regarding D & I	28.10% 43
Created a D & I committee/task force/unit/program	23.53% 36
Supported staff to organize a company/organization sponsored D & I event or council	22.22% 34
Attended an event focusing on D & I	30.72% 47
Offered professional development opportunities related to D & I	27.45% 42
Created an Employee Resource Group	10.46% 16
None	50.98% 78
Total Respondents: 153	

#	OTHER (PLEASE SPECIFY)	DATE
1	Ensure it is a part of our corporate philosophy	7/11/2019 6:26 AM
2	Nondiscrimination policies	7/11/2019 5:50 AM
3	News stories	7/10/2019 9:46 AM
4	Unknown	7/9/2019 11:19 PM
5	Again, we don't view people by gender or ethnicity, just qualifications	7/9/2019 4:11 PM
6	Unsure	7/9/2019 4:10 PM
7	I'm not sure our definitions are the same as yours	7/9/2019 3:22 PM
8	We are JUST forming a Committed on D&I.	7/9/2019 2:51 PM
9	As part of our contract with partners, discrimination is prohibited, and Civil Rights training is desired.	7/9/2019 1:56 PM
10	We invited a speaker to our office to speak about D & I in the workplace.	7/9/2019 1:45 PM
11	We had a sign up sheet for a "culture committee" but no one was interested.	7/9/2019 1:31 PM
12	State and National Advocacy for Choice in Employment	7/9/2019 1:11 PM
13	I am not sure what corporate does new to position	7/9/2019 1:08 PM

Q13 My company does the following:

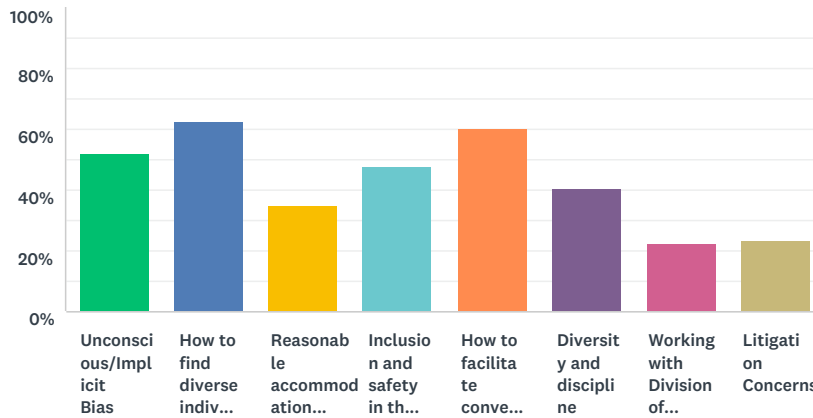
Answered: 152 Skipped: 65



	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Regularly evaluates its facilities/operations for disability access (e.g. physical access, restroom accommodations for transgender individuals, accessibility for individuals with limited sight, hearing)	28.95% 44	39.47% 60	19.08% 29	10.53% 16	1.97% 3	152
Provides workplace accommodations for employees with disabilities to facilitate performance	35.53% 54	41.45% 63	19.08% 29	2.63% 4	1.32% 2	152
Uses images representing diverse populations for advertisements, collateral material and external communications	29.14% 44	33.11% 50	26.49% 40	7.95% 12	3.31% 5	151
Enforces internal policies to provide equity and support for diverse employees, including advocacy beyond affirmative action, Equal Opportunity, and Americans with Disabilities Act requirements	31.13% 47	33.11% 50	26.49% 40	6.62% 10	2.65% 4	151
Retention Strategies	16.22% 24	30.41% 45	39.86% 59	10.81% 16	2.70% 4	148

Q14 Please check all areas your organization is interested in learning more about.

Answered: 106 Skipped: 111



ANSWER CHOICES	RESPONSES
Unconscious/Implicit Bias	51.89% 55
How to find diverse individuals in my area of business	62.26% 66
Reasonable accommodations and workers compensation	34.91% 37
Inclusion and safety in the workplace	48.11% 51
How to facilitate conversations regarding diversity and inclusion	60.38% 64
Diversity and discipline	40.57% 43
Working with Division of Vocational Rehabilitation	22.64% 24
Litigation Concerns	23.58% 25
Total Respondents: 106	

#	OTHER (PLEASE SPECIFY)	DATE
1	How to recruit, hire, support, and retain diversity?	7/14/2019 5:33 PM
2	LGBTQ	7/11/2019 5:52 AM
3	This survey is bordering on offensive	7/9/2019 4:12 PM
4	LGBTQ support	7/9/2019 2:40 PM
5	Please contact me with events - Nicole Kauphusman - nkaup@csbankcadott.com	7/9/2019 2:05 PM
6	Not my area so I have no idea	7/9/2019 1:45 PM
7	none	7/9/2019 1:43 PM
8	n/a	7/9/2019 1:39 PM
9	Eau Claire County has just formed their D&I Committee - We'll take all the learning ops we can get! :)	7/9/2019 1:13 PM