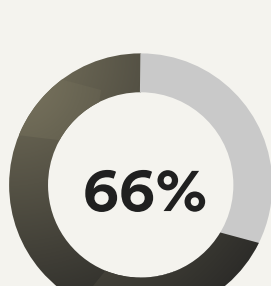


# Diversity, Inclusion and Belonging Survey

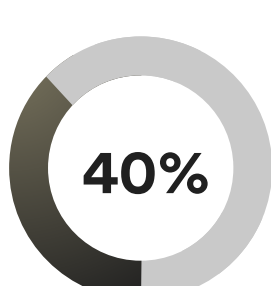
Over 700 AMA/MCE members and customers completed the annual Diversity, Inclusion and Belonging Survey. Most organizations have been reported to have a D&I policy in place, but there is still a lot of work to do to meet employees' expectations.

Many survey respondents report discrimination in the workplace as well as unconscious bias. A majority of organizations are currently working on a D&I initiative to create a more equal and respectful workplace.

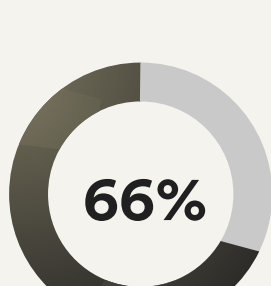
## D&I IN THE WORKPLACE



66% of respondents currently have a D&I policy in their organization



40% think their D&I policy is being properly implemented



66% report that their organization is currently focusing on, or increasing awareness about D&I

## FOR THOSE WORKING ON A NEW INITIATIVE, THE TOP PRIORITIES ARE:



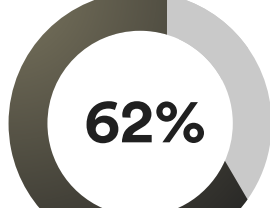
RACE



GENDER



SEXUAL ORIENTATION



62% think there is a gap in their organization's D&I practice

## DISCRIMINATION



40%

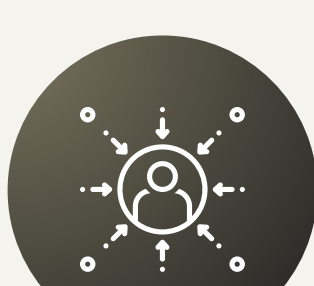
OF RESPONDENTS HAVE BEEN DISCRIMINATED AGAINST IN THE WORKPLACE



55%

HAVE WITNESSED A CO-WORKER BEING DISCRIMINATED AGAINST IN THE WORKPLACE

## UNCONSCIOUS BIAS IN THE WORKPLACE



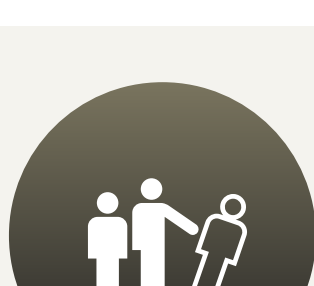
92%

are aware of the concept of unconscious bias



72%

have found themselves guilty of unconscious bias in the workplace



83%

have witnessed unconscious bias by someone else in the workplace

Learn more about individual and organization-wide D&I training

LEARN MORE

For more information please contact:

+32 2 543 21 20

info@mce.eu

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