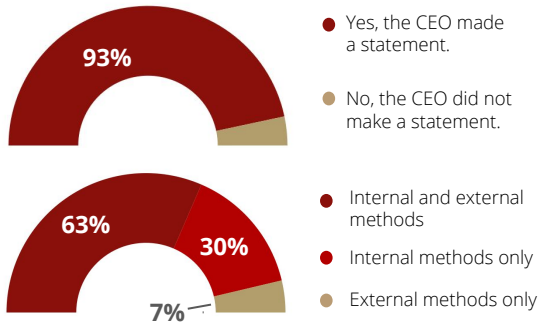


Do Leadership Actions Impact Perceived Inclusive Culture?

This data was collected from a survey of Roundtable members that assessed their organizational leaders' public statements, internal actions, and perceived effectiveness at creating an inclusive workplace environment.

Are leaders making statements?



Most respondents indicated that their leaders are speaking up on issues of racial inequity, and the majority shared their messages both internally and externally. However, statements that are not supported by transparency and concrete action can suggest a lack of authenticity.

75%

of respondents indicated that they found their CEO's statement to be compelling. Three main themes emerged to explain why or why not.

Specificity & Action-Oriented Language

"Yes, as it had specifics that were planned and we have seen the actions carried out."

"Not really... actions speak much louder than words!"

Authenticity

"Yes, because it was human, authentic and connected to our own people."

"While the statement was from the CEO, the CEO did not write it, which [made]... an impact on the compelling nature"

Historical Patterns

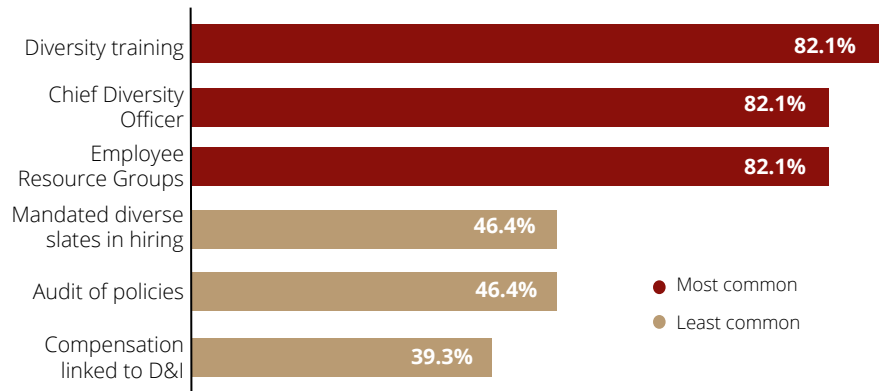
"Yes, [the CEO] writes eloquently and has a history of working on diversity issues."

"Somewhat, it was the first statement the organization made on the subject of civil rights."

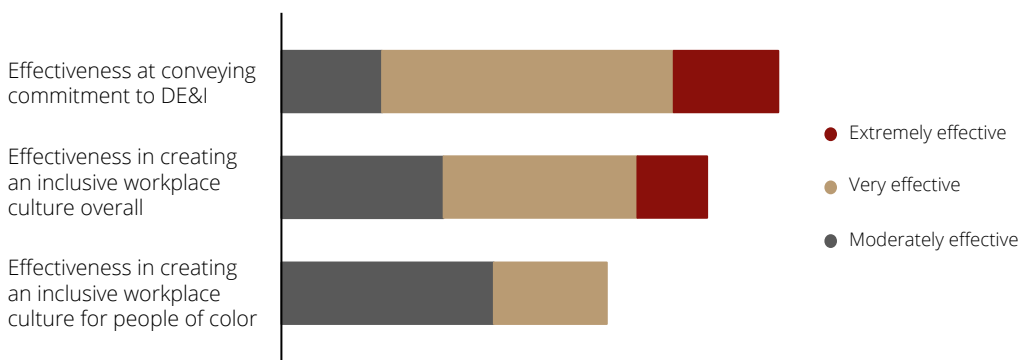
Are leaders taking action?



The most and least commonly implemented policies and supports



Do employees feel their leaders and organizations have been effective?



There is a gap in perceived effectiveness between leadership articulation of commitment to DE&I and the creation of an inclusive workplace culture, suggesting that leaders must work to more effectively translate their statements of support into tangibly inclusive cultures.

For more information on creating an inclusive workplace environment, please read our latest EBS on [Addressing Race in the Workplace](#).