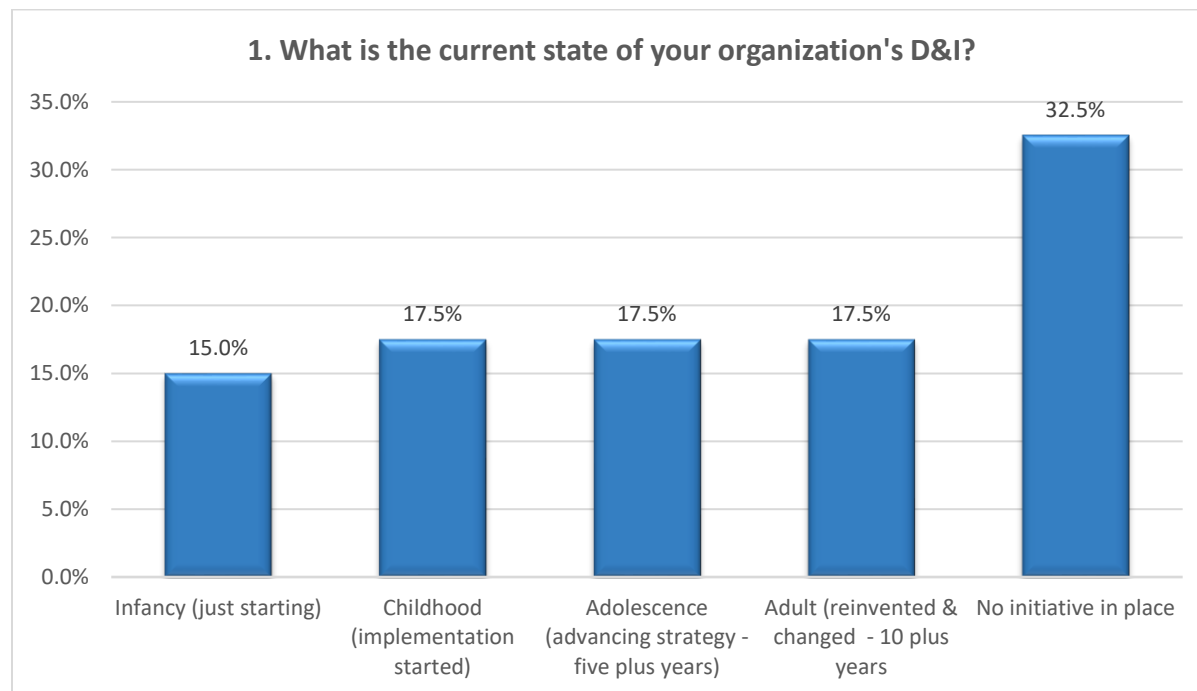


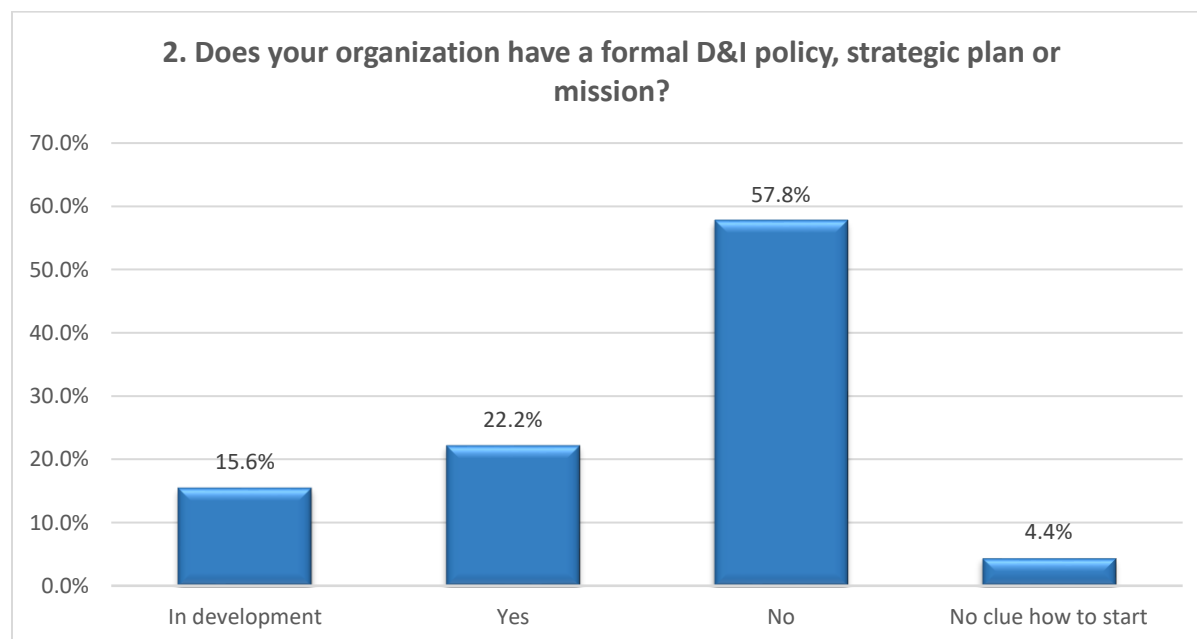
BERKS COUNTY CHAPTER #179

DIVERSITY & INCLUSION 2017 SURVEY RESULTS

Forty-five members participated in the following survey. We appreciate the valuable input which is being used to develop our business plan for 2017-18. Please feel free to contact any member of the D&I Committee or Wendy if you have any questions. Thank you for your participation.



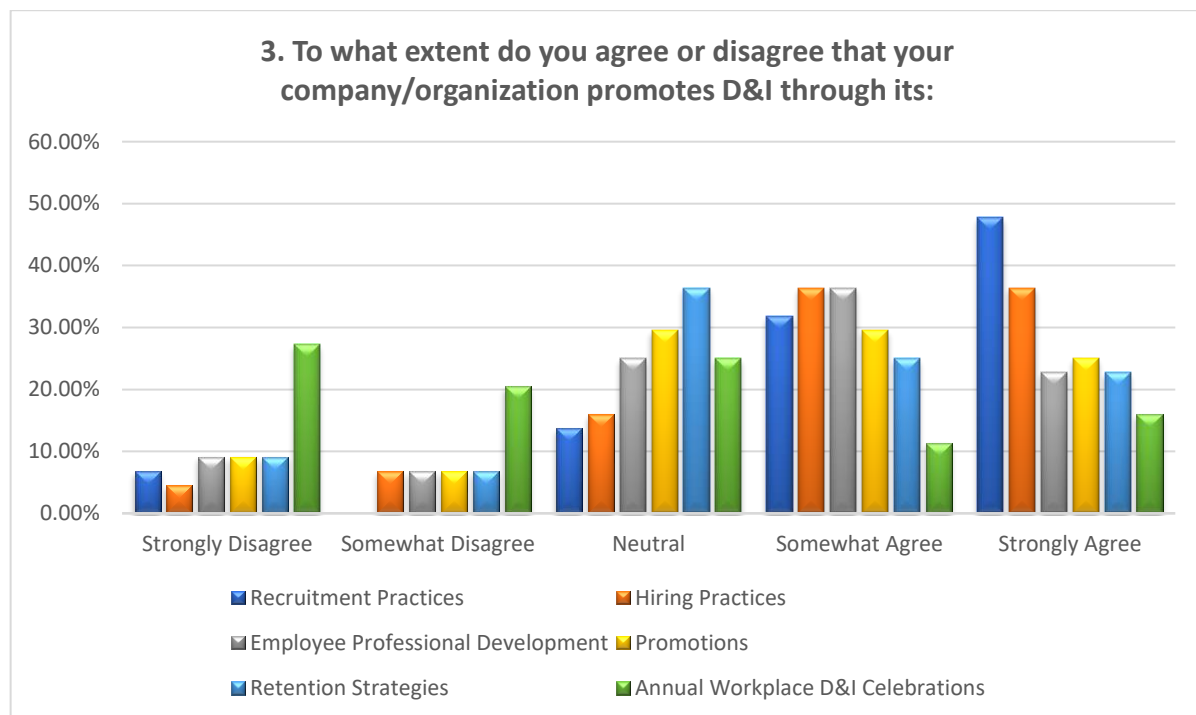
Note: Alarming that 32.5% have no D&I initiative.



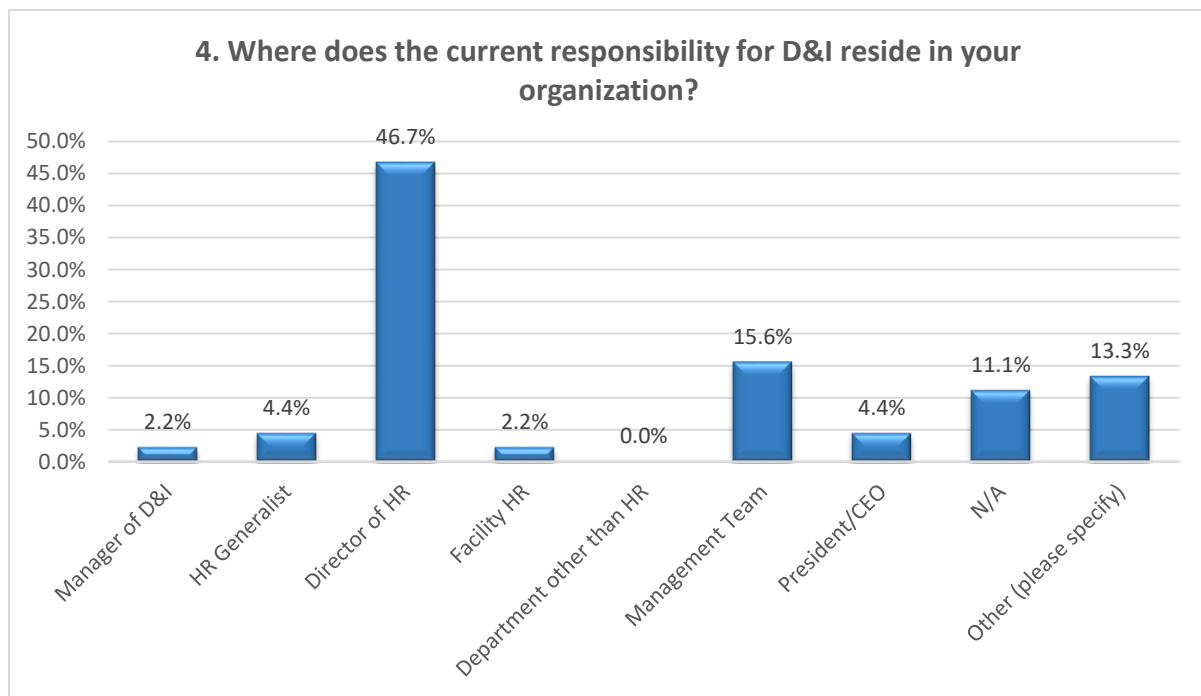
Note: 62.2% do not have a plan or clue as to how to start. Initiating a strategy may be a training opportunity for the D&I Committee.

BERKS COUNTY CHAPTER #179

DIVERSITY & INCLUSION 2017 SURVEY RESULTS



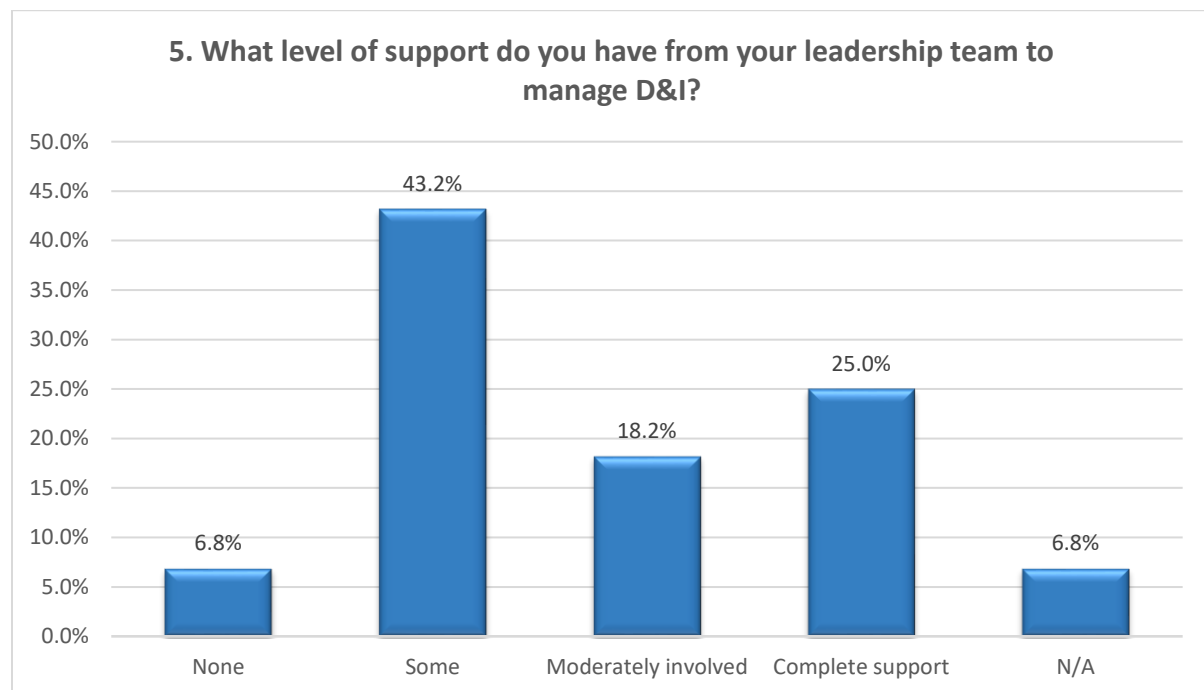
Note: Not surprising that most use D&I to promote recruitment and hiring practices. Many do not appreciate the value of D&I celebrations in the workplace. Educational opportunity.



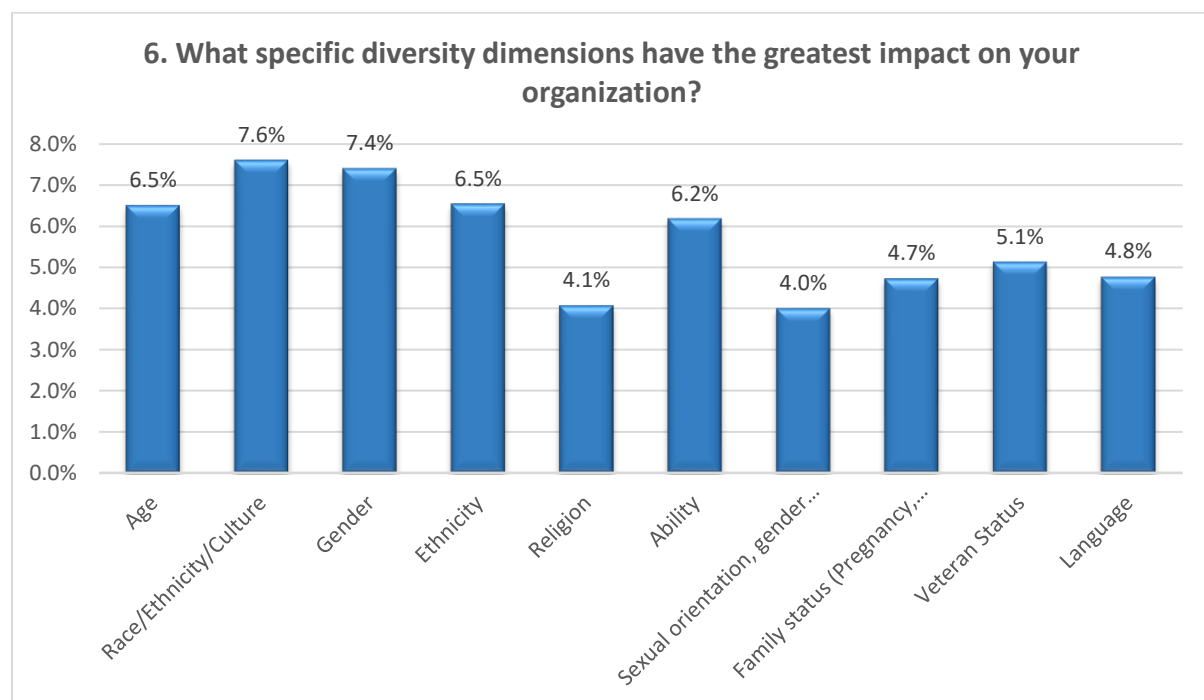
Note: HR tends to lead the initiative. Several organizations have accountability at all levels throughout the organization. Should tie into these organizations to share best practices.

BERKS COUNTY CHAPTER #179

DIVERSITY & INCLUSION 2017 SURVEY RESULTS



Note: Only 25% of organizations have complete support from their leadership team. 50% of organizations have little to no support. Another opportunity for the D&I Committee to assist members with how to obtain buy-in.



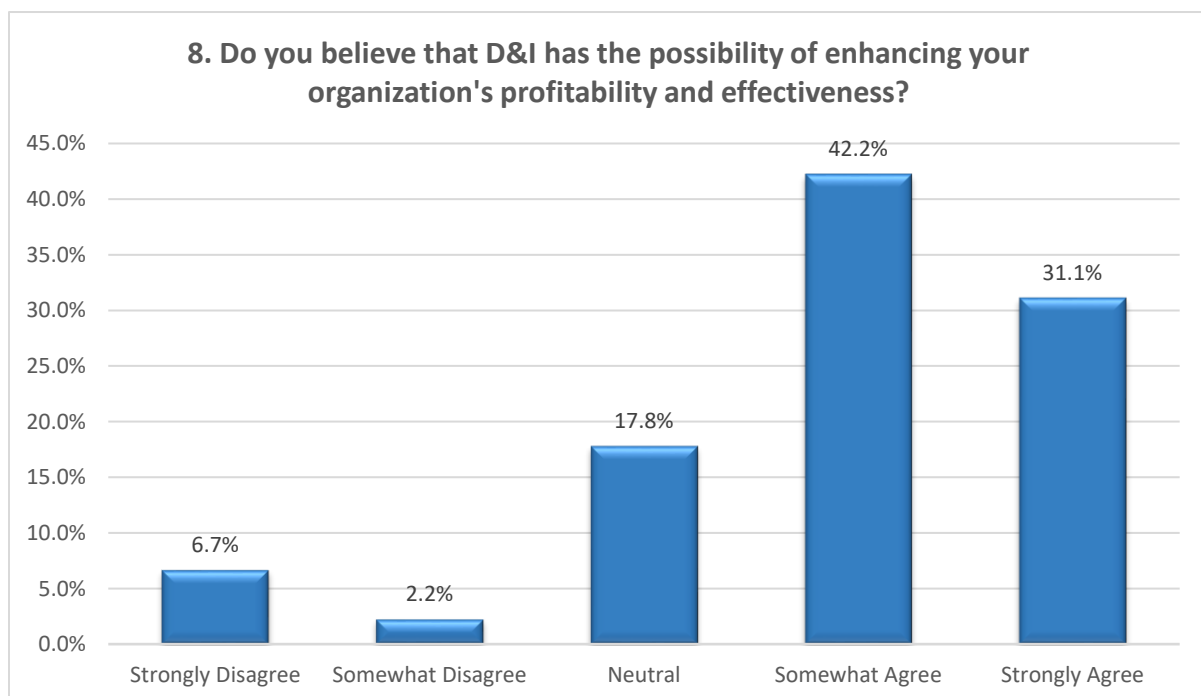
Note: Although race, ethnicity & culture along with gender have the greatest impact, we can not lose sight of religion & sexual orientation as this is a major area of focus in other organizations outside of Berks. We should not take our eye off of this critical dimension of diversity.

BERKS COUNTY CHAPTER #179

DIVERSITY & INCLUSION 2017 SURVEY RESULTS



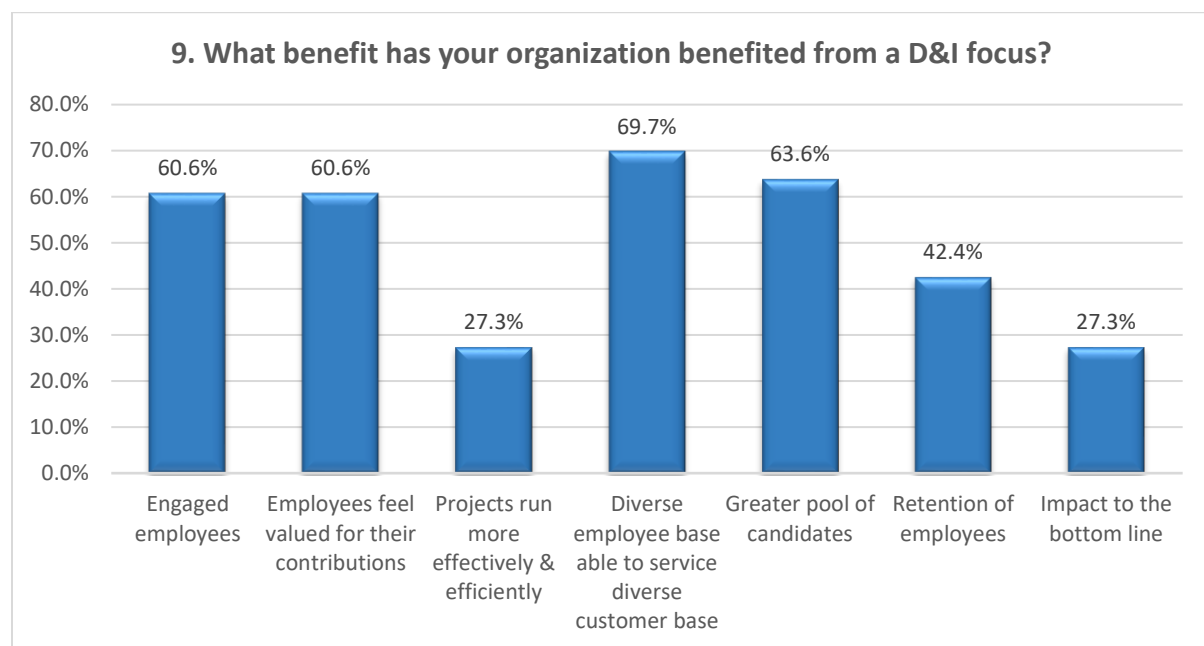
Note: Leadership and cost go hand-in-hand – must get support which negates the cost. Lack of time and not knowing where to start (50%) present a training opportunity for the D&I Committee.



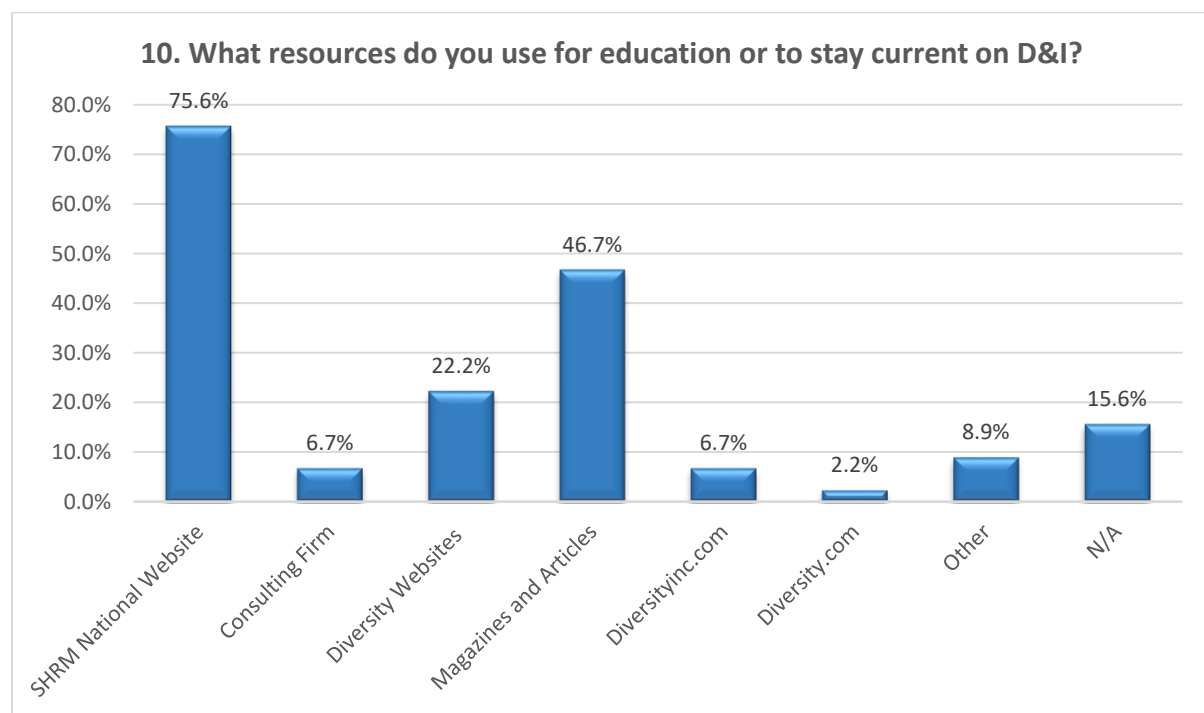
Note: Concerned that 9% of our participants did not see the value of D&I. And, 17.8% are neutral to the benefits. This is another opportunity for education and training.

BERKS COUNTY CHAPTER #179

DIVERSITY & INCLUSION 2017 SURVEY RESULTS



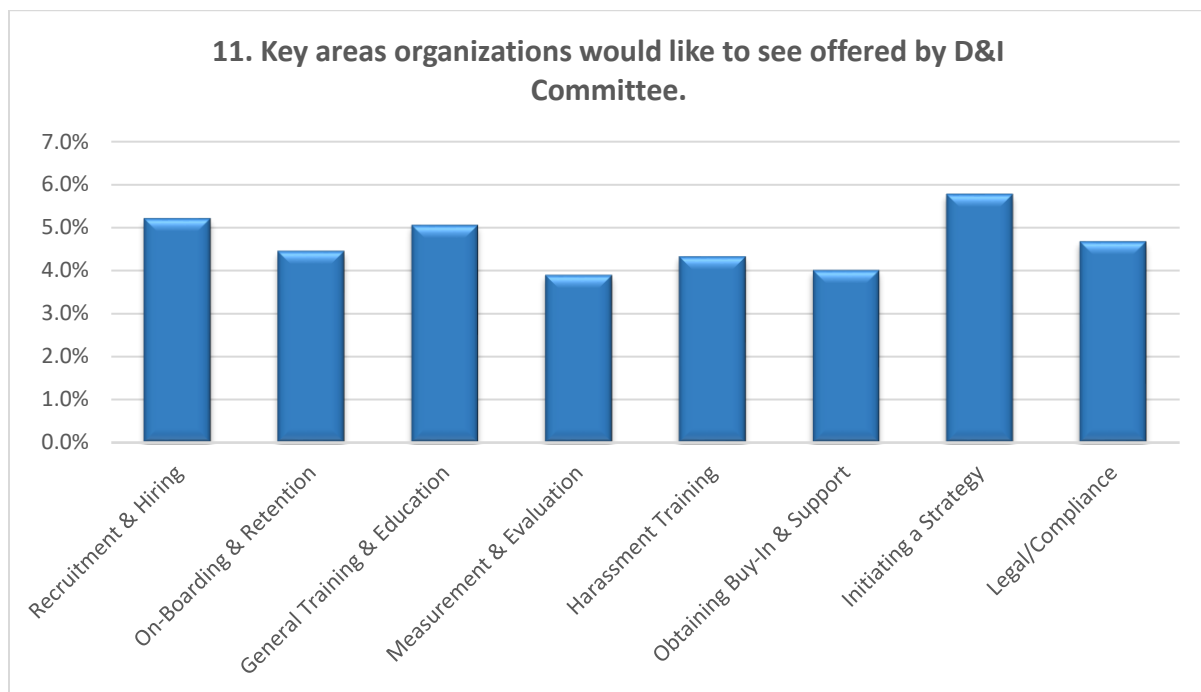
Note: Most organization agree that D&I is beneficial to its employees in all areas of employment.



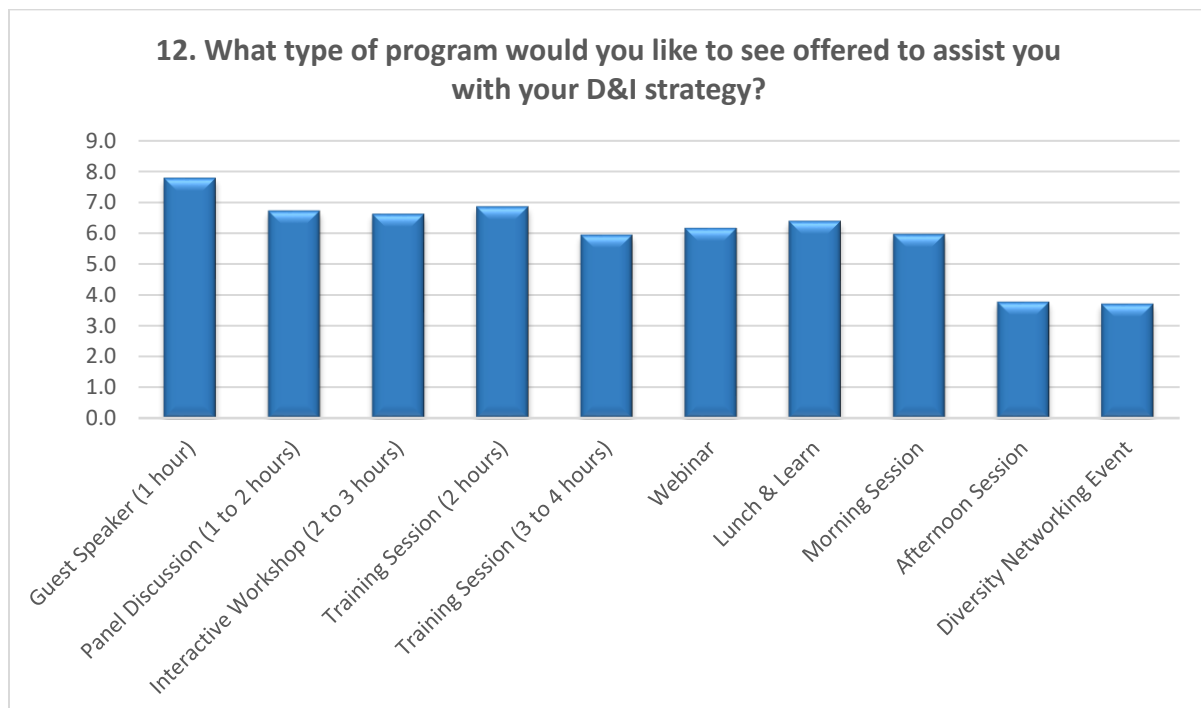
Note: Not surprised that most members look to SHRM National. Pleased to see that members value our Chapter and the D&I Committee.

BERKS COUNTY CHAPTER #179

DIVERSITY & INCLUSION 2017 SURVEY RESULTS



Note: Initiating a strategy stands out again as a training opportunity.



Note: Members would prefer a morning presentation or workshop not to exceed 3 hours.