



2016 Diversity and Inclusion Assessment Overview Report

Assessing the state of D&I demographic trends and Leadership California's D&I programs & practices

February 2017



Project Focus

On its 25th Anniversary in 2016, Leadership California commissioned a Diversity & Inclusion Assessment of the outcomes of its D&I practices and programs' content for the individual women participating in programs and the knowledge and understanding they took back to their organizations.

Through the assessment, Leadership California sought to better understand and articulate its diversity and inclusion (D&I) core value by developing proof points, both qualitative and quantitative, that demonstrate the organization's unique learning opportunities and program outcomes.

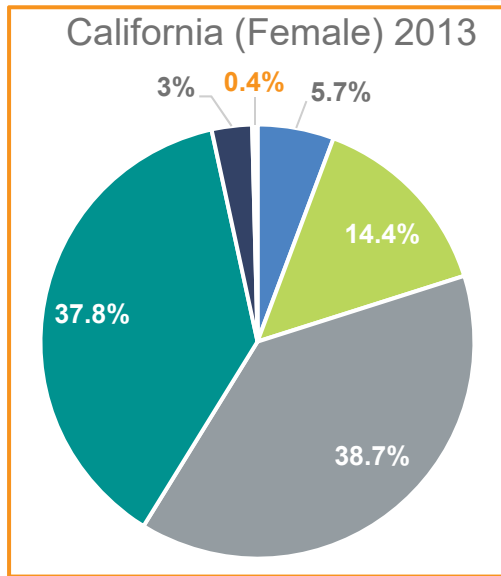


Diversity Data

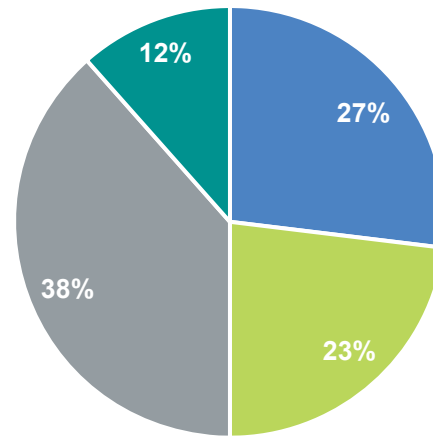
Leadership California vs. California Demographics



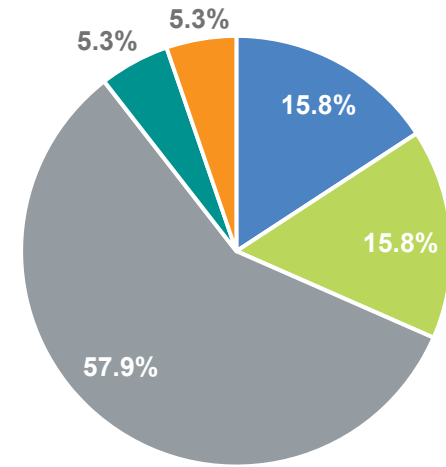
Ethnic diversity: Leadership California vs. CA females



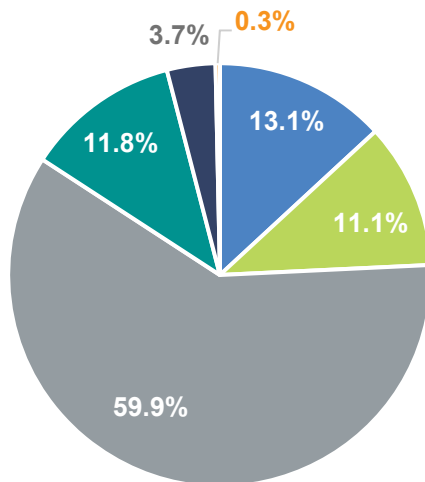
Executive Advisory Council



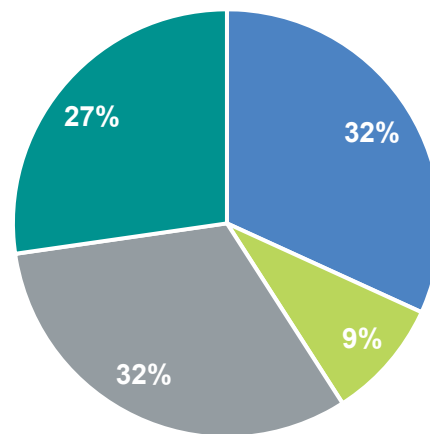
Board of Directors



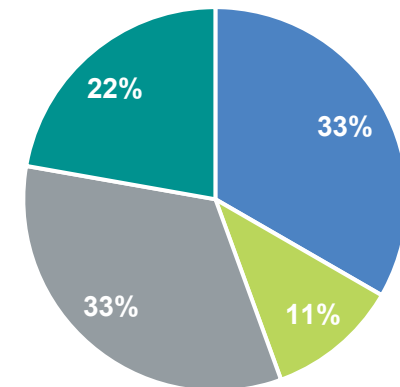
CIT Classes 2012-2016



2012-2016 Awardees

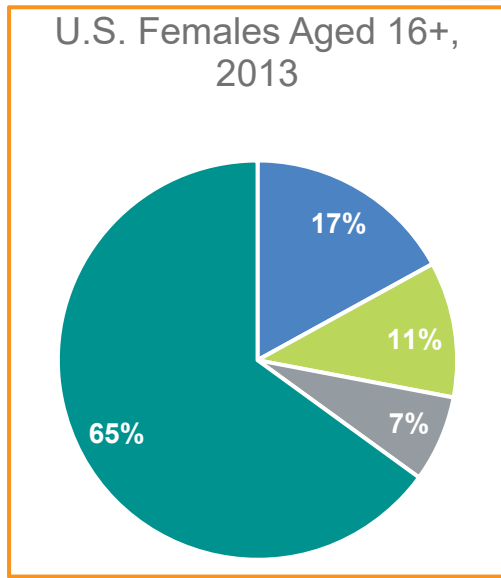


2012-2016 Honorary Co-Chairs

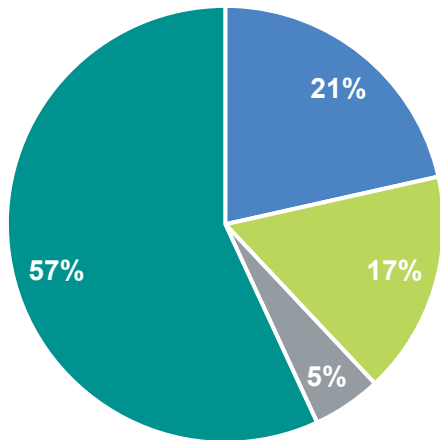


■ African-American
 ■ Asian/Asian Pacific
 ■ Caucasian
 ■ Hispanic
 ■ Multi
 ■ Native American

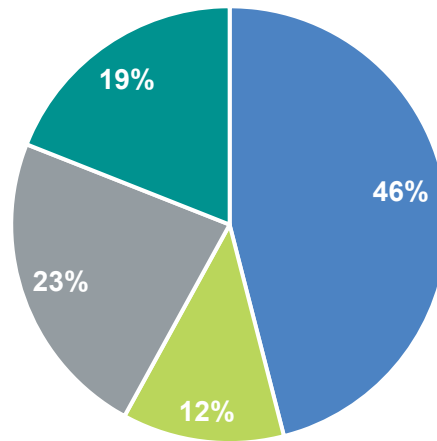
Sector diversity: Leadership California vs. U.S. females



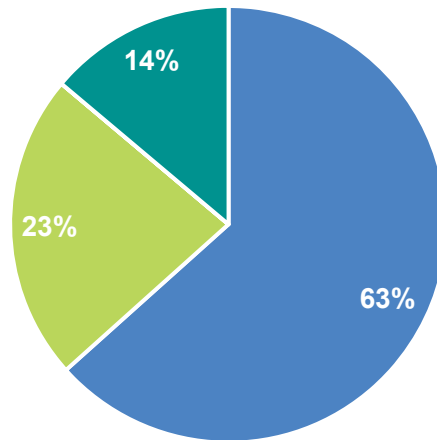
CIT Classes 2012-2016



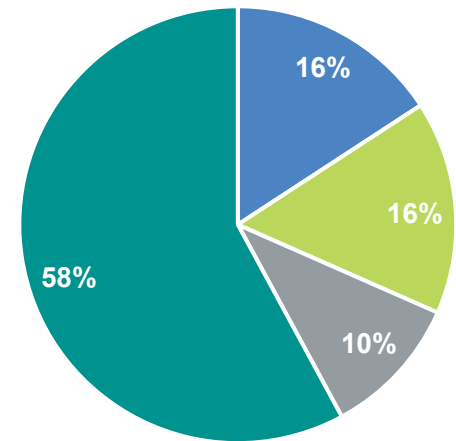
Executive Advisory Council



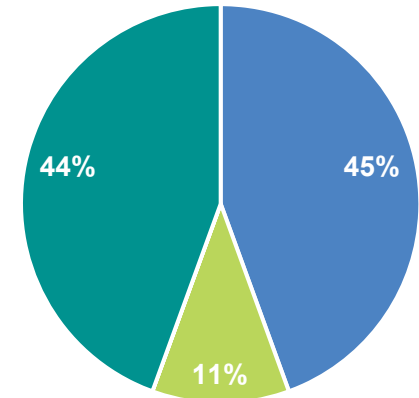
2012-2016 Awardees



Board of Directors



2012-2016 Honorary Co-Chairs



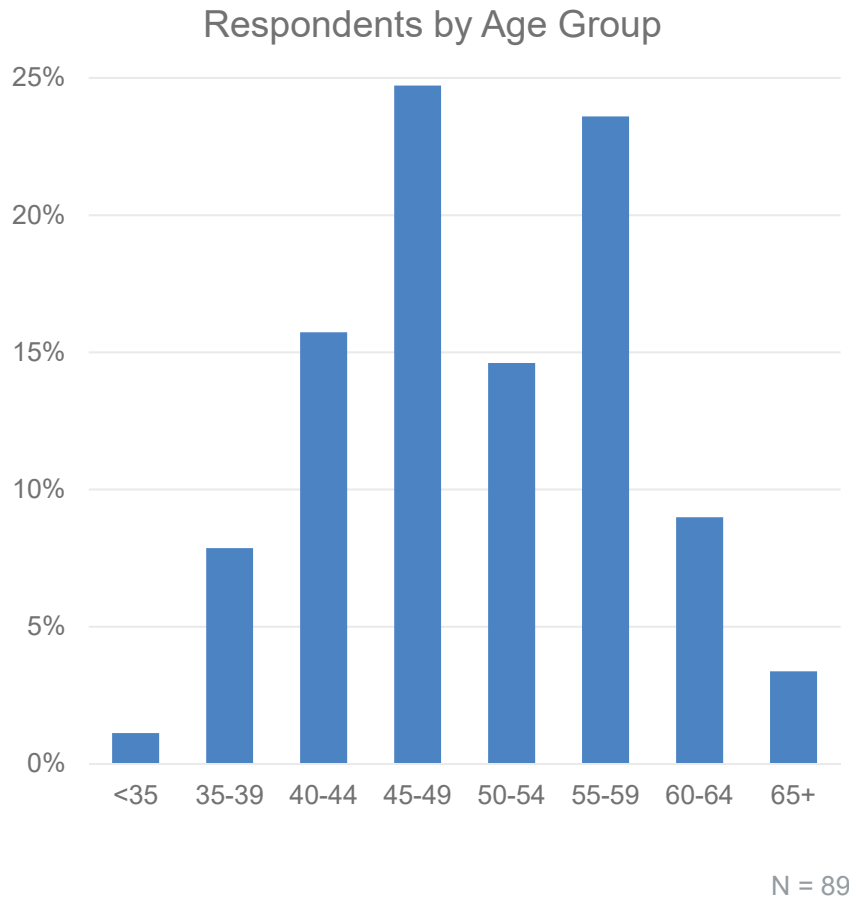
Perspectives from CIT participants

Views on D&I programming

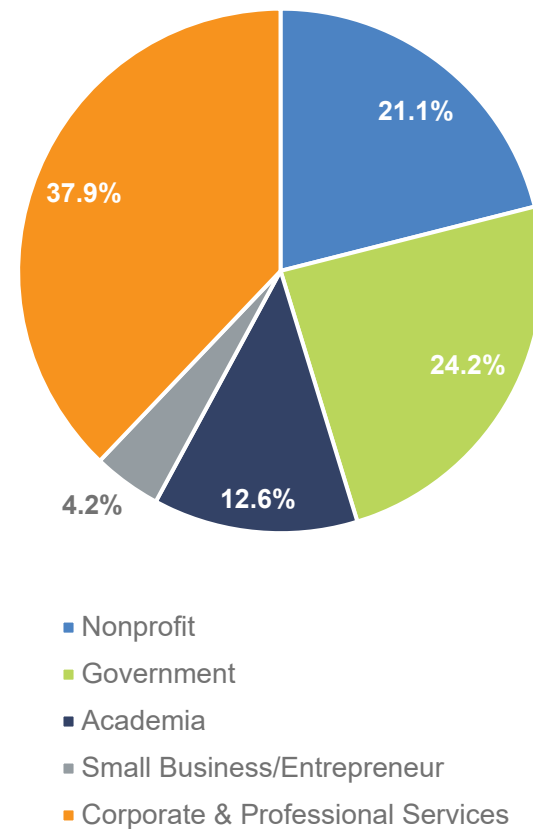


D&I Assessment Survey: Respondent profile

104 responses out of 297 survey recipients



Respondents by Current Occupation



Survey respondent age & sector distribution closely resembles that of CIT.

Outcomes of Participation in CIT

Outcomes of Participation	Percent	Count
Meet and connect with diverse female leaders and role models	91.3%	95
Gain exposure to California issues & trends	88.5%	92
Build a network with professional women outside of my sector & expertise	86.5%	90
Increase my opportunities to advance my career	53.8%	56
Learn about, and gain understanding of, California public policy	50.0%	52
Learn to apply my workplace leadership skills in my community as well	45.2%	47
Learn to recognize confidence gaps and corrective strategies for stepping forward and taking initiative	36.5%	38
Learn how to contribute to my community	31.7%	33
Develop diversity and inclusion competencies and address unconscious bias	24.0%	25
Understand current diversity & inclusion (D&I) issues in the workplace	21.2%	22
Understand the relationship between diversity and inclusion and achieving organizational outcomes	19.2%	20
Gain exposure to California elected officials	17.3%	18

N = 104

CIT curriculum effectiveness

- How well did the CIT curriculum **raise your awareness** of the dimensions of this topic?
- How well did the CIT curriculum help you **develop skills or strategies** for engaging this topic?

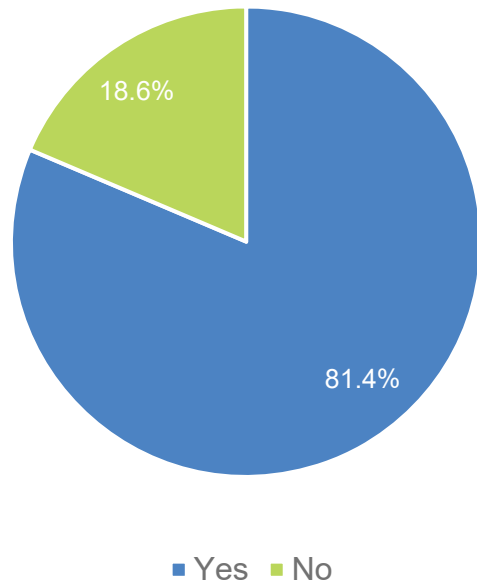


In what way(s) is this topic important to you?

- On a personal level
- On a professional level
- On both personal and professional levels

Career benefits of CIT participation

Do you feel that your participation in CIT has benefited your career?



N = 97

As a result of CIT's programming, I...

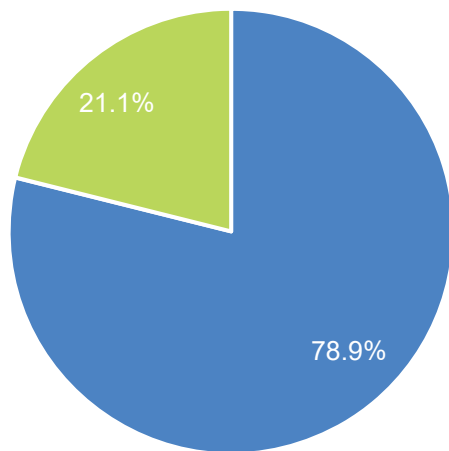
Demonstrated greater confidence in my abilities & expertise	72% (56)
Took greater initiative - "raised my hand"	63% (49)
Offered new knowledge and expertise to my organization that I would not have been able to provide prior to CIT participation	51% (40)
Brought new, beneficial connections (speakers and class members) of benefit to organization	32% (25)
Volunteered for special project	21% (16)
Was selected for a more senior leadership position	21% (16)
Changed career focus	19% (15)
Received a promotion	14% (11)

N = 78



Utilization of CIT's D&I programming

Have you utilized the diversity and inclusion-related awareness and skills you developed during CIT in ways that have benefitted your workplace or community?



■ Yes ■ No

N = 95



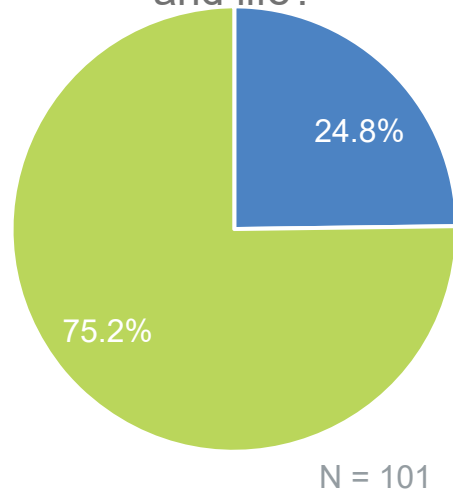
As a result of CIT's D&I programming, I...

Challenged myself to expand my role and get out of my comfort zone	80% (64)
Recognized my own unconscious bias	56% (45)
Developed mentoring relationship with other aspiring women and minority employees	53% (42)
Communicated my new or expanded perspectives to my team and/or my organization's leadership	51% (41)
Developed new relationships across employee groups	48% (38)
Changed my personal behavior to be more inclusive	48% (38)
Introduced my organization to women's leadership concepts I was exposed to during CIT	44% (35)
Shared insights from cross-sector, cross-functional professional network I built during CIT with my organization and/or community	41% (33)
Utilized new knowledge regarding California's demographic profile and its impact on business and/or community	40% (32)
Complimented D&I efforts in my organization with knowledge gained during CIT	25% (20)
Engaged in community or volunteer work that I would not have previously considered	21% (17)

N = 80

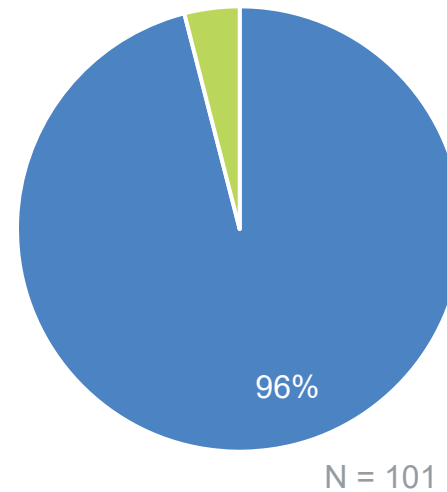
Exposure to diverse female leaders and role models

Prior to CIT participation, would you say you were satisfied with the number of diverse female leaders and role models in your workplace and life?



■ Yes ■ No

Do you feel that CIT provided you with meaningful exposure to diverse female leaders and role models?

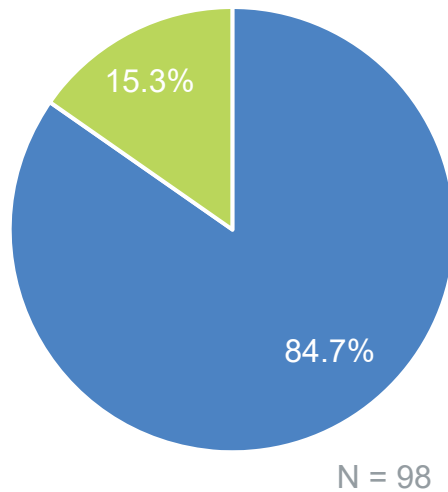


■ Yes ■ No



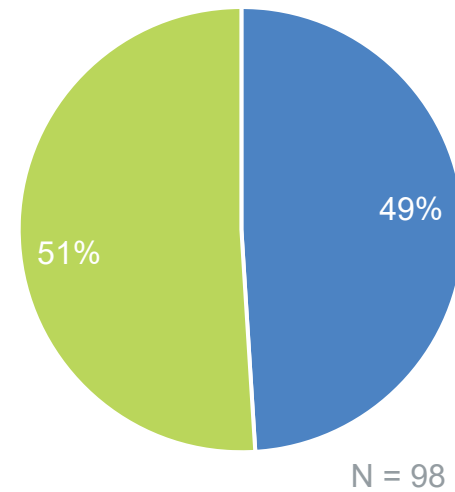
Career impact

Upon completion of the CIT program, were you better equipped to engage with individuals from diverse backgrounds, personally and professionally?



■ Yes ■ No

Has your career advanced since your participation in CIT?



■ Yes ■ No



Assessment Information

The full report is available by contacting Pamela Hemann, Executive Director, Leadership California at pam@leadershipcalifornia.org or 626/793-7834.

The Assessment Study was commissioned by Leadership California in August 2016, conducted by Framework LLC September-November 2016, with a final report submitted in December 2016.

