

Spectra Diversity Inclusion Assessment™

Enhanced Data Analysis: Sample

Prepared by: Spectra Diversity
October 06, 2020



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Powering Inclusive Cultures with Data

This data is based on the perceptions of respondents. There are many ways to interpret data, so it's important to have a dialogue to discuss various interpretations.

There are three ways in which the Spectra Assessment data can be analyzed:

-  The "mean" is the "average" you may be accustomed to in which you add up all the scores or numbers and then divide by the number of participants. We typically suggest looking into items that have an average or midway point of 3.4 or below. Depending on your results, you may need to increase or decrease your midway point accordingly.
-  The "mode" is the value that occurs most often.
-  The "range" shows how many responded in each category.

The demographic (and sub-group, if applicable) information can only be shared when there are five or more respondents to an item. Spectra Diversity cannot report or provide access to data where the group is five or below in order to maintain individual respondent confidentiality of the information provided to Spectra Diversity in the Spectra Assessment.

As you view the responses, take special note of responses in which a traditional bell curve is missing. If you see a cluster of responses on each end, this may indicate an area to explore in terms of coaching or training. Even though the mean or average may be a good number (3.5 or more), clustering on either end is an area for additional exploration.



Management

1. Management shows that diversity is important through their actions.

Demographics	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Rating Average	Number of Responses
	5	4	3	2	1		
Total Respondents	91 30.33%	119 39.67%	66 22%	21 7%	3 1%	3.9	300
What is your gender or gender identity?							
Female	26%	40%	24%	8%	2%	3.8	150
Male	35.14%	39.19%	19.59%	6.08%	-	4	148
Non-binary / Third gender	-	-	-	-	-	-	< 5
Other / Prefer not to say	-	-	-	-	-	-	< 5
What is your age?							
18 to 24	23.81%	47.62%	23.81%	4.76%	-	3.9	21
25 to 34	29.67%	26.37%	29.67%	14.29%	-	3.7	91
35 to 44	26.67%	45.33%	20%	4%	4%	3.9	75
45 to 54	29.82%	49.12%	19.3%	1.75%	-	4.1	57
55 to 64	34.09%	43.18%	15.91%	6.82%	-	4	44
65 to 74	58.33%	33.33%	8.33%	-	-	4.5	12
75 or older	-	-	-	-	-	-	< 5
What is your sexual orientation?							
Straight / Heterosexual	30.48%	39.73%	21.58%	7.19%	1.03%	3.9	292
Gay or Lesbian	-	-	-	-	-	-	< 5
Bisexual	20%	40%	40%	-	-	3.8	5
Other / Prefer not to say	-	-	-	-	-	-	< 5
Do you have a disability?							
No	30.03%	39.59%	22.18%	7.17%	1.02%	3.9	293
Yes	-	-	-	-	-	-	< 5
Prefer not to answer	40%	40%	20%	-	-	4.2	5
Have you ever served on active duty in the U.S. Armed Forces?							
No, never served in the U.S. Armed Forces	30.07%	39.51%	22.03%	7.34%	1.05%	3.9	286
Yes, on active duty in the past, but not now	30%	60%	10%	-	-	4.2	10
Yes, now on active duty	-	-	-	-	-	-	< 5
No, never on active duty except for initial/basic training	-	-	-	-	-	-	< 5
With which race/ethnicity do you identify? Check all that apply.							
American Indian or Alaska Native	-	-	-	-	-	-	< 5
Asian or Asian American	-	-	-	-	-	-	< 5
Black or African American	12.5%	37.5%	25%	25%	-	3.4	8
Hawaiian or Other Pacific Islander	-	-	-	-	-	-	< 5
Hispanic or Latino	-	-	-	-	-	-	< 5
White or Caucasian	31.9%	40.14%	21.15%	5.73%	1.08%	4	279
Other/Multiracial	-	50%	37.5%	12.5%	-	3.4	8



Culture

5. I understand what diversity and inclusion means at our organization.

Demographics	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Rating Average	Number of Responses
	5	4	3	2	1		
Total Respondents	104 34.67%	131 43.67%	51 17%	14 4.67%	-	4.1	300
What is your gender or gender identity?							
Female	32.67%	42.67%	18%	6.67%	-	4	150
Male	37.16%	43.92%	16.22%	2.7%	-	4.2	148
Non-binary / Third gender	-	-	-	-	-	-	< 5
Other / Prefer not to say	-	-	-	-	-	-	< 5
What is your age?							
18 to 24	38.1%	42.86%	14.29%	4.76%	-	4.1	21
25 to 34	35.16%	41.76%	16.48%	6.59%	-	4.1	91
35 to 44	29.33%	46.67%	18.67%	5.33%	-	4	75
45 to 54	36.84%	43.86%	14.04%	5.26%	-	4.1	57
55 to 64	34.09%	43.18%	22.73%	-	-	4.1	44
65 to 74	50%	41.67%	8.33%	-	-	4.4	12
75 or older	-	-	-	-	-	-	< 5
What is your sexual orientation?							
Straight / Heterosexual	34.25%	44.18%	17.12%	4.45%	-	4.1	292
Gay or Lesbian	-	-	-	-	-	-	< 5
Bisexual	80%	-	20%	-	-	4.6	5
Other / Prefer not to say	-	-	-	-	-	-	< 5
Do you have a disability?							
No	33.79%	44.37%	17.06%	4.78%	-	4.1	293
Yes	-	-	-	-	-	-	< 5
Prefer not to answer	80%	20%	-	-	-	4.8	5
Have you ever served on active duty in the U.S. Armed Forces?							
No, never served in the U.S. Armed Forces	34.62%	43.36%	17.48%	4.55%	-	4.1	286
Yes, on active duty in the past, but not now	30%	60%	10%	-	-	4.2	10
Yes, now on active duty	-	-	-	-	-	-	< 5
No, never on active duty except for initial/basic training	-	-	-	-	-	-	< 5
With which race/ethnicity do you identify? Check all that apply.							
American Indian or Alaska Native	-	-	-	-	-	-	< 5
Asian or Asian American	-	-	-	-	-	-	< 5
Black or African American	25%	37.5%	37.5%	-	-	3.9	8
Hawaiian or Other Pacific Islander	-	-	-	-	-	-	< 5
Hispanic or Latino	-	-	-	-	-	-	< 5
White or Caucasian	35.48%	44.09%	16.49%	3.94%	-	4.1	279
Other/Multiracial	25%	25%	25%	25%	-	3.5	8

Policies, Practices and Procedures (3Ps)

10. Effort is made to solicit ideas of all employees in this organization.

Demographics	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Rating Average	Number of Responses
	5	4	3	2	1		
Total Respondents	121 40.33%	126 42%	29 9.67%	21 7%	3 1%	4.1	300
What is your gender or gender identity?							
Female	37.33%	45.33%	6.67%	8.67%	2%	4.1	150
Male	43.92%	38.51%	12.16%	5.41%	-	4.2	148
Non-binary / Third gender	-	-	-	-	-	-	< 5
Other / Prefer not to say	-	-	-	-	-	-	< 5
What is your age?							
18 to 24	28.57%	57.14%	9.52%	4.76%	-	4.1	21
25 to 34	38.46%	38.46%	12.09%	10.99%	-	4	91
35 to 44	37.33%	44%	8%	9.33%	1.33%	4.1	75
45 to 54	40.35%	42.11%	15.79%	-	1.75%	4.2	57
55 to 64	50%	40.91%	-	6.82%	2.27%	4.3	44
65 to 74	58.33%	33.33%	8.33%	-	-	4.5	12
75 or older	-	-	-	-	-	-	< 5
What is your sexual orientation?							
Straight / Heterosexual	40.41%	41.78%	9.59%	7.19%	1.03%	4.1	292
Gay or Lesbian	-	-	-	-	-	-	< 5
Bisexual	40%	60%	-	-	-	4.4	5
Other / Prefer not to say	-	-	-	-	-	-	< 5
Do you have a disability?							
No	39.93%	42.66%	9.22%	7.17%	1.02%	4.1	293
Yes	-	-	-	-	-	-	< 5
Prefer not to answer	60%	-	40%	-	-	4.2	5
Have you ever served on active duty in the U.S. Armed Forces?							
No, never served in the U.S. Armed Forces	39.86%	42.66%	9.44%	6.99%	1.05%	4.1	286
Yes, on active duty in the past, but not now	50%	40%	10%	-	-	4.4	10
Yes, now on active duty	-	-	-	-	-	-	< 5
No, never on active duty except for initial/basic training	-	-	-	-	-	-	< 5
With which race/ethnicity do you identify? Check all that apply.							
American Indian or Alaska Native	-	-	-	-	-	-	< 5
Asian or Asian American	-	-	-	-	-	-	< 5
Black or African American	12.5%	50%	37.5%	-	-	3.8	8
Hawaiian or Other Pacific Islander	-	-	-	-	-	-	< 5
Hispanic or Latino	-	-	-	-	-	-	< 5
White or Caucasian	42.29%	40.86%	9.32%	6.45%	1.08%	4.2	279
Other/Multiracial	12.5%	75%	-	12.5%	-	3.9	8

Beliefs

15. I believe that I personally benefit from diversity and inclusion.

Demographics	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Rating Average	Number of Responses
	5	4	3	2	1		
Total Respondents	104 34.67%	113 37.67%	71 23.67%	10 3.33%	2 0.67%	4	300
What is your gender or gender identity?							
Female	38%	31.33%	27.33%	3.33%	-	4	150
Male	31.76%	43.92%	20.27%	2.7%	1.35%	4	148
Non-binary / Third gender	-	-	-	-	-	-	< 5
Other / Prefer not to say	-	-	-	-	-	-	< 5
What is your age?							
18 to 24	47.62%	28.57%	19.05%	4.76%	-	4.2	21
25 to 34	26.37%	40.66%	26.37%	4.4%	2.2%	3.8	91
35 to 44	36%	40%	18.67%	5.33%	-	4.1	75
45 to 54	40.35%	33.33%	26.32%	-	-	4.1	57
55 to 64	31.82%	38.64%	29.55%	-	-	4	44
65 to 74	50%	33.33%	8.33%	8.33%	-	4.3	12
75 or older	-	-	-	-	-	-	< 5
What is your sexual orientation?							
Straight / Heterosexual	35.27%	37.33%	23.63%	3.08%	0.68%	4	292
Gay or Lesbian	-	-	-	-	-	-	< 5
Bisexual	-	80%	20%	-	-	3.8	5
Other / Prefer not to say	-	-	-	-	-	-	< 5
Do you have a disability?							
No	34.81%	37.54%	23.89%	3.07%	0.68%	4	293
Yes	-	-	-	-	-	-	< 5
Prefer not to answer	20%	60%	-	20%	-	3.8	5
Have you ever served on active duty in the U.S. Armed Forces?							
No, never served in the U.S. Armed Forces	34.97%	37.76%	23.08%	3.5%	0.7%	4	286
Yes, on active duty in the past, but not now	30%	40%	30%	-	-	4	10
Yes, now on active duty	-	-	-	-	-	-	< 5
No, never on active duty except for initial/basic training	-	-	-	-	-	-	< 5
With which race/ethnicity do you identify? Check all that apply.							
American Indian or Alaska Native	-	-	-	-	-	-	< 5
Asian or Asian American	-	-	-	-	-	-	< 5
Black or African American	37.5%	37.5%	12.5%	-	12.5%	3.9	8
Hawaiian or Other Pacific Islander	-	-	-	-	-	-	< 5
Hispanic or Latino	-	-	-	-	-	-	< 5
White or Caucasian	35.13%	37.99%	24.01%	2.87%	-	4.1	279
Other/Multiracial	12.5%	37.5%	25%	25%	-	3.4	8

Interpersonal Skills

23. I take the time to learn how those different than me want to be treated.

Demographics	Almost Always	Frequently	Sometimes	Rarely	Almost Never	Rating Average	Number of Responses
	5	4	3	2	1		
Total Respondents	67 22.33%	113 37.67%	97 32.33%	20 6.67%	3 1%	3.7	300
What is your gender or gender identity?							
Female	24%	38.67%	30%	7.33%	-	3.8	150
Male	20.95%	36.49%	34.46%	6.08%	2.03%	3.7	148
Non-binary / Third gender	-	-	-	-	-	-	< 5
Other / Prefer not to say	-	-	-	-	-	-	< 5
What is your age?							
18 to 24	14.29%	71.43%	14.29%	-	-	4	21
25 to 34	34.07%	37.36%	21.98%	4.4%	2.2%	4	91
35 to 44	16%	34.67%	44%	5.33%	-	3.6	75
45 to 54	15.79%	33.33%	42.11%	7.02%	1.75%	3.5	57
55 to 64	20.45%	31.82%	31.82%	15.91%	-	3.6	44
65 to 74	25%	41.67%	25%	8.33%	-	3.8	12
75 or older	-	-	-	-	-	-	< 5
What is your sexual orientation?							
Straight / Heterosexual	22.26%	36.99%	32.88%	6.85%	1.03%	3.7	292
Gay or Lesbian	-	-	-	-	-	-	< 5
Bisexual	20%	80%	-	-	-	4.2	5
Other / Prefer not to say	-	-	-	-	-	-	< 5
Do you have a disability?							
No	21.5%	38.23%	32.42%	6.83%	1.02%	3.7	293
Yes	-	-	-	-	-	-	< 5
Prefer not to answer	60%	20%	20%	-	-	4.4	5
Have you ever served on active duty in the U.S. Armed Forces?							
No, never served in the U.S. Armed Forces	22.73%	38.11%	31.82%	6.29%	1.05%	3.8	286
Yes, on active duty in the past, but not now	20%	20%	50%	10%	-	3.5	10
Yes, now on active duty	-	-	-	-	-	-	< 5
No, never on active duty except for initial/basic training	-	-	-	-	-	-	< 5
With which race/ethnicity do you identify? Check all that apply.							
American Indian or Alaska Native	-	-	-	-	-	-	< 5
Asian or Asian American	-	-	-	-	-	-	< 5
Black or African American	12.5%	25%	62.5%	-	-	3.5	8
Hawaiian or Other Pacific Islander	-	-	-	-	-	-	< 5
Hispanic or Latino	-	-	-	-	-	-	< 5
White or Caucasian	21.86%	38.71%	31.54%	7.17%	0.72%	3.7	279
Other/Multiracial	25%	37.5%	25%	-	12.5%	3.6	8



Contact for additional information:

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