

COMMONWEALTH COMPACT

STEPPING UP Key Findings of 2007 Benchmarks Data Analysis

1 – The 111 organizations that filed data analyzed in the report (CC organizations) embrace diversity as a benefit to their business.

- 100 percent say they not only value a diverse workforce and customer base, but actively solicit their input and participation.
- 97 percent of CEOs say they are actively engaged in diversity efforts.
- 79 percent say diversity is explicitly referenced among the organization's values or goals.

2 CC organizations believe the landscape is getting better.

- 80 percent say workplace diversity has improved in the last five years.

3 – But they believe there is still a long way to go:

- only 49 percent said they were satisfied with the diversity of their leadership team.
- while 98 percent believe that women now advance as fast as men, only 76 percent say non-whites advance as fast as whites.

4 – And the Benchmarks evidence supports this:

- Overall, persons of color represent 34 percent of all employees, but only 22 percent in managerial positions and above. Persons of color are most heavily represented in clerical and technical positions.
- Among CC organizations, 23 percent had no person of color at all on their leadership team, and 11 percent had none on their governing board.

5 – Efforts to improve diversity vary greatly. In general, the strongest mechanisms are used the least.

- 85 percent place help wanted advertising in ethnic media
- 77 percent offer mentoring programs
- 69 percent have persons trained to investigate discrimination.

However...

- only 41 percent require that people of color or women be included among these considered for job openings.
- only 40 percent survey their employees to gauge opinion on issues concerning diversity in the workplace.
- only 45 percent said they had specific mechanisms for identifying minority- or women-owned suppliers and vendors.
- Managers' performance with diversity issues is a factor in considering promotion by only 37 percent of organizations, and in considering compensation by only 19 percent.

6 – Enough data was filed to allow some analysis of major sectors: For-profit, healthcare, education and other not-for-profit, the last including organizations cultural organizations like the New England Aquarium, human services organizations like Family Service of Greater Boston,

membership organizations like the Greater Boston and North Shore Chambers of Commerce, and others. The sector analysis showed that, for the organizations that filed:

- Overall diversity ranged from 22 percent in education to 44 percent in healthcare, but
- The concentration of employees of color in the lowest-level jobs was heaviest in the healthcare
- Sector (55 percent), while the for-profit sector had the lowest level (12 percent) of employees in
- Management or officer roles.
- The “other not-for-profit” sector came closest to having uniform rates of employment, with 34 percent of low-level employees being of color, 28 percent for mid-level jobs and 29 percent for manager/officer roles.

7 – The CC organizations are not a representative sample of the whole state; they are volunteers. Still, they are a significant group. Included in the 111 are 12 of the 35 largest organizations on the Boston Business Journal’s list of the state’s largest employers. Representation in two of the state’s key sectors – health care and higher education – is particularly strong.

In all, some 180,000 persons are employed by Benchmarks signers, more than 5 percent of the total state workforce. This first-year response to the Commonwealth Compact Benchmarks Initiative clearly shows an appetite in the state to make Massachusetts once again a location of choice for people of color.

Annual data, and an ambitious recruitment drive, should give this initiative increasing value year by year.