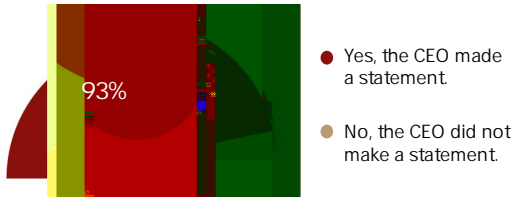
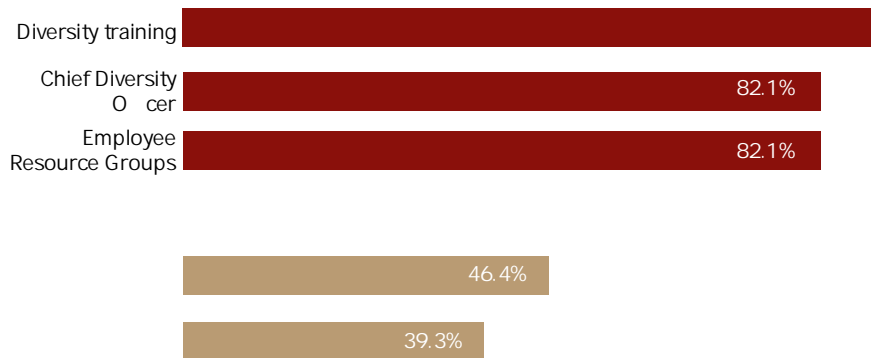


This data was collected from a survey of Roundtable members that assessed their organizational leaders' public statements, internal actions, and perceived effectiveness at creating an inclusive workplace environment.

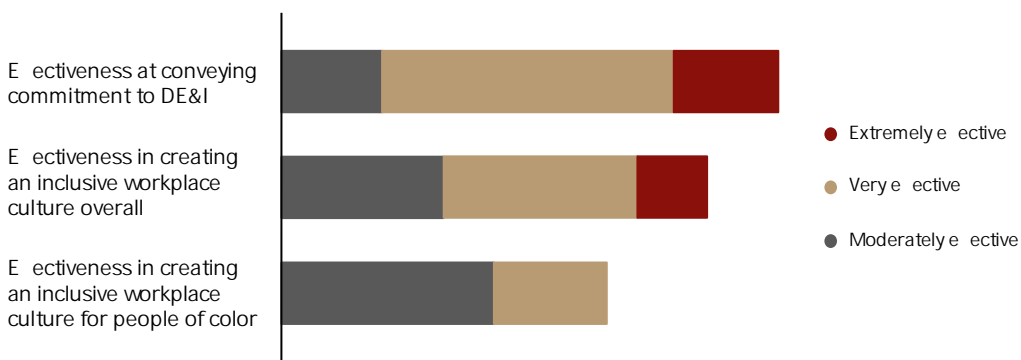
### 5eX\_XTWKef` T^aZ`fgTgX` Xagf3



### G[X` bfgTaW\_XTfgVb` `ba\_l` \`c\_X` XagXWcb\_WXf`TaWfhccbegf



### 8b`X` c\_bl`XXf`YXX`g[ X`e`\_XTWKef`TaWbeZTa`mTg`baf` [ Ti`X`UXXa`X` XVgi`X3



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](#).