COVID-19 Response: Diversity & Inclusion
March 18, 2020
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About this report

This report provides preliminary results from our recent study. More complete results, including charts, market performance breakdown and other analysis, are made available exclusively to i4cp corporate members.

In this survey, multiple questions used the well-accepted 1-5 Likert-type scale, with a 1 rating generally designated as “not at all” and a 5 rating as “a very high extent.” Mean scores are the average of those ratings.

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1. Is your organization seeing an increase in generational tension among employees in the wake of increased calls for social distancing? ................................................................. 2

2. Are you seeing or hearing about disproportionate childcare responsibilities falling to female employees who are at home with school-age children and/or family members who need care? ........................................................................................................ 3

3. How is your organization assisting employees who have school-aged children and/or family members who need care? (check all that apply) ........................................................................................................ 4

4. How is your organization leveraging ERGs/BRGs to help in its COVID-19 response? (check all that apply) ........................................................................................................ 5
Survey Responses

1. Is your organization seeing an increase in generational tension among employees in the wake of increased calls for social distancing?

- Yes: 23.8%
- No: 38.1%
- Don’t know: 38.1%
- Other (please specify): 0%

n = 42
2. Are you seeing or hearing about disproportionate childcare responsibilities falling to female employees who are at home with school-age children and/or family members who need care?

- Yes, and we are addressing it: 9.5%
- Yes: 14.3%
- No: 31.0%
- Don’t know: 42.9%
- Other (please specify): 2.4%

n = 42
3. How is your organization assisting employees who have school-aged children and/or family members who need care? (check all that apply)

- Offering flexible scheduling/work hours: 82.9%
- Virtual meeting/learning technical support: 63.4%
- Aggregating and pushing out online learning content: 36.6%
- Partnering with providers of virtual learning content to share with employees: 19.5%
- Providing daycare stipends to employees who are working remotely for the first time: 17.1%
- Providing daycare stipends to employees who cannot work virtually: 12.2%
- Providing daycare onsite for employees who cannot work virtually: 9.8%
- We are not currently doing anything: 9.8%
- Other (please specify): 12.2%

n = 41
4. How is your organization leveraging ERGs/BRGs to help in its COVID-19 response? (check all that apply)

- Encouraging ERG/BRG leaders to surface the needs and concerns of their groups (older workers, workers with disabilities, working parents, etc.) - 36.6%
- Asking them to help monitor the emotional well-being of their groups - 36.6%
- We are not leveraging our ERG/BRGs at this time - 36.6%
- Asking them to strive to help keep varied employee communities connected and engaged - 34.2%
- Asking them to help develop and distribute company communications concerning our COVID-19 response - 19.5%
- Tapping into specific skills and resources their groups can provide (translation, assist with setting up virtual workers, childcare support, etc.) - 12.2%
- Asking them to help surface and suggest response to external community needs - 9.8%
- Asking them to help keep the company connected to the market concerns of their communities - 4.9%
- Other (please specify) - 12.2%

n = 41
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