



Measure What Matters 101 Survey (2024)

The MWM Survey is designed to provide you with an accessible resource to help you consider your sustainability practices and goals, and to help us provide the resources you need to achieve them. By taking the MWM 101 survey, which is not a certification, you will be able to review your practices in six sections and discover insights to enhance your efforts. You will get a copy of the aggregate White Paper as soon as the results are compiled and analyzed. The survey is also used to recognize high achievers in each category at our annual NHBSR Sustainability Awards in March.

The survey attempts to channel you through the most relevant questions to your organization, based on your responses.

If you are interested in learning more about the related programming available through our MWM program or would like a list of the questions included in the following survey, we encourage you to visit www.nhbsr.org/mwm

The MWM Committee thanks you for taking this survey!

Note: For International and National organizations with multiple locations and facilities, you might wish to focus your answers on one geographic location. You might also consider taking this survey for multiple facility locations to compare their performance results.

Company Information

* Your Name

* Email Address

* Title/ Position

* Organization

* Industry

- Construction
- Consumer Goods and Services
- Education
- Energy & Resource Management
- Finance and Insurance
- Government and Public Administration
- HealthCare
- Hospitality, Travel, & Tourism
- Manufacturing

- Media and Communications
- Nonprofit
- Professional Services
- Retail
- Software, Technology, Information and Data Services
- Transportation
- Utilities
- Wholesale and Distribution
- Other

*** Total number of employees (Worldwide) (Your answer determines which future questions in the survey are applicable to your organization)**

- Sole Proprietor (you may select if you wish to take this survey as a Micro Organization with less than 5 employees, this means you will be channeled to skip some questions, for the complete survey select the accurate count)
- 2 - 20
- 21- 100
- 101 - 500
- 501+

*** Total number of employees in New Hampshire**

Total number of employees in New England

Gross Profit (Gross Income) for the fiscal year

Total Revenue Growth for the fiscal year

- 0% (no growth on a net basis)
- 1-24%
- 25-50%
- 50%+

* Type of Facilities: What kind of facilities does your business primarily operate in?

We understand that some of the workforce may be remote/hybrid, the question refers to facilities and buildings your business operations utilize.

(Your answer determine which future questions in the survey are applicable to your organization)

- Company-owned space
- Company-owned AND leased facilities/ properties
- Leased space with control over the building and enhancements
- Leased space with little/no control on building enhancements
- No facilities: Entirely Virtual or home offices

Climate and Energy

For sole proprietors, in the past year, have you used (check all that apply):

- Conducted an energy audit
- Energy efficient devices

- Tools to measure the carbon emissions of remote/ office work
- Environmentally and climate friendly vendors, office supplies, and technology solutions
- Lighting: such as natural light, LED bulbs, daylight dimmers, task lighting, etc.
- HVAC smart or efficiency systems: such as programmable thermostat, timers, occupancy sensors, shade sun-exposed walls
- Heat pump
- None of the above
- Other (please specify)

What measures does your company employ to promote environmental responsibility among employees in the management of your **virtual or home-based offices and/or remote workers**?

- Our organization shares resources (like ButtonUp Webinars from NHSaves) with employees for energy efficiency opportunities.
- Establish policies and incentives that support energy-saving behavior at work and let employees know what actions they can take to help meet efficiency goals.
- We provide employees with energy-efficient devices, environmentally preferred office supply vendors, and technology solutions.
- We use tools to measure the carbon emissions of remote work.
- Exploring options
- We do not provide resources for employees yet
- Other (please specify)

Have you worked with your landlord to implement or maintain energy efficiency improvements, such as improving property value and reducing operating expenses through sustainable design and construction and/or efficient operations?

- Yes

- No
- Exploring options
- Would like to
- Other

Has your organization used any of the following energy conservation or efficiency measures in your facilities? (Check all that apply, and select an item if any of the examples listed have been used.)

- Conducted an energy audit.
- Use Energy Star appliances.
- Equipment and appliance controls: such as automatic sleep modes, after-hours timers, or of other use energy saving features. Set devices to turn off at the end of the day or shut them down manually.
- Lighting: such as natural light, LED bulbs, occupancy sensors, daylight dimmers, task lighting, etc.
- HVAC System upgrade or retrofit.
- HVAC smart or efficiency systems: such as programmable thermostat, timers, occupancy sensors, shade sun-exposed walls.
- Regularly maintain heating, ventilation and air conditioning (HVAC) systems. Ensure they're operating as intended and only as needed. Calibrate HVAC sensors semi-annually or annually.
- Increased the efficiency of the building envelope by installing double-paned windows and/or airlock doors for main entrances.
- Establish policies and incentives that support energy-saving behavior at work and let employees know what actions they can take to help meet efficiency goals.
- Electrification: Replace or convert equipment that uses fossil fuels with electrically-powered equivalents (e.g., swap a traditional gas furnace for an electric heat pump).
- Submetering (for multi units or multi floor facilities): Install submeters, which measure energy use by floor, unit, or other defined area. To allow more granular insights to maximize efficiency and identify opportunities for improvement.
- Work with the landlord on greening the building and increasing efficiency (if applicable).

- Provide Electrical Vehicle Charging Stations.
- None of the above
- Other (please specify)

* Does your organization track and record its energy usage?
(Include electricity, propane, natural gas etc.)

- We do not currently track and record energy usage
- We track and record energy usage but have set no reduction targets related to energy usage
- We track energy usage and have set reduction targets for energy usage
- We have met specific reduction targets for the past reporting period
- Other

Examples of emission sources under each scope for your reference (Salesforce, 2023)



Salesforce Supplier Sustainability 2023 | 20

Does your organization track and record Greenhouse Gas (GHGs) Emissions?
(Check all that apply.)

- We do not currently track and record GHGs
- We track and record Scope 1 emissions (Emissions from fuel burned in owned or controlled assets – used in company owned facilities, company-owned non-electric fleet, and equipment (like boilers); i.e. what you burn.)
- We track and record Scope 2 emissions (purchased electricity, steam, heat, and cooling and production processes; i.e. what you buy)
- We track business travel
- We track employee commuting
- We track other Scope 3 emissions beyond business travel and employee commuting (such as: Waste generated in operations and waste disposal, purchased goods and services, distribution, etc)
- Other

*** Has your organization worked to reduce or offset any of the following? (Check all that apply.)**

	Yes, reduced	Yes, offset	No	Would like to	NA
GHG emissions from company-owned facilities and fleets (Scope 1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy usage (Scope 2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
GHG emissions from Business travel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
GHG emissions from distribution and logistics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*** Has your organization worked on transitioning its energy sources through onsite renewable generation, Renewable Energy Credits, Power Purchase Agreements, or Clean Community Power agreements, etc.?**

- Yes
- No

Exploring

Other

Does your organization have any programs or policies in place to reduce the GHG emissions caused by travel/commuting?

(Note for sole proprietors: the below question is phrased for multiple employees, please respond if you are doing the action the majority of the time in the past year.)

Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work

Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g., electric chargers)

Employees are encouraged to use virtual meeting technology to reduce in person meetings

Company has a written policy limiting corporate travel

None of the above

Other

* Does your organization have specific stated goals toward reducing its GHGs?

Yes

No

Exploring

Please share the reduction goal/s set by your organization. (Optional)

Are you on track to meet your goal/s?

- Very likely
- Likely
- Unlikely
- Very unlikely

Please describe a successful or innovative initiative for the mitigation of GHGs or adaptation and building resilience to climate change, that you would like to share.

(Optional)

Environment

Does your organization have any of the following environmental sustainability practices in place?
(Check all that apply.)

- Formally encourage environmentally responsible behavior (e.g., reminders to turn lights off, double-sided printing, reusable utensils & cups in break areas)
- Have programs in place to recycle standard recyclable materials
- Have programs in place to recycle/reuse waste beyond standard practices (e.g., composting, reusing materials like cardboard boxes)
- None of the above
- Other (please specify)

* In the past year, have you engaged in any of the following in your office space (including home office) the majority of the time?

- Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)

- Double-sided printing, soy based inks.
- Digital office and reduced use of paper
- Recycling
- Composting, etc.
- Low-flow/water efficient fixtures (faucets, taps, toilets, urinals, or showerheads)
- Grey-water usage for irrigation
- Rainwater harvest for irrigation
- Efficient use of dishwasher and other appliances (run only when full)
- Natural/non-toxic cleaning products
- None of the above
- Other (please specify)

*** Which of the following environmentally preferred materials and practices does your organization use at your facilities? (Check all that apply.)**

- Natural/non-toxic cleaning products
- Digital office with no paper products
- Packaging made with post-consumer recycled content, or efficient design that reduces material volume used
- Paper products that are processed without chlorine
- Soy-based inks or other low VOC inks in office and/or products
- Recycled/environmentally preferred office supplies (paper, flip charts, binders, business cards, pens, notebooks, etc.)
- Provide water refilling stations or access to clean drinking water
- Reusable tableware (eliminating single use tableware)

None of the above

Other (please specify)

*** Does your organization track and record the following? (Check all that apply.)**

	Yes	No	Would like to	N/A
Generation/recycling/reduction of solid waste	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
Water usage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
Air Emissions (non GHGs, e.g., SOx and NOx)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>

*** Does your organization's property (leased or owned) use any of the following water conservation measures? (Check all that apply.)**

Low-flow/water efficient fixtures (faucets, taps, toilets, urinals, or showerheads)

Grey-water usage for irrigation

Low-volume irrigation, harvest rainwater

Efficient and prompt fixing of any water leaks

Talk to employees about the importance of water conservation and provide prompts/reminders in kitchen and bathrooms

Run the dishwasher only when it's full, and use an energy-efficient model

None of the above

Other (please specify)

*** Has your organization worked to reduce any of the following? (Check all that apply.)**

	Yes	No	Would like to	N/A
Solid waste (conducted waste assessments)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>
Water usage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>

Air emissions (non GHGs, e.g., SOx and NOx)

Does your organization monitor specifically stated goals toward reducing its resource and material use? (e.g., Water, Waste)

Yes

No

Exploring

* Does your organization generate hazardous waste?

(Examples of hazardous waste include: clinical waste, fluorescent tubes, solvents, paints, electronic equipment, lab chemicals etc.)

Yes

No

N/A

Can your company verify that your hazardous waste is always disposed of responsibly?

Yes

No

Do you track and record your generation of hazardous waste?

Yes

No

Has your organization worked to reduce hazardous waste?

Yes

No

Please share the resource or waste reduction goal/s set by your organization. (Optional)

If you shared a goal above, are you on track to meet your goal/s?

Very likely

Likely

Unlikely

Very unlikely

Product Design and Stewardship

* Are you a manufacturing or product design company?

Yes

No

When designing, developing, and marketing your products do you (Check all that apply.)

Address any environmental, social or economic problem for your customers and/or their beneficiaries through the services or products you provide.

Regularly monitor the customer's outcomes and well-being.

Incorporate customer testing and feedback into product design.

Consider the environmental impact of your products.

Conduct a Life Cycle Analysis for your products.

- Opt for environmentally preferred raw materials or products.
- Increase efficiency in materials used and reduced waste in products.
- Design products to have a longer lifespan and be repairable, upgradable, or easily recyclable at the end of their life
- Consider the end of life disposal for your products
- Provide information to customers about the product's environmental benefits and proper usage to promote sustainable practices.
- Consider sustainable packaging for your products (e.g., made from sustainable materials, reduced packaging and waste, bulk orders with reduced packaging, etc.)
- Have a traceability roadmap for high-risk raw materials (to know the origin of the elements of a product, the composition of that product, and distribution or end-use of that product)
- Other (please specify)
- NA

*** Does your company do any of the following to manage the impact and value created for your customers or consumers?**

- We offer product/service guarantees, warranties, or protection policies.
- We have third-party quality certifications or accreditations.
- We have formal quality control mechanisms.
- We have customer service feedback or complaint mechanisms.
- We monitor customer or consumer satisfaction.
- We assess the outcomes produced for our customers through the use of our product or service and/or through feedback from customers.
- We have written policies in place for ethical marketing, advertisement, or customer engagement.
- We manage the privacy and security of client/customer data.
- Other

N/A

Sustainability Reporting

* Do you regularly provide reports on your company's environmental impact and sustainability efforts?

Yes

No

Exploring

Other

Please describe a successful or innovative initiative for reducing resource use that you would like to share. (Optional)

Workplace

What % of your workforce are full-time employees?

Do you have a policy to promote from within, including part-time employees?

Yes

No

Exploring

Other

What is the employee turnover rate at your organization? (One way to calculate employee turnover is to divide the number of employees who leave each year by the average number of employees on the payroll and then multiply by 100.)

* Is turnover higher at entry level and low tenure positions than middle and upper management?

- Yes
- No
- Not sure
- Other

* Does your organization have an employee handbook?

- Yes
- No

* What percentage of your organization's employees are paid a wage that is equal to or exceeds a **living wage**? Find information on NH Living Wage visit, <https://livingwage.mit.edu/states/33/locations>. (For purposes of this survey, assume single adult.)

- 1-25%
- 25-50%
- 50-75%
- 76-100%

Other

What percentage of your employees are paid a minimum wage?

0% (no employee is paid a minimum wage, they all receive wages above minimum wage)

1-25%

25-50%

50-75%

76-100%

Other (please specify)

A wage ratio refers to **the ratio of the top salaries in an organization to the bottom salaries**. What is the wage ratio at your organization (Optional)

* Does your organization provide any of the following benefits to employees? (check all that apply, even if you do not fully fund these benefits)

Health insurance

Dental insurance

Short-term disability

Long-term disability

Structured account for qualified medical expenses (e.g., HSA, HRA, FSA)

Domestic partner or civil union spousal benefits

Life insurance

Compensation packages at or above market rate

- Annual cost of living adjustments
- Bonus or profit-sharing
- Stock options or ownership in company
- Employee retirement plan
- Work from home or remote work options
- Flexible work schedule
- Financial assistance towards childcare costs.
- Emergency childcare or eldercare options.
- Lactation spaces: Facilities and accommodations for nursing mothers.
- Onsite childcare facilities.
- Bring your baby to work options for new parents.
- None of the above
- Other (please specify)

*** Does your organization provide any of the following health & wellness benefits?**

(Check all that apply.)

- Incentives for employees to participate in health & wellness activities (e.g., subsidized gym membership, on-site exercise area, employer-paid fund for exercise equipment, etc.)
- Policies and programs to prevent ergonomic-related injuries
- Access to behavioral health counseling services, web resources, or Employee Assistance Programs
- Mental health and/or recovery-friendly policy removing stigma and recognizing addiction and mental health issues as any other health issue
- None of the above
- Other

* Does your organization provide any of the following programs and services to address the financial needs of employees? (Check all that apply. Check also if offered on a as-needed basis.)

- Financial management tools or coaching
- Emergency or short-term savings programs
- Low-interest or interest-free loans
- Debt management, refinancing, or loan payment contributions
- Employer match for deposits into savings accounts
- Paychecks issued off-schedule on a need basis
- Tax preparation services
- None of the above
- Other (please specify)

What is the annual minimum number of paid days off (including holidays) for full-time employees?

Do you provide paid family and medical leave?

- Partial pay through insurance and/or company
- Full pay through insurance and/or company
- Provided on an a need basis
- No paid leave offered

How much paid leave and unpaid leave is provided? (Identify as # of days, using decimals to indicate partial days.)

What can the leave be used for? (Check all that apply)

- Paid personal illness or recovery
- Unpaid personal illness or recovery
- Paid leave for care of family member
- Unpaid leave for care of family member
- Paid parental leave for birthing parent
- Unpaid parental leave for birthing parent
- Paid parental leave for non-birthing parent
- Unpaid parental leave for non-birthing parent
- Paid leave for care of "like family" members or "chosen family" members
- Unpaid family leave for "like family" member or "chosen family" members
- Other

* What are your company's policies regarding independent contractors that work for the company on a part-time basis for longer than a 6 month period?

- We have a formal routine process for independent contractors to receive post-project or -contract performance feedback
- We have a formal routine process for independent contractors to communicate post-project or post-contract feedback to the company

- Our independent contractors are verified to either work on a time-bound basis, split their time with work for other clients, or have been offered employment
- Independent contractors are paid a living wage
- We have independent contractors, but have not engaged in any of these practices
- N/A - We haven't used independent contractors in the last year
- Other

Please describe a successful or innovative initiative that you feel benefited your workers. (Optional)

Community

* How does your organization engage with the community? (Check all that apply.)

- Financial or in-kind charitable donations (excluding political causes)
- Community investments
- Community service
- Pro-bono service
- Paid employee volunteer hours
- Social and/or environmental advocacy
- Discounted products or services for underserved groups
- Free use of company facilities to host community or charitable events
- Equity or ownership in the company granted to a nonprofit

None of the above

If you provide paid employee volunteer hours, how many hours annually do you provide?

* Does your organization ask vendors/suppliers to sign an agreement to uphold a Code of Conduct or review a Compliance Manual that addresses social and environmental performance?

Yes

No

Offer vendors the opportunity to share their environmental and social practices

Other

* Does your organization screen vendors/suppliers for any of the following practices, negative or positive?

Child labor

Environmental pollution

Unsafe/unhealthy worker conditions

Fair wages

Sustainability practices

Equal employment opportunities

None of the above

Other

* Does your company have policies to seek out or prioritize local

vendors/contractors?

Yes

No

* What are your company's practices regarding donations or community investments?

We have a formal statement or intended social or environmental impact for our company's philanthropy

We have a formal donation commitment

We match workers' charitable donations

We allow our workers or customers to select charities to receive our donations

We have screening practices for charitable contributions or impact measurement for our community investment

None of the above

Other

Share a story of a community initiative that is successful or has achieved impact.

(Optional)

Governance and Transparency

* Does your organization have a formal, written mission statement?

Yes

No

Your mission statement (optional):

Does the mission/values statement include any of the following? (Check all that apply.)

- A general commitment to social or environmental responsibility (e.g., to conserve the environment, to respect and help people)
- A commitment to a specific positive social impact (e.g., poverty alleviation, sustainable economic development)
- A commitment to a specific positive environmental impact (e.g., climate change reversal, waste reduction, etc.)
- A commitment to serve a target beneficiary group in need (e.g., low-income customers, people struggling with addiction/mental health issues, refugees, etc.)
- None of the above

* Has your organization done any of the following to ensure social or environmental performance as part of its decision-making over time, regardless of company ownership?

- Signed a contract or Board resolution committing to incorporate social and environmental performance in decision-making (e.g., signed B Corp Declaration of Interdependence or other similar Board resolutions)
- Adopted a specific governance structure to preserve mission (e.g., cooperative)
- Become a Public Benefit Corporation
- Unsure
- None of the above
- Other

* Does your organization engage in any of the following practices to promote accountability and transparency? (Check all that apply.)

- Hold regular (at least monthly) management or staff meetings
- Share financial performance with employees
- Have a code of ethics/anti-corruption policy
- Have a whistleblower policy
- Tie a portion of bonuses to social and/or environmental performance
- Include social and environmental commitments in job descriptions
- Have an advisory committee (external or internal) that provides advice and guidance on social and and/or environmental performance and initiatives
- Review and/or audit financials through a third party
- Have a formal board of directors
- Share data publicly about our impact on workers and community
- Work with policymakers to develop or advocate for policy changes explicitly designed to improve social or environmental outcomes
- None of the above
- Other

Check any and all best practices for digital media and website use you use.

- Implement a transparent cookie consent tool that allows users to customize their cookie preferences.
- Provide a clear privacy policy detailing data collection, usage, and sharing practices.
- Collect only the necessary data for functionality and analytics, avoiding excessive user data collection to enhance privacy.
- Conduct frequent security assessments to identify and address vulnerabilities.

- Follow Web Content Accessibility Guidelines standards to ensure the site is accessible to users with disabilities.
- Choose Green Hosting Providers: Use hosting providers that utilize renewable energy or offer carbon offsets.
- Provide meaningful, accurate content that serves the needs of your audience.
- Other (please specify)

*** Stakeholder Engagement: Has your company done any of the following to engage your internal and external stakeholders about your social and environmental performance?**

	Internal Stakeholders	External Stakeholders	No Engagement of Stakeholders at this time	NA
We have an advisory board that includes Stakeholder representation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have a formal plan or policy that includes the identification of relevant stakeholder groups.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have processes in place to gather information from stakeholders (focus groups, surveys, community meetings, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We publicly report on stakeholder engagement mechanisms and results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have no formal stakeholder engagement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

To what extent does your organization encourage employee participation in decision-making processes (e.g., through feedback sessions, town hall meetings, or suggestion platforms)?

- A great extent – employees regularly participate in decision-making.
- A moderate extent – employees are sometimes involved in decision-making.
- A little extent – employee input is rarely considered in decision-making.

Not at all – decisions are made solely by upper management.

Other

Share a story of a governance practice or initiative that is successful or has achieved impact. (Optional)

Diversity and Inclusion

This next section will ask about your organization's inclusion of and support for people from underrepresented or disadvantaged populations. Those populations can include one or more of the following: women, people of color, immigrants, people with disabilities, members of the LGBTQ community, and/or military veterans.

* Does your organization have representation from or make a special effort to include people from the following disadvantaged populations or underrepresented groups?

	Women	People of Color	Immigrants	People with Disabilities	Members of LGBTQ Community	Veterans	None of the groups represented
Within your organization's ownership (in whole or in part)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Within your board of directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Within your senior leadership team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Within your middle management teams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* Check all that apply. Your Organization:

- is designated as an equal-opportunity employer by the department of labor.
- has an official statement of non-discrimination in its employee manual, bylaws, or written policies and procedures.
- has officially stated Diversity Equity and Inclusion goals (internally and/or externally published).
- maintains Diversity Equity and Inclusion metrics and tracks performance in areas of demographics and representation.
- tracks metrics or collects surveys for employee satisfaction and inclusion.
- tracks and monitors data for diversity in advancement opportunities and promotions.
- assesses pay equity.
- has Employee Resource Groups that are active and well attended.
- completed an accessibility audit.
- recognizes all types of cultural holidays.
- accommodates the needs and equipment requests for employees with disabilities.
- provides gender neutral bathrooms.
- None of the above.
- Other

*** Does your organization have programs that promote the advancement or support of people from underrepresented or disadvantaged populations? If so, what types of programs does your organization have? (Check all that apply.)**

- Workplace training on diversity, inclusion, bias, discrimination, or similar topic
- Affinity or support groups for people from underrepresented or disadvantaged populations
- Scholarships or tuition reimbursement for educational and/or career advancement
- Diversity positive hiring or career advancement
- Second Chance hiring

- Post job opportunities on sites specifically aimed toward underrepresented groups and/or participate in job fairs targeting underrepresented group
- None of the above

* Does your company have policies that prioritize doing business with vendors that are minority, underrepresented, or disadvantaged business enterprises?

- Yes
- No

Does your organization offer diversity training to employees?

- Yes, required of all employees
- Yes, offered
- No
- Exploring
- Other

In the past year, have you attended a training or workshop on diversity, inclusion, bias, and discrimination?

- Yes
- No
- Other

What percentage of your employees (approximately) participate in diversity training?

- 0-15%
- 15-25%

- 25-50%
- 50-75%
- 75-100%
- Diversity training is required for all employees

Does your organization offer harassment training to promote a safe work environment?

- Yes
- No
- Exploring
- Other

Has your organization hired an outside DE&I consultant to help identify gaps in internal operations regarding inclusion?

- Yes
- No
- Exploring

Does your organization have a designated employee or committee dedicated to the advancement of DE&I?

- Yes
- No
- Exploring

Please describe a successful or innovative initiative that helped foster diversity, equity, and inclusion in your workplace. (Optional)

Thank you

The aggregate White Paper will be released to all survey takers as soon as data is compiled. Customized reporting with performance comparison and recommendations is prepared by request only. Customized reports are \$500 for members and \$750 for nonmembers. Would you like a report prepared for your organization's performance? (for more information email: zeina@nhbsr.org)

- Yes (we will contact you to confirm)
- Not at this time