

Circle|Call: Supercharging Your DEI Strategy

YOUR **VERY IMPORTANT PEERS**



 **seekout**



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COMMUNITY



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Founder & CEO



CHRO|Circle DEI Benchmark Survey

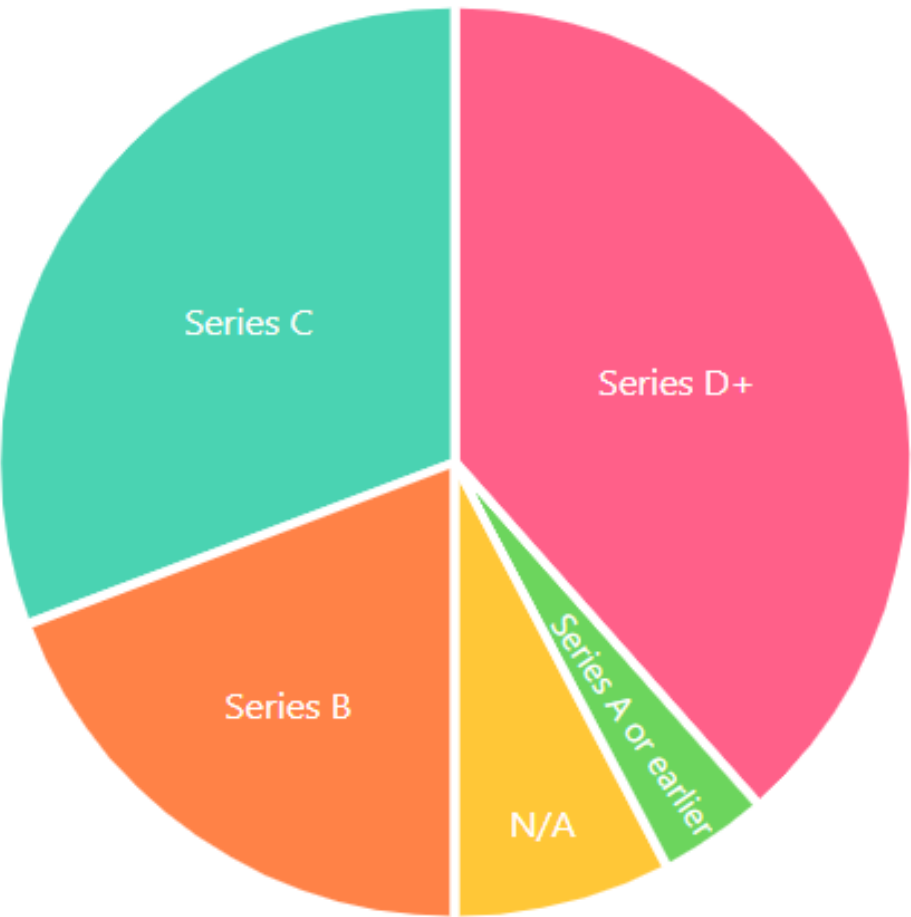
SEPTEMBER 2022



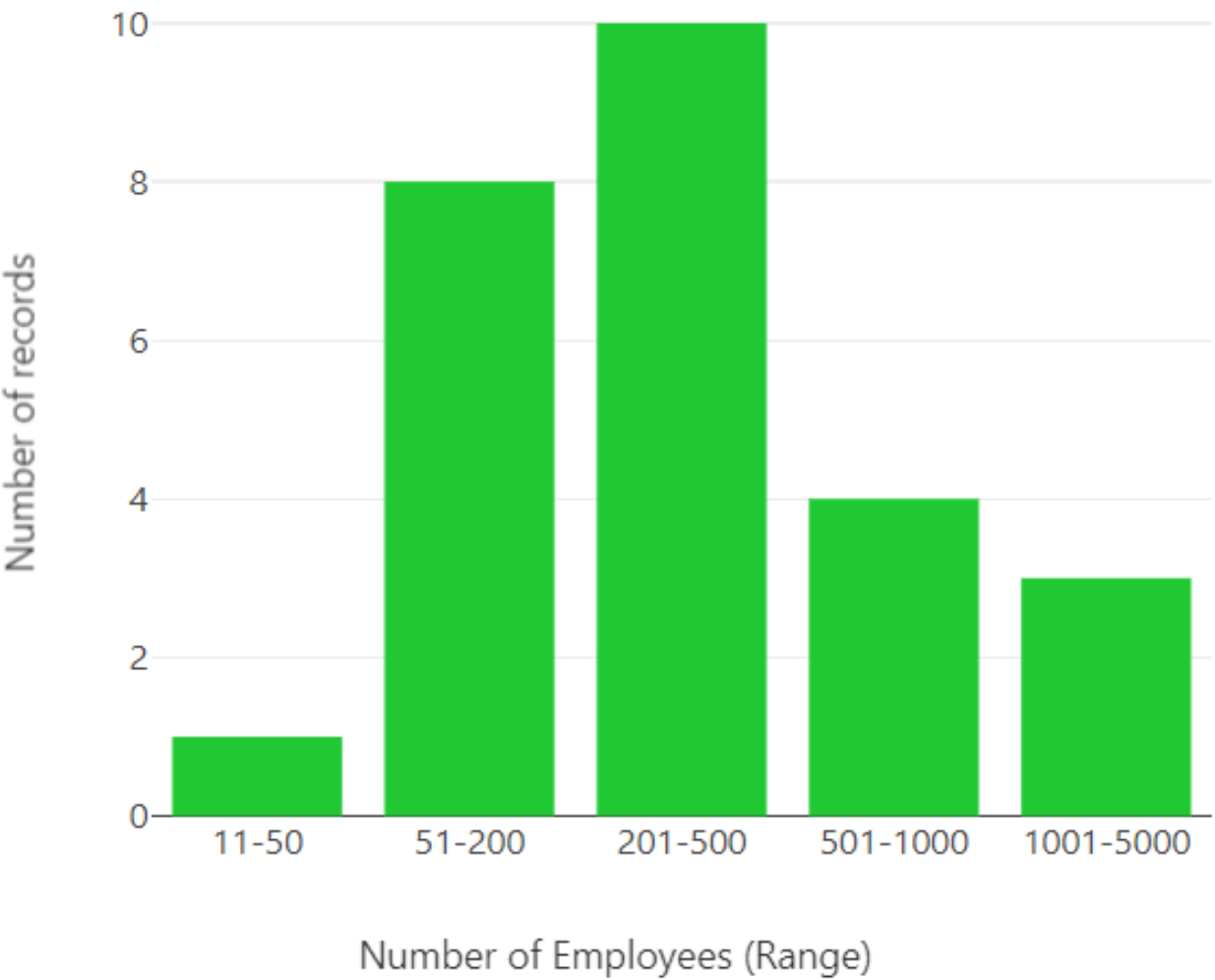
Who Responded + Company Breakdown



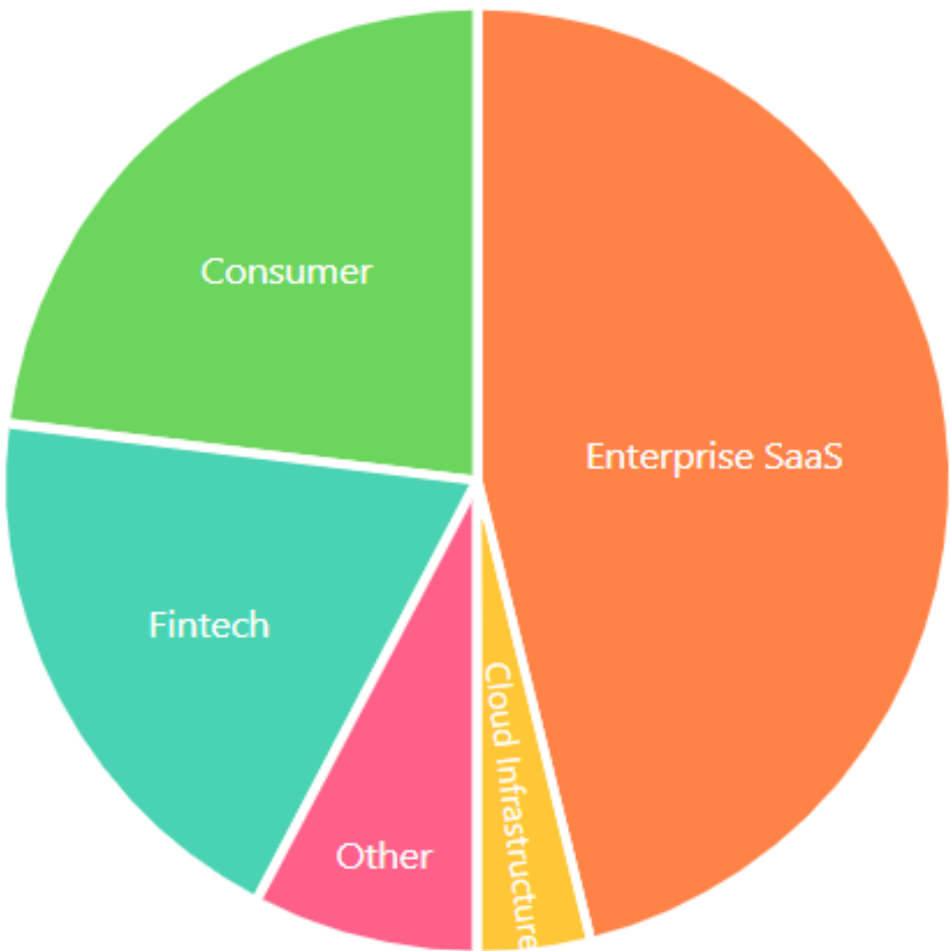
26 Responses from CHRO|Circle



STAGE



SIZE




SECTOR

DEI Data Categories Summary



What are your peers tracking and able to contribute? (26 total responses)

96% contributed
GENDER DATA



65% contributed
ETHNICITY DATA

12% *DISABILITY DATA*



8% *U.S. VETERAN DATA*

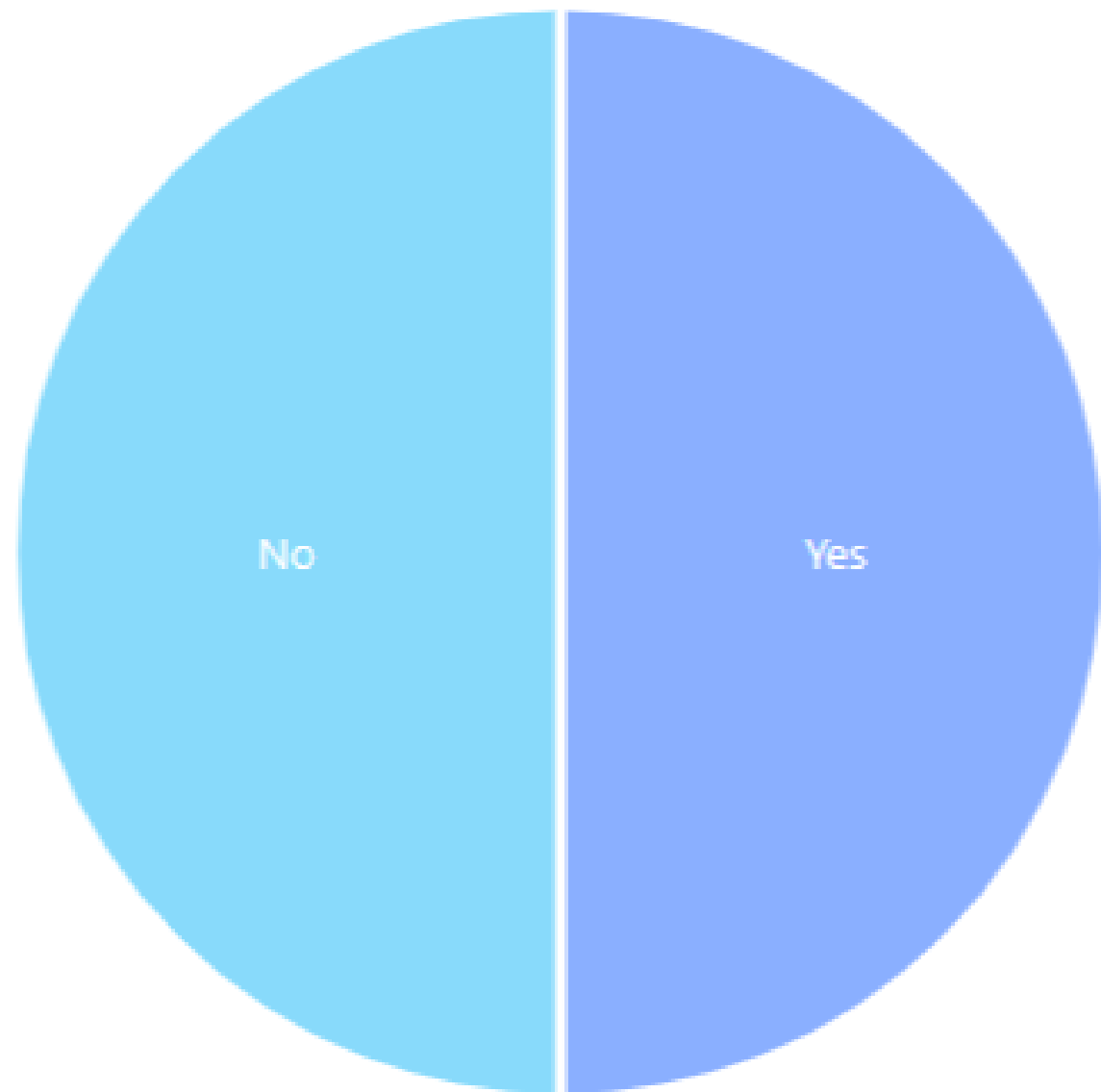


15% *LGBTQIA+ DATA*

DEI Leader



Do you have a dedicated person or team leading your company's DEI efforts?



- 50% of respondents said yes
- Majority of the "yes" companies are Series C or later
- Number of Employees and Capital Raised varies – no clear trend

DEI Leader Level + Reporting



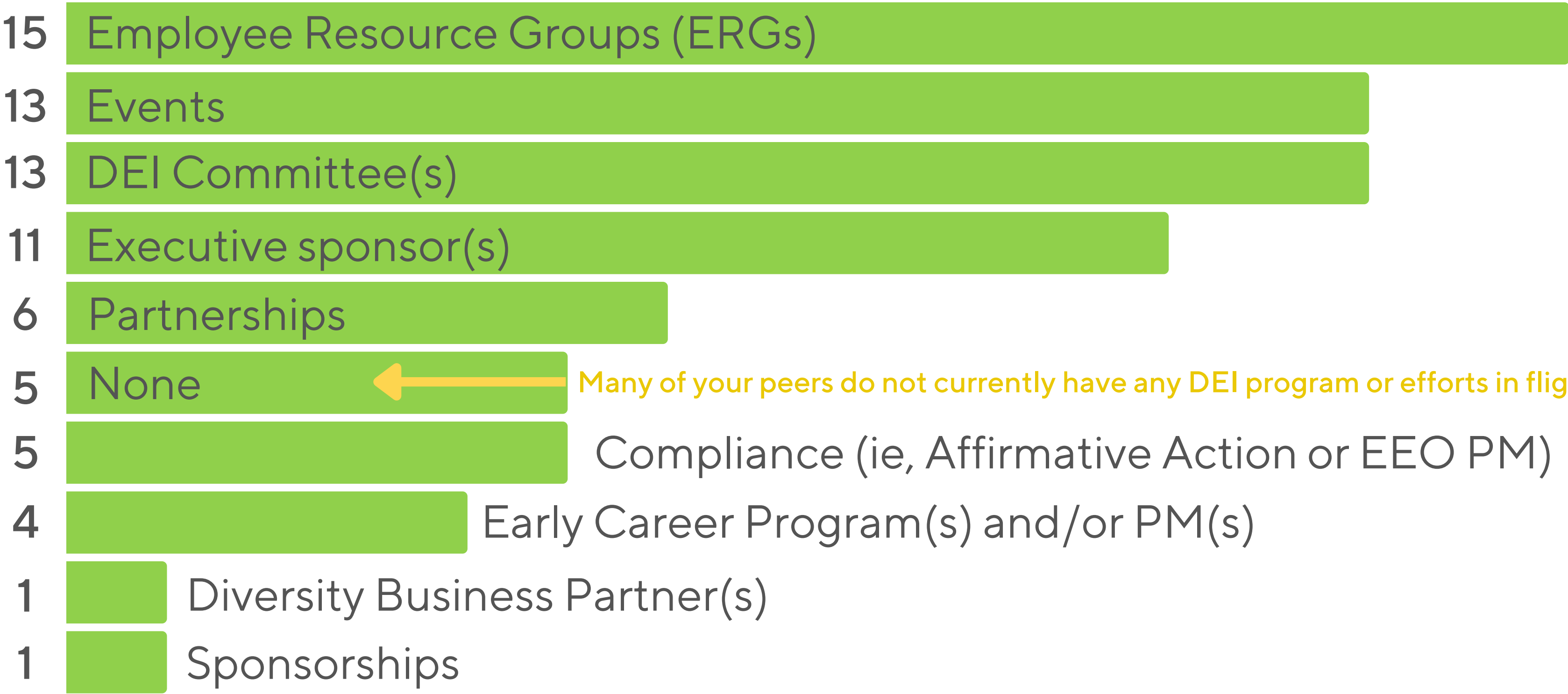
What is their seniority level?



Who do they report to?

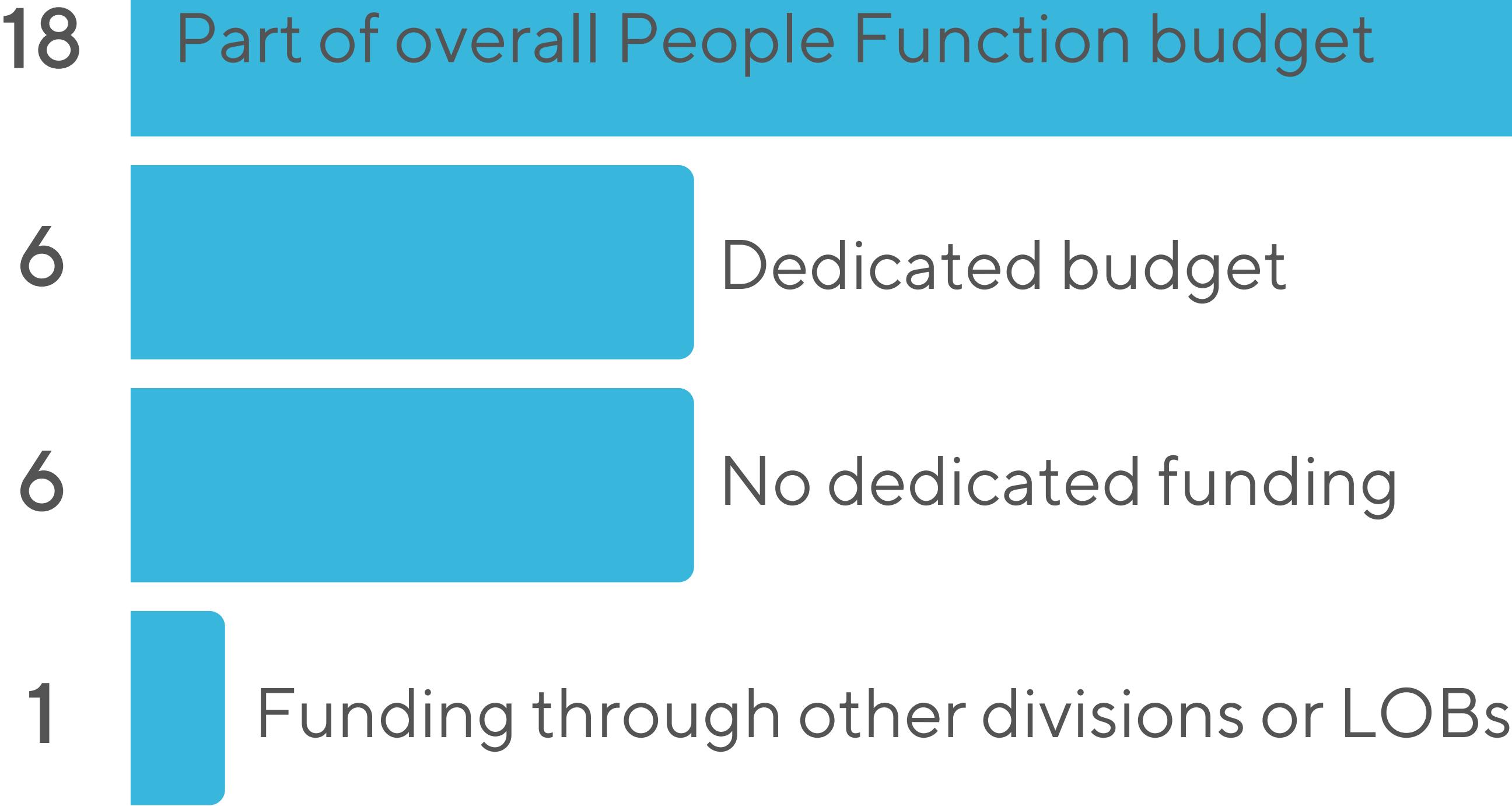
- **50%** (5/10) report to a VP or C Level
- **40%** (4/10) report to a Director or Sr. Director
- **10%** report to a Sr. Manager

DEI Program / Efforts



Many of your peers do not currently have any DEI program or efforts in flight - yet!

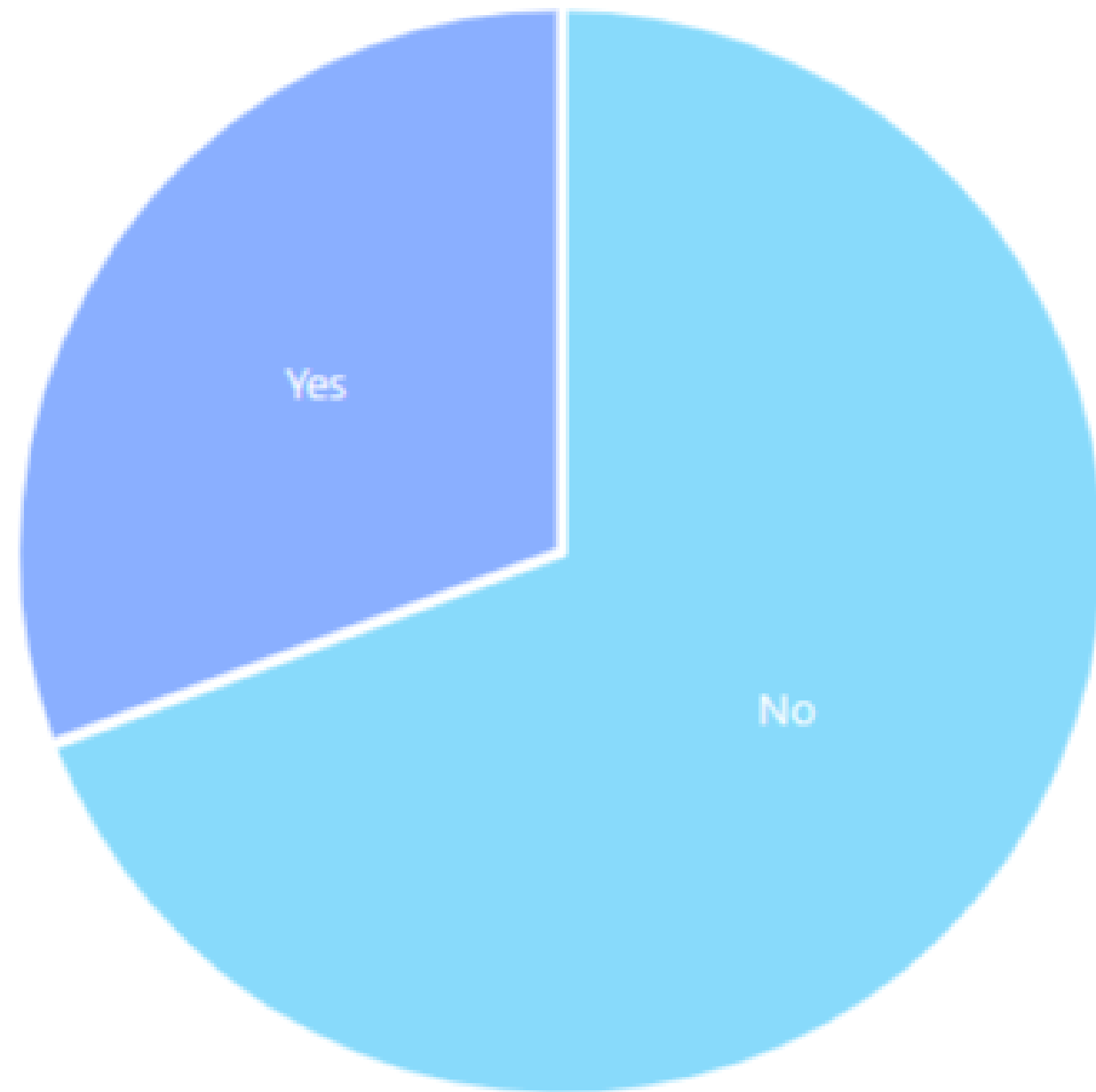
DEI Budget / Funding Source



DEI Software / Systems



Are you using a specific software or system to track DEI data?



SYSTEMS / SOFTWARE USED

- Ashby - applicant tracking (EEOC data)
- BambooHR
- Charthop (2 responses)
- Cheezie
- Culture Amp
- Illoominus
- Workday

URG Goals / Aspirations



Based on your company's representation of employees from underrepresented groups (URG) as you define them, do you have any specific goals or aspirations around hiring or retention?

9 Responded with goals

9 Responded with no goals

- Increase % (2.5)
- Targeting Exact % for Overall URG (1.5)
- Hiring Targets for URG (1.5)
- Increase % of Hispanic + Black Representation (1)
- Exact % in Management Roles (.5)
- Ideation (.5)
- Increase % by Department Specifics (.5)
- Increase % POC in leadership roles (.5)
- Long Term hire and groom at manager level (.5)



Thank you for contributing
insights to your peers in
the CHRO|Circle
Community!

