

# DIVERSITY & EQUITY ITEMS AND INTENT TO STAY

If an employee **disagrees** that ... their **risk of leaving if offered another job\*** increases...

This organization values employees from different backgrounds.

**4.6x**

This organization demonstrates a commitment to workforce diversity.

**4.4x**

The person I report to treats all employees equally regardless of their background.

**3.7x**

My coworkers value individuals with different backgrounds.

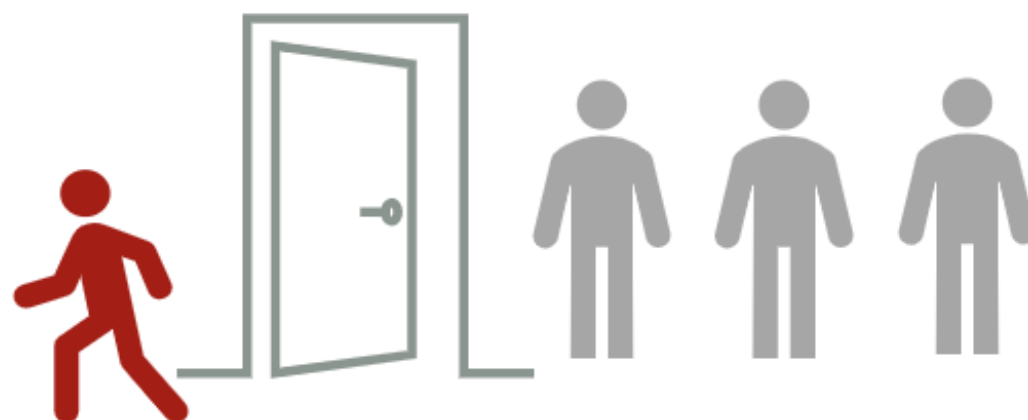
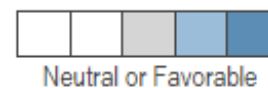
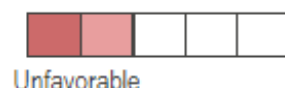
**3.7x**

All employees have an equal opportunity for promotion regardless of their background.

**3.5x**

\*Risk of Leaving is defined as an unfavorable (Disagree or Strongly Disagree) response to "I would stay with this organization if offered a similar position elsewhere."

*This organization values employees from different backgrounds.*



An employee who gives an unfavorable score is **4.6 times** more likely to give an unfavorable score on Intent to Stay if Offered Another Job.

- Responses from n=410,000 employees offered the Diversity & Equity Module in 2021
  - Last survey: completed 09-29-2021
- Press Ganey Data Science, Oct. 2021*