



# ABA DEI Survey Results

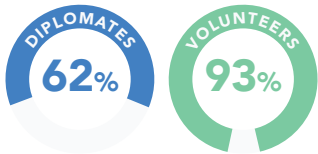
In 2021, the ABA deployed surveys to engage our Board, volunteers, diplomates, candidates and staff to gauge their perceptions of our **diversity, equity and inclusion (DEI)** efforts to assist in our journey to enhance inclusion and equity within our organization.

## Who Responded?



believe the ABA values diversity with racial/ethnic groups.

### FAIRNESS



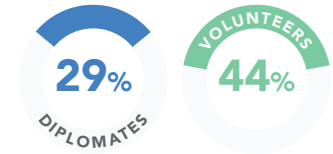
trusts the ABA to evaluate each candidate/diplomate fairly.

### FOSTERING DIVERSITY



believe the ABA values diverse opinions and ideas.

### REPRESENTATION



agree all people have an opportunity to become a committee chair or Board Director at the ABA.

## Interesting Takeaways



Board, volunteers and diplomates are predominantly male, yet the staff is predominately female.



Majority of survey participants (55%) responded negatively to incorporating DEI considerations in MOCA.



There was a racial mix among survey respondents.



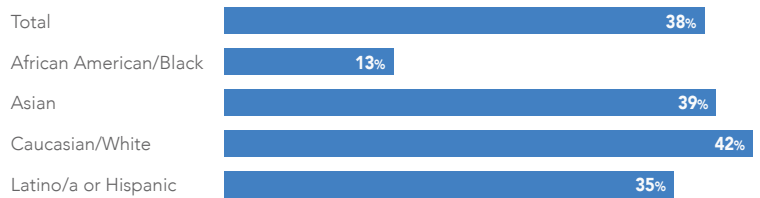
Statements from the survey and focus groups about sexual orientation and gender were disparaging among diplomates.



The longer a volunteer's term of service, the more confident they were in the ABA's commitment to DEI.

## Diplomates believe...

The ABA Board of Directors is prepared to effectively advise a culturally diverse organization.



## Education & Equity

Increasing staff DEI knowledge and comfort levels is important to the overall impartiality of the ABA.

Disagree Neutral Agree Prefer Not to Answer

