



**HR**  
rewired



**ADVANCING RACIAL EQUITY**  
**DATA REPORT**

To hear the sound recordings, please [click on the play button](#) next to each expert.



## INTRO

Welcome to the Advancing Racial Equity Data Report, following the Advancing Racial Equity Conference, hosted by Shereen Daniels, HR rewired.

We thought it would be better to interpret the data in a non-conventional way.

Instead, we asked some experts to explain how the data made them feel when they first saw it.

What you're about to see (and hear) on the next page, is the commentary from our experts, followed by the data they are commenting on in later pages.

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## METHODOLOGY

566 Attendees of the advancing racial equity conference.

All of our survey questions are underpinned by our neuroscience framework - helping you understand how your people think, feel and behave.

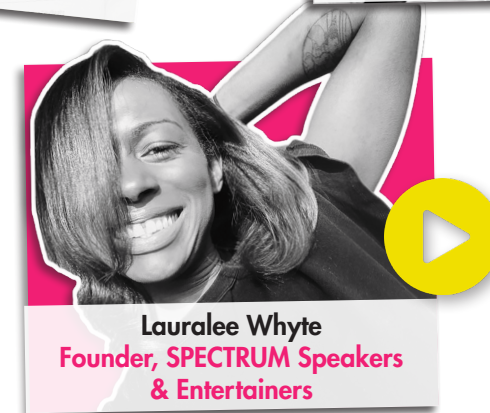
Each question is tagged with a neuroscience theme so you can slice and dice your data to understand what drives employee engagement and happiness in your organisation.

The report is designed to help leaders think differently about how they collect and use data to advance racial equity.



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# ADVANCING RACIAL EQUITY COMMENTARY



Click on an image to hear what the experts thought about the Advancing Racial Equity Report data.

[Click here](#) to book a demo for the Advancing Racial Equity Survey

Racial equity data on **the next page...**



To what extent do you feel safe to openly share your feelings about diversity, inclusion and belonging in your organisation?

The last time I tried, I was asked what does race have to do with technology.

2021-09-15 21:45:31

1

How active is your organisation in the fight against discrimination?

I know that corporate communications wouldn't come out and support legislation to improve the situation for trans people. They said lots of stuff but wouldn't go public, so I didn't believe the will was really there to be active.

2021-09-15 10:46:01

4

To what extent do you feel people of all backgrounds can join and thrive in your organisation?

I don't believe it would be easy for somebody to thrive in our organisation unless they 'fitted in' completely with the current business leader.

2021-09-15 09:50:36

2

To what extent do you feel safe to openly share your feelings about diversity, inclusion and belonging in your organisation?

I got to a point where, safety was not something I associated with my place of work so I decided me expressing my feelings on diversity and inclusion could not make my experience any worse.

2021-09-21 09:26:21

3

To what extent do you feel people of all backgrounds can join and thrive in your organisation?

White males dominate leadership - and most staff are white. Most Black employees are entry-level staff or security.

2021-09-15 18:44:32

1

To what extent do you feel safe to openly share your feelings about diversity, inclusion and belonging in your organisation?

It was not safe. I did it anyway, vocally. I was laid off.

2021-09-15 11:46:30

2

To what extent do you feel people of all backgrounds can join and thrive in your organisation?

Tech, mostly male. Almost entirely white, cis, straight.

2021-09-20 11:26:09

4

To what extent do you feel safe to openly share your feelings about diversity, inclusion and belonging in your organisation?

I feel like no matter what I say, I will be perceived as a trouble maker.

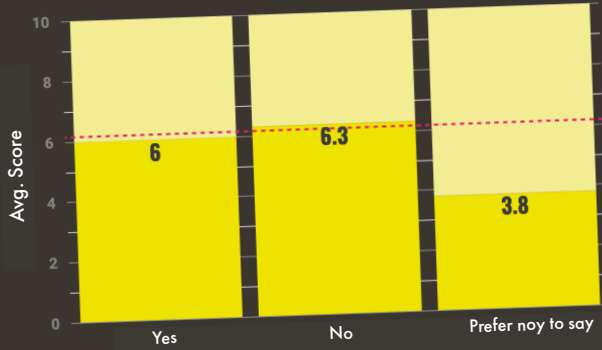
2021-09-17 17:14:46

2

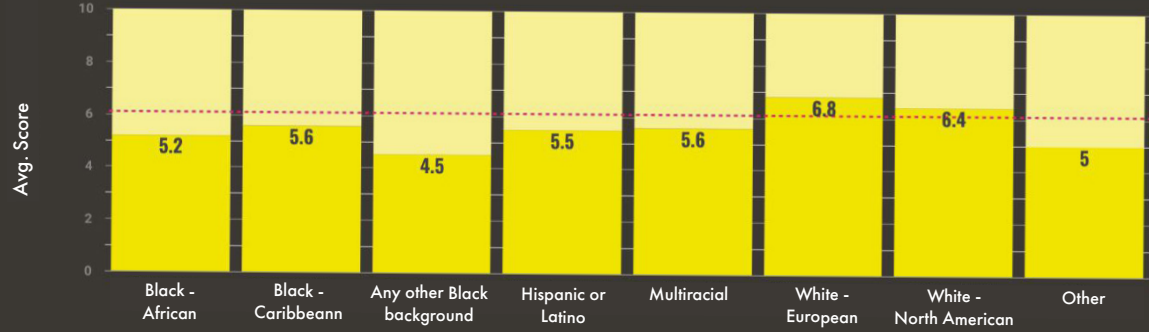


# ADVANCING RACIAL EQUITY DATA

### Do you consider yourself to have a disability?



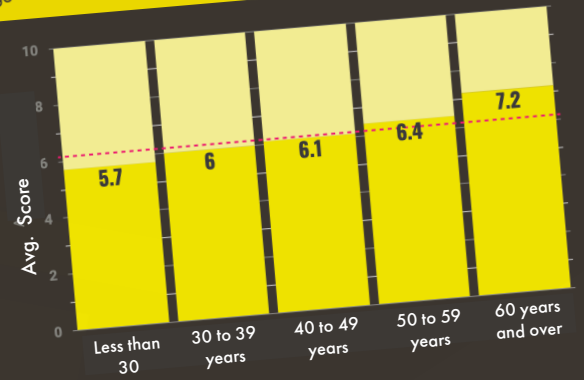
### Ethnic Group



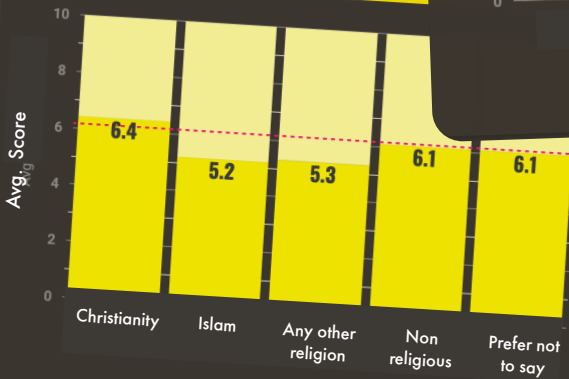
### You identify as:



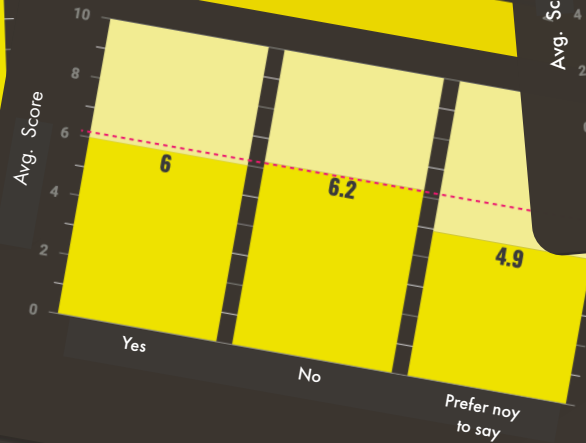
### Age



### Religion



### Identify as LGBT+



# Contact Us

[Click here](#) to discuss the Advancing Racial Equity Survey and the full Employee Engagement AND Happiness Platform with Shereen Daniels.

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