



DIVERSITY AND INCLUSION IN GOVERNMENT RELATIONS SURVEY

Snapshot Report

Diversity in Government
Relations Coalition

JULY 2022



Introduction.

By the year 2043, the United States will be a majority-minority nation yet the policymaking process continues to elude people of color while exacerbating racial disparities¹. By 2050, our nation could see an \$8 trillion gain in the gross domestic product if we were to eliminate disparities by race—thereby cementing our global footprint. We are facing both a moral and an economic imperative².

The American Republic sits at an inflection point in our history—we can progress or regress based on our decision to represent the voices of all Americans or only a select few. **This Diversity and Inclusion in Government Relations Survey Snapshot Report** reflects the aggregate insights gathered from the government relations industry in Fall 2021. Government relations professionals are best positioned to influence local, state, and federal policy, although our findings show that the majority voice is highly dominating organizational and policymaking decisions.

Underrepresented groups report inequitable experiences within their organizations, based on their backgrounds and status across five domain areas:

- Fairness and Opportunity,
- Decision-making,
- Voice,
- Belonging, and
- Diversity

Our findings are sobering. Among 889 respondents both inside and outside of the Washington, D.C. metro area, historically underrepresented racial and ethnic groups (e.g. African Americans, Asian Americans, and other people of color) are less likely to feel like they belong, are treated fairly, or have equal opportunities to succeed at their organizations in comparison to their White colleagues. They are also less likely to feel respected, to agree that their organization values diversity, and are less comfortable voicing their opinions at work. While our findings largely point to inequities along race and gender lines, we also find that within the LGBTQ community, inequities between groups exist.

889
RESPONDENTS

DOMAIN AREAS:

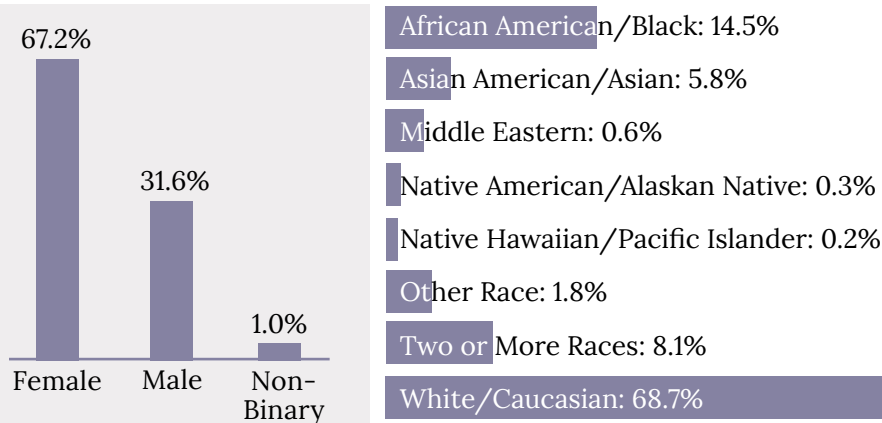
- Fairness and Opportunity
- Decision-making
 - Voice
- Belonging
- Diversity

¹ Demographic Turning Points for the United States: Population Projections for 2020 to 2060. U.S. Department of Commerce. U.S. CENSUS BUREAU

² The Business Case for Racial Equity: A Strategy for Growth. W.K. Kellogg Foundation. 2018.

A Look At Our Respondents.

Largely Female, White, and African American.

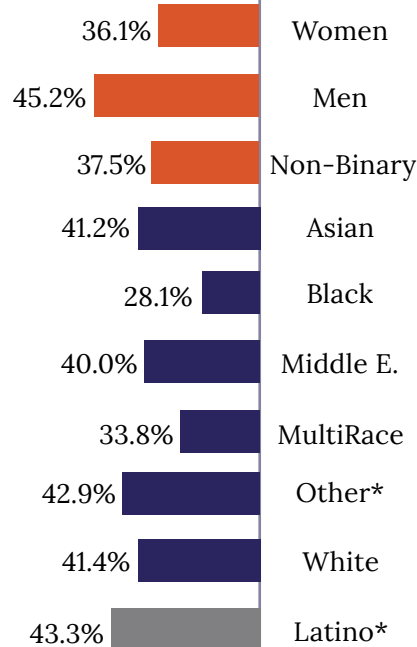


Roughly **14%** of respondents identify as being of Hispanic, Latino, or Spanish origin. Just over half, **57%**, of those identify as White/Caucasian. About **12%** identify as African American/Black.

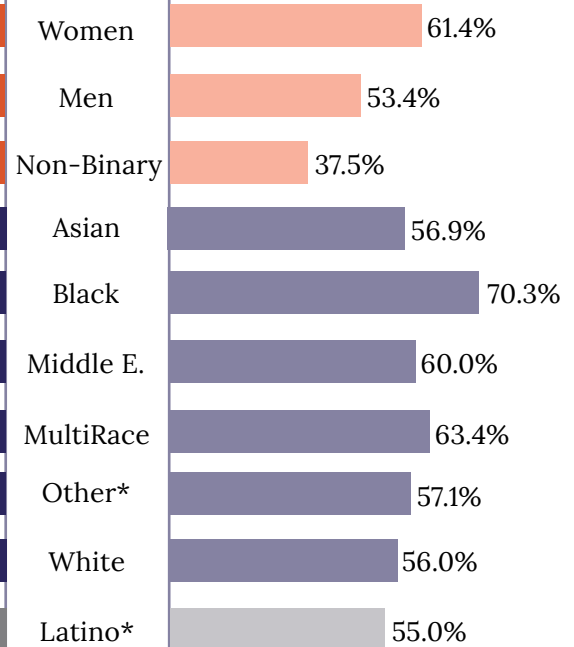
Higher Education: **58%** of respondents hold an Advanced Degree, while another **38%** hold only a Bachelor's Degree.

Women more likely to hold an Advanced Degree.

Bachelor's Degree



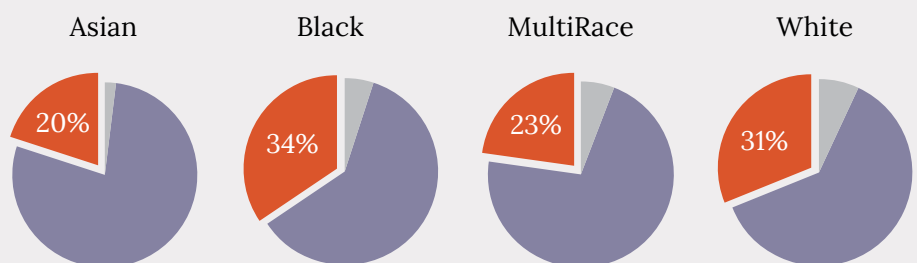
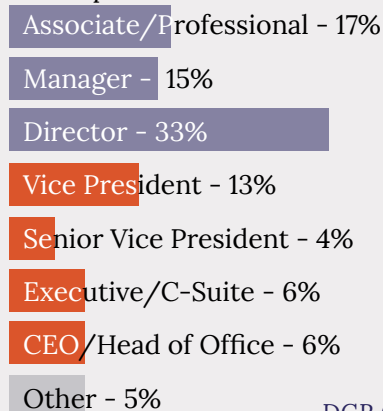
Advanced Degree



*Other includes Native American and Native Hawaiian. Latino includes all races who identify as Latino.

Diversity represented at the leadership levels. The pie charts below show the percentage of each racial and ethnic group represented in **leadership**.

All Respondents



1 in 4

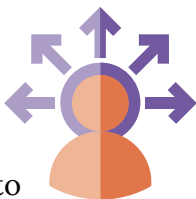
respondents disagree that compensation is **fair** or that they can access career growth **opportunities**.



While 68% of respondents feel favorably about fairness and opportunity at their organizations, only 55% of people of color feel that they are receiving fair compensation, compared to 63% of White respondents. Within the LGBTQ community, only 69% of LGBTQ males agree that people of all backgrounds have equal access to succeed, compared to 80% of heterosexual males.

53%

of people of color are satisfied with the **decision making** at their organization, compared to 66% of White respondents.



There are large differences between race and gender groups, with only 35% of women of color reporting satisfaction with how decisions are made, compared with 50% of White women. Moreover, only 52% of women of color agree with the statement, "Perspectives like mine are included in the decision-making at my organization", compared with 64% of White women.

57%

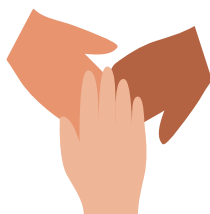
of people of color agree with statements about **voice** at their organization.



While 75% of White staff feel comfortable voicing their opinions, only 59% of staff of color feel comfortable doing so. Differences in perspectives grow as we consider gender and race across statements that capture voice: only 32% of women of color at the staff level feel that there is open and honest communication, compared with 56% of White women at the staff level.

65%

of women of color agree with statements of **belonging**, compared to 84% of White women and 83% of White men.



While our results show that African American women are most likely to hold an advanced degree, they are also least likely to feel that they belong at their organization. Roughly 62% of African American women with an advanced degree feel that they belong, compared to 82% of White women with an advanced degree, and 84% of White women with a bachelor's degree.

66%

of respondents agree that their organizations are prioritizing **diversity** at their organization.



However, there are large differences in perspectives between White respondents and people of color. Only 61% of people of color agree that their organization values diversity, compared to 80% of White respondents. Even more so, only 53% of all respondents agree that their organization builds diverse teams. Even fewer people of color, 47%, agree that their teams are diverse, compared to roughly half of White respondents, 55%.

In the full report releasing this fall, we will provide insights into how these domains show up for individuals of different backgrounds within the field and include specific recommendations for embedding diversity and inclusion into both policy and practice. We encourage you to discuss these findings amongst your teams and consider the implications on your work.



This report was generously supported by the Hispanic Lobbyists Association, Q Street, and Women in Government Relations.

