

Survey Results

1. Who is responsible for DE&I?

A. HR or Firm Diversity Professionals	3/36	(8%)
B. The C Suite	3/36	(8%)
C. Everyone at the Firm	24/36	(67%)
No Answer	6/36	(17%)

Survey Results

2. In the aftermath of George Floyd's death and the protests, did your firm issue a statement (either internal or external)?

A.Yes	24/36 (66%)
B.No	6/36 (17%)
No Answer	6/36 (17%)

Survey Results

3. At times, I am not sure what to say or do around issues of race and as a result I have a tendency to remain silent.

A. Agree	8/36	(22%)
B. Disagree	22/36	(61%)
No Answer	6/36	(17%)

Survey Results

4. Do you consider yourself to be an Ally or an Upstander? An upstander is a person who speaks or acts in support of an individual (opposite of a bystander).

A. Yes	29/36 (81%)
B. No	0/36 (0%)
No Answer	7/36 (19%)

Survey Results

5. In light of the events in 2020, are you optimistic that we have a meaningful opportunity to make real progress around racial equity and inclusion within our industry?

A. Yes	27/36 (75%)
B. No	2/36 (6%)
No Answer	7/36 (19%)