



CADIA US DEI Primary Research Survey

THANK YOU FOR YOUR PARTICIPATION

CADIA, MICHauto and the State of Michigan thank you for your participation in the US DEI Industry Study! The study will establish key baseline data, provide benchmarks for diversity, equity, and inclusion across major corporations and provide recommendations to state leaders on how to impact the DEI measures found within the study. The primary focus will be on transportation companies, including vehicle manufacturing, aftermarket and parts manufacturing, defense, auto-tech, automobility and other related industries. KPMG is the study research partner.

BACKGROUND

Available data paints a picture of a transportation industry that is minimally diverse in terms of its workforce in gender, race, ethnicity and other diversity dimensions. Leadership in the industry remains predominantly white and male in North America, and there is a similar lack of diversity globally. Furthermore, anecdotal data indicates that attrition rates in the industry for women and minorities exceeds the rates of their majority counterparts.

However, even high-level data remains scarce. There is a significant lack of specific and granular data to illustrate the current state of the industry talent pipeline, as well as what the industry could look like if it authentically embraced inclusive cultures and truly leveraged and valued diverse talent.

There are some who doubt the industry's need for diversity. There is also the belief that there is no pipeline of robust talent because the underrepresented groups simply do not possess the needed technical expertise. Without objective data, it may be difficult to make the case for diversifying the industry if these perceptions are not challenged. Furthermore, it will be impossible to measure progress without baseline data.

RESEARCH OBJECTIVE

Identify the current state of diversity, equity and inclusion in the US transportation sector, publish a white paper or report with analysis and collect data to develop a baseline to:

- Establish goals for representation throughout all functional and technical areas and leadership levels based on an available and qualified workforce.
- Develop critical key areas of focus to achieve inclusive talent and leadership development.
- Measure against other industries/sectors.
- Measure progress over time in the automotive industry.

INSTRUCTIONS

Answer / fill in the questions and data fields on the following pages, beginning with General Questions. Some questions are multiple choice, some are fill-in-the-blank, and some require data entry based on various "cuts" of your organization. All data should be relevant to your organization's US workforce only. This intake form aims to gather DEI data from a variety of angles (current workforce / talent pipeline, functional / geographic / seniority-based) in order to provide the most granular output possible.

Current Organization - Please input information from your organization's current US workforce. Data should reflect the number of employees that fit the category (not a percentage).

Talent Pipeline - Please input information from your organization's US recruiting efforts in the past 12 months. Data should reflect the number of applicants that fit the category (not a percentage).

To view the questions and required inputs for this survey, click [here](#). When you're ready to begin filling out the survey for your organization, click the "Next" button at the bottom of this screen. Once started, the survey will maintain your progress. You can close the browser and return to where you left off by following the original survey link you were provided.

(If you experience technical issues with the survey, please contact dianariddle@kpmg.com.)

DEFINITIONS & SOURCES

Function - While your organization may not be structured in a way that aligns directly with the functions provided, please do your best to align your organization's structure to the functions listed. Input the number of employees holding positions in the applicable functions / number of applicants applying for roles in the functions.

Seniority - Seniority categories are based on the US EEO-1 filing requirements. If you have US-specific filings, they may be useful in completing this section of the form. Input the number of employees holding the applicable positions / number of applicants applying for the positions. Definitions of each seniority category can be found in the links provided in each Seniority tab.

Geography - Regions and Divisions are based on the US Census Bureau's classifications. Input the number of employees / applicants who are located in each Division. Regions will be tabulated after data has been submitted.

CONFIDENTIALITY & PRIVACY

CADIA and its representatives will utilize the data you provide solely for research purposes. Individual responses will be aggregated and/or anonymized before results are published. Data and individual company participant names will not be shared outside CADIA and its research partners. For more information regarding confidentiality and data privacy, please review our [Legal Statement](#) & [US Privacy Statement](#).

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Company Name:

Industry:

Value Chain Segment:

Product (indicate your company's main product line):

Headcount - US workforce only:

(Include employees only. Do not include interns, contractors or temporary workers.)

Annual Revenue – US Operations only (Actual revenue in USD):

Location - US headquarters / primary location (City, State):

What is your level of confidence in the accuracy of the insights derived from the DEI data collected and stored by your organization today?

Please provide a contact email in connection with this survey:

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Which metrics are used to measure diversity in your US organization today?

Gender:

- Yes
- No

Race / Ethnicity:

- Yes
- No

Age:

- Yes
- No

Other (please specify):

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CADIA US DEI Primary Research Survey

Which metrics are used to measure the diversity of your US talent pipeline in your organization today?

Gender:

- Yes
- No

Race / Ethnicity:

- Yes
- No

Age:

- Yes
- No

Other (please specify):

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Please provide documentation or description of any current or planned practices put in place within your US organization to impact the level of diversity in the current US workforce and / or candidate pipeline.

(use as much space as required for response; no character limit) (If applicable, additional documentation associated with your responses may be emailed to dianariddle@kpmg.com for inclusion in the survey analysis.)

Current programs / efforts:

Planned programs / efforts:

Please include details of any plans regarding future data collection as well as planned initiatives (confirmed or proposed) that the organization is considering.

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	Male		Female		Other		No Response	
	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic / Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Research & Development

Activities include product development, engineering, innovation, etc.

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	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Human Resources

Activities include recruitment, compensation & benefits, learning & development, onboarding, etc.

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American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic / Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Manufacturing & Production

Activities include plant management, fabrication, assembly, material management, production planning, quality, etc.

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American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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	Male		Female		Other		No Response	
	Hourly #	Salary	Hourly #	Salary	Hourly #	Salary	Hourly #	Salary
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Procurement

Activities include sourcing, purchasing, receiving & inspection, negotiation, contract management, supplier relationship management, etc.

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American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Information Technology

Activities include security, networks, information systems, cybersecurity, infrastructure, architecture, applications, etc.

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	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic / Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Operations

Activities include facilities, maintenance, supply chain, resource management, demand planning, etc.

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	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic / Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

No Response

<input type="text"/>	Male	<input type="text"/>	<input type="text"/>	Female	<input type="text"/>	<input type="text"/>	Other	<input type="text"/>	<input type="text"/>	Responsible	<input type="text"/>
Hourly		Salary	Hourly		Salary	Hourly		Salary	Hourly		Salary

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	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Service workers

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	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic / Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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	Male		Female		Other		No Response	
	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

Region - Midwest

Division - East North Central (IL, IN, MI, OH, WI)

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	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

Region - South

Division - West South Central (AR, LA, OK, TX)

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	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

Region - South

Division - East South Central (AL, KY, MS, TN)

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American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								

	Male		Female		Other		No Response	
	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Region - South

Division - South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV)

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic / Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Region - Northeast

Division - Middle Atlantic (NJ, NY, PA)

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic / Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Region - Northeast

Division - New England (CT, MA, ME, NH, RI, VT)

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic / Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

No Response

<input type="text"/>	Male	<input type="text"/>	<input type="text"/>	Female	<input type="text"/>	<input type="text"/>	Other	<input type="text"/>	<input type="text"/>	Responsible	<input type="text"/>
Hourly		Salary	Hourly		Salary	Hourly		Salary	Hourly		Salary

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	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic / Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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	Male		Female		Other		No Response	
	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

Technicians

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

Sales workers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								
White								
Two or More Entries								
No Response								

Administrative support workers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native								
Asian								
Black or African American								
Hispanic / Latino								
Native Hawaiian or Other Pacific Islander								

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Service workers

Note, Hourly workers are intended to include non-exempt employees that are paid an hourly rate, while Salary workers are defined as employees paid at a fixed rate. Both exempt Salary workers and non-exempt Salary workers should be included in the Salary count.

("Other" includes individuals who provided their gender as anything other than Male or Female (i.e., non-binary). "No Response" includes individuals who did not provide a gender.)

	Male		Female		Other		No Response	
	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #	Hourly #	Salary #
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic / Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Two or More Entries	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
No Response	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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