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## Overall Response Rate



## Who Responded?

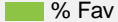


- **17%** of respondents identify as asexual, bisexual or pansexual, gay, lesbian, queer, questioning, or something else.
- **1.4** times as many respondents identify as women as men.
- **1%** of respondents have a nonbinary gender identity.
- **1%** of respondents are transgender.
- **42%** of respondents are below 40 years of age.
- **39%** of respondents indicate having caregiver responsibilities.
- **10%** of respondents are most comfortable in a language other than English (most commonly Spanish, Portuguese, or Chinese/Mandarin)

## How To Interpret Charts

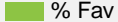


See below for an explanation of each chart element.

<u>Element</u>	<u>Explanation</u>
Question Number	This is the question number as the question appeared in the survey.
Question Text	This is the question text that was presented (in English).
Valid N	This is the number of respondents that answered the question and did not skip the question (either through skipping it, or selection "N/A").
% Favorable	This demonstrates the overall average of all respondents, and whether their response was favorable, neutral, or unfavorable.
vs. General Industry Norm	This is a benchmarking indicator. If the question is available to be benchmarked against (using proprietary Korn Ferry data for other firms), the overall favorability rating of Boston University is compared to the overall industry norm. A positive number indicates that BU exceeds the overall industry norm, a negative number indicates that BU has lower overall favorability, and a double hyphen means that question is not benchmarked.
vs. High Performing Norm	This indicator is similar to the above indicator, but specifically the highest performing subset of overall companies in Korn Ferry's benchmark (55 companies vs. 700 companies).
Min / Max	<p>Respondents are placed into one (or multiple) cohorts based on gender, generation, race, ethnicity, gender identity, transgender, sexual orientation, caregiver status, etc.</p> <p>Each of these cohorts (or communities) is then averaged overall. The min is the least favorable rating across all those cohorts. The max is the most favorable rating across all those cohorts.</p>
1 <sup>st</sup> and 3 <sup>rd</sup> Quartile	Similar to the above approach, the quartiles are based on cohorts. The first 1 <sup>st</sup> quartile is the middle number between the smallest number (minimum) and the median of the data set. The 3 <sup>rd</sup> quartile is the middle number between the median of the data set, and the largest number (maximum) of the data set.
Median	Median is the overall average displayed for all respondent's' favorability ratings for each question.
General Industry Norm	Favorability of a question is compared to benchmarks when available. A positive number means BU has a more favorable response to the question than the benchmark. General Industry is a Korn Ferry proprietary benchmark of more than 700 companies in all sectors.
High Performing Norm	Similar to above. High Performing is a subset of Korn Ferry's proprietary benchmark data. It is the 55 highest performing firms with the overall industry benchmark maintained by Korn Ferry.

## Most Favorable Items

		Valid N	 % Fav	 % Neutral	 % Unfav	vs. General Industry Norm	vs. High Performing Norm
14	My immediate manager or supervisor is flexible when I need to take care of a personal or family matter.	4,560	95	3	2	+9	--
8	I am treated with respect by my co-workers.	4,609	91	5	4	+12	+7
CQ2	I have a good understanding of what it means to be "antiracist".	4,540	88	9	3	--	--
13	My immediate manager or supervisor reviews my performance fairly.	4,490	86	9	5	+12	--
16	My immediate manager or supervisor supports me in my learning and development.	4,561	84	10	7	+14	+9
7	My immediate manager or supervisor makes me feel valued and appreciated for my contributions.	4,599	83	9	8	+5	--
33	I would recommend Boston University as a good place to work.	4,574	82	14	4	+13	+4
28	Boston University recognizes and addresses external events that affect my community (e.g., the COVID-19 pandemic, the 2020 killing of George Floyd, the 2021 storming of the U.S. Capitol).	4,513	80	13	7	--	--
29	We treat all our community members (clients, students, staff, or faculty) with respect, regardless of gender identity, race and ethnicity, sexual orientation, or other personal characteristics.	4,533	80	10	9	-10	--
9	I feel able to be myself at work.	4,578	79	11	10	-3	--

## Least Favorable Items

		Valid N	 % Fav	 % Neutral	 % Unfav	vs. General Industry Norm	vs. High Performing Norm
17	Boston University is effective in advancing people from underrepresented racial and ethnic groups into leadership positions.	4,095	46	31	23	-4	--
18	Promotions and assignments are made fairly.	4,037	47	31	23	+5	--
20	Boston University takes unique customs of my community into account in policies and practices.	3,524	48	38	13	--	--
12	Managers and supervisors are held accountable for creating diverse and inclusive work environments.	4,007	51	28	21	-3	--
4	Boston University has an effective process in place to deal with complaints regarding mistreatment.	3,692	52	29	19	-8	--
32	Boston University intentionally addresses inequities that affect our staff and their communities.	4,046	52	30	19	--	--
24	Boston University has clear vendor/supplier/contractor diversity policies and procedures.	2,720	53	35	13	--	--
26	Boston University purposefully creates diverse, equitable and inclusive teams to improve team performance.	4,285	55	28	17	--	--
31	Boston University effectively leverages diversity, equity, and inclusion to better serve our stakeholders.	3,722	55	34	12	--	--
25	Management encourages staff to share important information about the organization, even if it is bad news.	4,230	58	23	19	-15	--
2	I can freely express my views without fear of negative consequences.	4,561	59	20	21	-5	-10

## All Item-Level Results

Overall Boston University Results						Favorability Across Demographic Groups						
	Valid N	% Fav	% Neutral	% Unfav	vs. General Industry Norm	vs. High Performing Norm	Min	1st Quartile	Median	3rd Quartile	Max	
1	Managers and supervisors apply policies and rules in a fair and consistent manner.	4,465	70	15	15	+1	--	51	65	70	71	78
2	I can freely express my views without fear of negative consequences.	4,561	59	20	21	-5	-10	47	56	58	61	67
3	In my work environment, everyone is treated fairly regardless of gender identity, race and ethnicity, sexual orientation, or other personal characteristics.	4,522	76	11	13	0	-3	57	71	75	78	82
4	Boston University has an effective process in place to deal with complaints regarding mistreatment.	3,692	52	29	19	-8	--	23	43	50	54	68
5	Boston University does not tolerate harassment or discriminatory behavior.	4,390	75	15	11	-4	--	42	68	74	77	87
6	Boston University takes into account the reputational risks (e.g., negative publicity, legal issues) of ineffective diversity, equity, and inclusion practices.	4,167	75	18	7	--	--	60	69	74	78	83
7	My immediate manager or supervisor makes me feel valued and appreciated for my contributions.	4,599	83	9	8	+5	--	67	79	83	84	94
8	I am treated with respect by my co-workers.	4,609	91	5	4	+12	+7	80	89	92	92	94
9	I feel able to be myself at work.	4,578	79	11	10	-3	--	58	70	78	81	87



Overall Boston University Results							Favorability Across Demographic Groups					
	Valid N	% Fav	% Neutral	% Unfav	vs. General Industry Norm	vs. High Performing Norm	Min	1st Quartile	Median	3rd Quartile	Max	
10	Boston University clearly communicates its diversity, equity, and inclusion strategy to all employees.	4,493	68	18	14	+9	--	41	60	67	70	80
11	Senior leadership's goals, plans, and actions reflect a real commitment to diversity, equity, and inclusion.	4,269	64	23	13	+9	--	35	54	61	65	76
12	Managers and supervisors are held accountable for creating diverse and inclusive work environments.	4,007	51	28	21	-3	--	23	46	50	54	69
13	My immediate manager or supervisor reviews my performance fairly.	4,490	86	9	5	+12	--	71	82	86	87	93
14	My immediate manager or supervisor is flexible when I need to take care of a personal or family matter.	4,560	95	3	2	+9	--	83	93	95	95	96
15	I receive feedback that helps my development and improvement.	4,537	73	16	12	+10	0	50	73	73	74	79
16	My immediate manager or supervisor supports me in my learning and development.	4,561	84	10	7	+14	+9	69	81	84	85	100
17	Boston University is effective in advancing people from underrepresented racial and ethnic groups into leadership positions.	4,095	46	31	23	-4	--	14	37	45	49	63
18	Promotions and assignments are made fairly.	4,037	47	31	23	+5	--	18	42	47	48	60



		Overall Boston University Results					Favorability Across Demographic Groups					
		Valid N	% Fav	% Neutral	% Unfav	vs. General Industry Norm	vs. High Performing Norm	Min	1st Quartile	Median	3rd Quartile	Max
19	Boston University is effective in advancing women into leadership positions.	4,196	70	20	10	+12	--	53	65	70	72	81
20	Boston University takes unique customs of my community into account in policies and practices.	3,524	48	38	13	--	--	18	40	48	51	61
21	My colleagues/my team use(s) the different perspectives, backgrounds, and experiences of our employees to improve ways of working.	4,471	71	20	9	0	--	57	68	71	73	80
22	It is common practice in team meetings to ensure everyone has the opportunity to contribute and share ideas.	4,516	78	12	10	-1	--	58	75	78	80	83
23	My colleagues/my team use(s) the different perspectives, backgrounds, and experiences of our employees to help Boston University reach our goals.	4,452	72	20	8	+3	--	50	69	73	74	82
24	Boston University has clear vendor/supplier/contractor diversity policies and procedures.	2,720	53	35	13	--	--	20	47	52	57	75
25	Management encourages staff to share important information about the organization, even if it is bad news.	4,230	58	23	19	-15	--	37	54	58	60	68
26	Boston University purposefully creates diverse, equitable and inclusive teams to improve team performance.	4,285	55	28	17	--	--	24	47	53	59	73
27	Our employees have the knowledge and skills they need to relate effectively with clients, students, staff, or faculty, regardless of gender identity, race and ethnicity, sexual orientation, or other personal characteristics.	4,443	68	19	13	-8	--	39	56	67	69	80





Overall Boston University Results							Favorability Across Demographic Groups					
	Valid N	% Fav	% Neutral	% Unfav	vs. General Industry Norm	vs. High Performing Norm	Min	1st Quartile	Median	3rd Quartile	Max	
28	Boston University recognizes and addresses external events that affect my community (e.g., the COVID-19 pandemic, the 2020 killing of George Floyd, the 2021 storming of the U.S. Capitol).	4,513	80	13	7	--	--	53	74	79	81	88
29	We treat all our community members (clients, students, staff, or faculty) with respect, regardless of gender identity, race and ethnicity, sexual orientation, or other personal characteristics.	4,533	80	10	9	-10	--	56	70	77	82	86
30	Boston University actively helps make communities in which it operates (e.g., Boston metro area) better places to live and work.	3,954	61	28	11	-15	--	34	53	60	64	71
31	Boston University effectively leverages diversity, equity, and inclusion to better serve our stakeholders.	3,722	55	34	12	--	--	24	50	53	57	67
32	Boston University intentionally addresses inequities that affect our staff and their communities.	4,046	52	30	19	--	--	27	43	50	54	63
33	I would recommend Boston University as a good place to work.	4,574	82	14	4	+13	+4	54	77	82	84	89
34	As you plan your career, how long do you hope to continue to work for Boston University?	3,887	60	18	22	+3	-5	22	45	58	63	87
CQ1	I know where within Boston University to turn for resources or support to help with any issues or concerns related to diversity, equity, and inclusion.	4,461	74	13	13	--	--	53	67	73	75	83
CQ2	I have a good understanding of what it means to be "antiracist".	4,540	88	9	3	--	--	76	87	88	90	94