

# BRIDGE

Benchmarking Race, Inclusion,  
& Diversity in Global Engagement

## 2021 Survey Findings

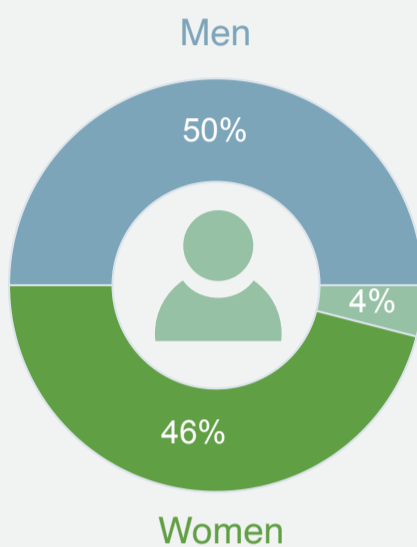
Benchmarking Race, Inclusion, and Diversity in Global Engagement (BRIDGE), is an institutional survey created by a coalition of industry experts to develop a snapshot of diversity at the staff, senior management, chief executive, and board levels, in United States-based headquarters of international development and humanitarian assistance organizations. Out of the 381 organizations the survey was disseminated to in March of 2021, 166 responded, signifying a 44% response rate. For more information on the BRIDGE survey and to read the full summary of findings report, [visit our website](#).

### Workforce Diversity

**84%** 8 in 10 Chief Executives are White

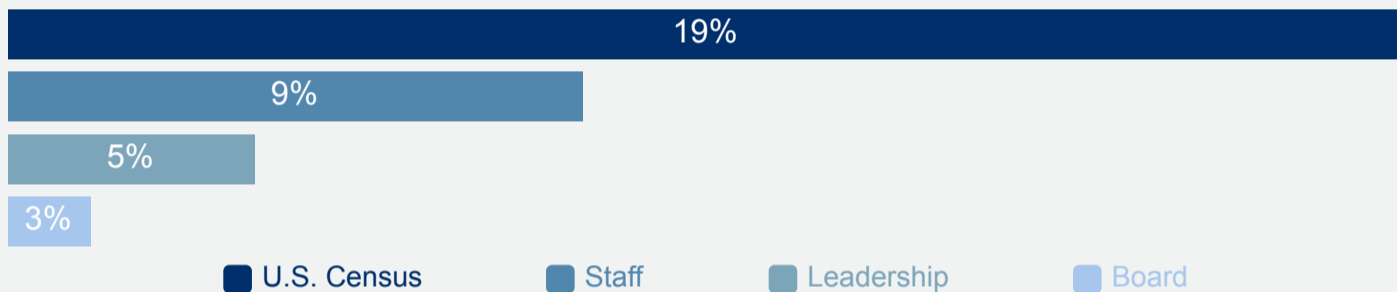
**73%** of leadership teams are White

**67%** of Board members are White



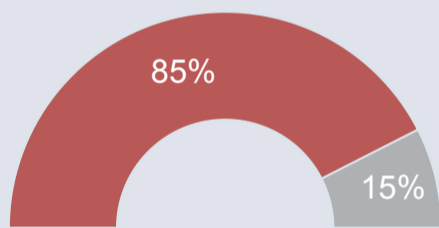
Chief Executives are evenly split between men and women. However, only **4%** of Chief Executives are **BIPOC Women** despite comprising **20%** of the U.S. population.

### LatinX Representation

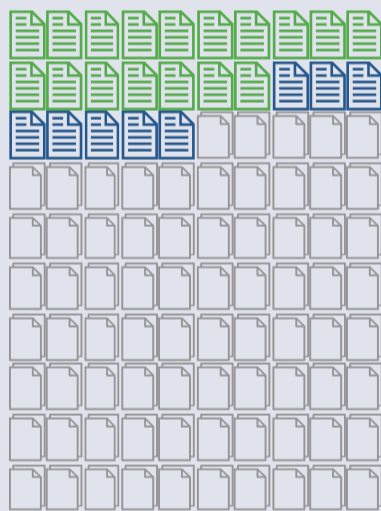


LatinX individuals are severely under represented at all levels of sector organizations when compared to the general population.

### DEI Practices



**85%** of organizations were implementing at least one DEI initiative at the time of the survey.



**Only 25%**

of organizations have a formal DEI policy.

**One Third**

were published after the murder of George Floyd in Spring 2020.

### Data Gaps



1 in 6 organizations do not capture employee sex data.



1 in 4 organizations do not capture employee race data.



1 in 2 organizations do not capture employee disability data.

### DEI Investments



**1 in 5**

organizations spent more than \$25,000 on staff time for DEI in 2020.



**85%**

of organizations invested in consultants in 2020.

**20%**

of organizations spent at least \$50,000 on consultants during 2020.

\*out of organizations that tracked spending.

### Transparency

