

# Diversity Summit Keypad Survey Summary

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- **Quickie Report**
  - Overwhelming majorities (79%) found the conference effective
  - 84% thought summit should be available to more members.
  - 94% thought that the Coast Guard would benefit from more honest dialogues about diversity.
  - 79% assessed themselves as comfortable or very comfortable opening conversations about diversity.
- **At first cut:**
  - There did not appear to be major differences in finding by various demographic factors: age, region, white/of color status, rank.
  - This needs more investigation however.
  - There is some work to do
  - 67 percent of Summit attendees said that unconscious bias affects interpersonal treatment either sometimes or frequently.
  - 44 percent have not seen more dialogue at their unit since the Diversity Strategic Plan was rolled out. Of that percentage more than 3 in 4 (33% of total) said the dialogues are needed.
  - Of the 56 percent who had seen more dialogues, only 16% thought the dialogues were very positive.
  - An interesting fact about the need for better diversity practice:
  - There is wide agreement that the dialogues are more needed; there is wide agreement that folks are comfortable leading them, but still relatively small percentage saying they are very positive.
- **As we saw:**
  - Though large numbers thought the Summit was effective, significant percentages withheld a lot (26%), or with held some (45%).
  - Those in those categories were a little more likely to be in the two youngest age groups, especially the youngest, under 25.
- **The data suggests:**

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- There is a lot of positive feelings about the diversity initiative among the leaders here.
- We in this room are very confident of our leadership.
- The entire Coast Guard must try harder to translate the will to lead dialogues into dialogues that are experienced as very positive.
- Rolling out this conference to others may be very strategic. And intensive diversity workshops like those experienced here can also be experienced as very positive.
- **Questions to Ponder**
  - How do we have Summits and dialogues that make more people feel like they had a chance to say what was on their mind and heart?
  - How do we increase the portion of people who say the dialogues are positive?
  - What are **effective** strategies for engaging people who have not thought about unconscious bias, or who think dialogues about diversity and related issues are unproductive?