

# Celebrating the Diversity of our Team

## Quarterly DEI Survey Results at Saxum

We respect and celebrate the unique attributes, characteristics and perspectives that make all of us who we are. We draw our strength from our collective experiences, fostering a culture of belonging and innovation.

### DEI at Saxum

At Saxum, our commitment to Diversity, Equity & Inclusion is embedded in the DNA of our organization. The process, as we've learned, is a long-term commitment that is never ending and always evolving.

We strive to create a truly inclusive environment for all and encourage meaningful dialogue – 1,000 small conversations to be exact – in hopes of leading our organization on a path towards meaningful and measurable change and creating a more diverse, equitable and inclusive world. We engage in regular dialogue with our team in work to gather feedback on a consistent basis.

Each quarter, Saxum distributes a DEI survey to measure the agency's DEI initiatives and provide the agency a snapshot of the diversity at Saxum.

### How do Saxumites feel about inclusion?

89%

The team agrees that they feel like they belong at Saxum.

70%

The team agrees that they can voice a contrary opinion without fear of negative consequences.

61%

The team agrees that perspectives like theirs are included in decision-making.

93%

The team agrees that Saxum believes that people can greatly improve their talents and abilities.

34%

The team agrees that administrative tasks that don't have a specific owner are fairly divided.

# What the Team Says About DEI

“I love that Saxum prioritizes DEI and is making an intentional effort to improve diversity at our agency.”

“Celebrating cultural holidays is cool but DEI on a day-to-day level seems to be missing and I feel that is just as important (and probably impacts people more heavily) as major holidays.”

“While education, self-awareness, and accountability are part of it, I think it is important to gear objectives that speak to our more diverse employees (and future ones). I would love to see an additional statement that addresses specific actions or commitments for our diverse groups and speaks to them, is for them.”

## A Review of DEI Champions’ Initiatives

### What We’re Doing Well

Saxum’s ability to live out this inclusion statement both in philosophy and in every-day application (7.75)

DEI Champions’ effectiveness in meeting the key objectives of the committee (7.43)

### Where We Can Improve

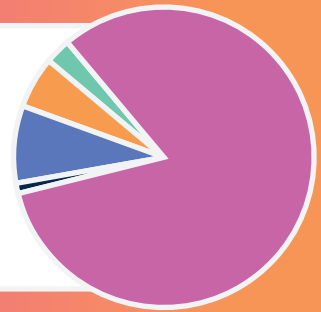
Saxum viewed as an external leader in the DEI space in general as well as among target audiences (5.54)

Saxum’s ability to educate the team on and celebrate the various Holidays and observances (5.7)

## Current Demographics at Saxum

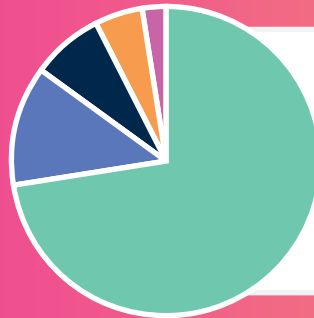
### Sexual Orientation

75% Heterosexual/Straight  
10% Queer  
7.5% Bisexual  
5% Prefer not to disclose  
2.5% Asexual



### Race/Ethnicity

5% American Indian  
2.5% Asian  
12.5% Hispanic or Latino  
7.5% None of the above  
72.5% White



### Age Breakdown

18-25: 11    26-35: 14    36-45: 7    46-55: 2    56-65: 1

10%

Saxumites indicated that English wasn’t their first language. Other languages spoken include Spanish, Arabic, Urdu and Punjabi.

38%

Saxumites are caretakers of children and 5% are caretakers of adults.

33%

Saxumites consider themselves first-generation college graduates.

If you would like to dive deeper into the data from the survey, you can view the full presentation. Please reach out to any member of the DEI Champions Committee if you have any questions, concerns or feedback about the survey or its results.