

# Survey

1. Who is responsible for DE&I?

**A. HR or Firm Diversity Professionals**

**B. The C Suite**

**C. Everyone at the Firm**

# Survey

2. In the aftermath of George Floyd's death and the protests, did your firm issue a statement (either internal or external)?

A. Yes

B. No

# Survey

3. At times, I am not sure what to say or do around issues of race and as a result I have a tendency to remain silent.

A. Agree

B. Disagree

# Survey

4. Do you consider yourself to be an Ally or an Upstander? An upstander is a person who speaks or acts in support of an individual (opposite of a bystander).

A. Yes

B. No

# Survey

5. In light of the events in 2020, are you optimistic that we have a meaningful opportunity to make real progress around racial equity and inclusion within our industry?

A. Yes

B. No