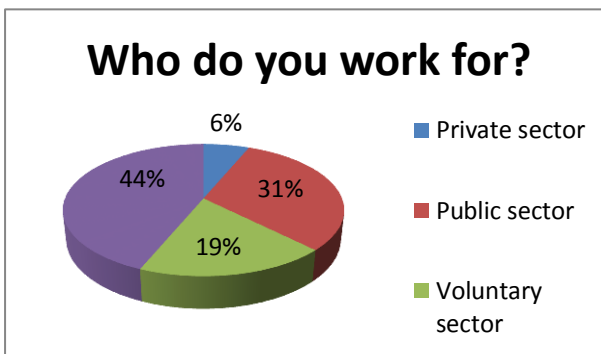


# Results of the IEDP survey

## Who responded?

Thank you to everyone who responded to our recent survey. The response rate was equivalent to nearly 16% of our members, and of those who responded 86% were members and a further 7% were considering joining. Most people had heard about the IEDP through colleagues or at conferences; a few had found us on the internet.

79% of respondents were full-time Equality Diversity and Inclusion (EDI) practitioners or work part-time, with the rest having EDI as part of another role. Nearly half the respondents were independent consultants.



37% of respondents had attended an IEDP event in the past and 50% were aware of the IEDP accreditation process. A further 25% asked to be sent information about the accreditation.

## Proposed future events

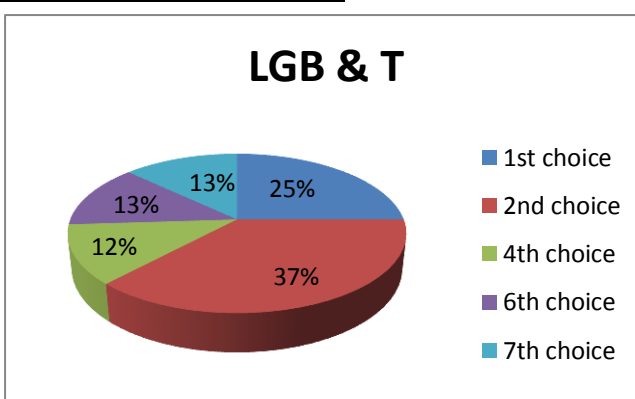
We asked members about a series of seminars we are considering holding next year in order to see which ones people were most interested in attending. We also asked people to rank the seminars in terms of which they were most likely to attend.

The following table shows the percentage of respondents who put each proposed seminar as their first or second choice:

| Seminar            | 1 <sup>st</sup> choice | 2 <sup>nd</sup> choice | 1 <sup>st</sup> + 2 <sup>nd</sup> |
|--------------------|------------------------|------------------------|-----------------------------------|
| Disability         | 20%                    | 10%                    | 30%                               |
| Race               | 14%                    | 29%                    | 43%                               |
| Age                | 14%                    | 14%                    | 28%                               |
| Gender             | 15%                    | 14%                    | 29%                               |
| LGB&T              | 25%                    | 37%                    | 62%                               |
| Trans              | 17%                    | 17%                    | 34%                               |
| Religion or belief | 25%                    | 37%                    | 62%                               |

Two seminars stood out as having the highest proportions of 1<sup>st</sup> and 2<sup>nd</sup> choices:

**Seminar 5: Is there greater visibility for LGB&T people in the 21<sup>st</sup> century? How do practitioners deal with the unwillingness of employees to declare their sexual orientation/gender identity and how will**



this affect monitoring and evaluation? How can the experiences of LGB&T people be identified and acknowledged outside the scope of traditional monitoring exercises?

**Seminar 7:** How do equality professionals balance the demands of people who claim the right to express a religion or belief where it affects the rights of others in society to be treated fairly?

**Some comments from the survey regarding training:**

I am particularly interested in legal and best practice issues relating to the workplace / education and training contexts

The key would be practical advices and things practitioners can readily implement in their workplace

My personal opinion is that the equality and diversity agenda needs to move away from strand specific issues. Whilst there is obviously a need for further information and expertise within these areas, we need focus more specifically on what employment looks like in the 21st century, what the barriers are to inclusion, why some employers are proactive around diversity and some aren't, how much of this is driven by legislation or competition for the best candidates, or other business or commercial drivers.

Practical measures to promote E&D in difficult economic times

Location of events is important, tendency seems to be for London on a Friday, living in Manchester this can become difficult