



BANK OF ENGLAND

f(i)

Frost Included

Cognitive Diversity & Inclusion Survey Findings

+ Measures of Inclusivity used

1. Micro-behaviours

- Are subtle actions or phrases that seem innocuous but are inappropriate used in the organisation?

2. Transparency and objectivity in hiring/firing/promotion decisions

- Are the reasons for these decisions free from negative bias and made available to everyone?

3. Transparency and objectivity in salary and flexible working

- Are the reasons for these decisions free from negative bias and made available to everyone?

4. Impact of irrelevant personal characteristics and “fitting in”

- How much do irrelevant characteristics affect progression?

+ Measures of Inclusivity used

5. Diverse sources for recruitment

- Does the organisation recruit from a variety of sources to get maximum diversity?

6. Dissent and psychological safety with the team

- Do colleagues feel safe taking risks or dissenting within their team?

7. Dissent and psychological safety in communication with leaders

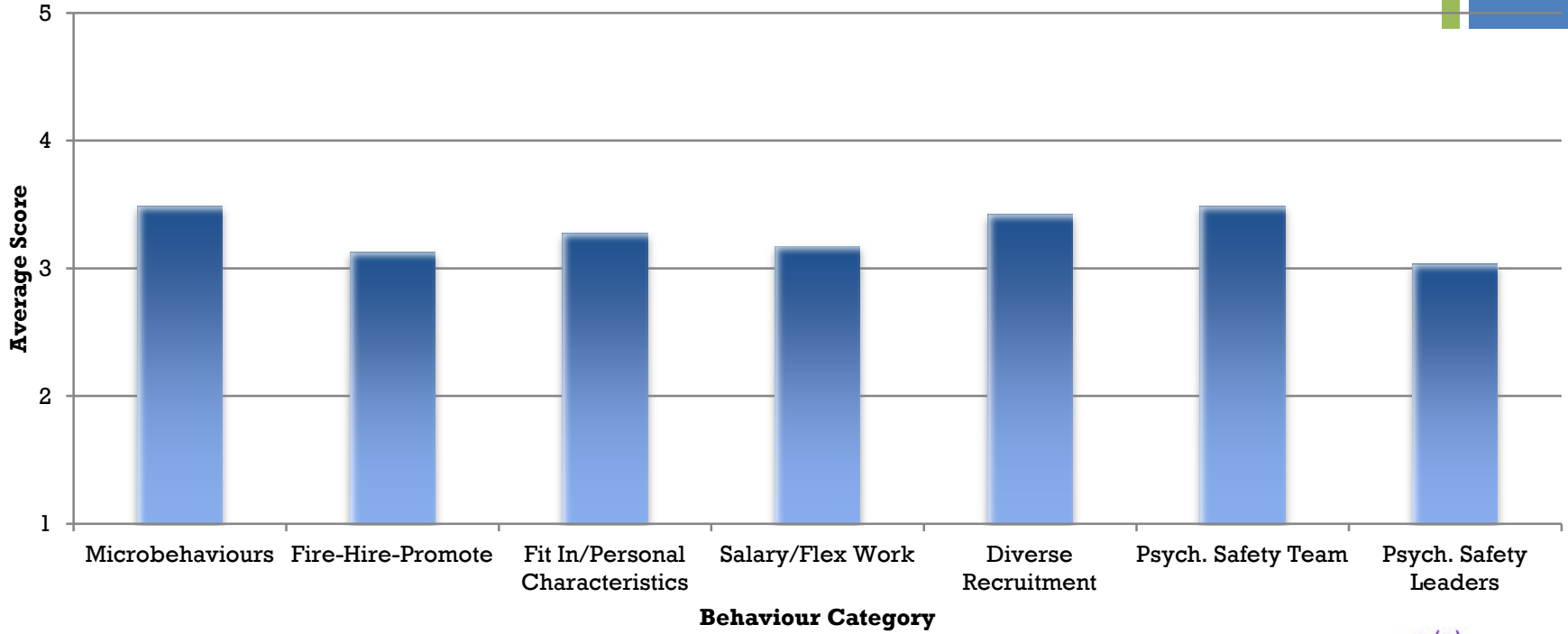
- Do colleagues feel safe taking risks or dissenting around their direct senior leadership?

Key for charts

- Scale
 - 1 Less inclusive
 - 5 More inclusive
- * denotes statistically significant differences
- PNS denotes “Prefer Not To Say”

+ Overall Subscale Scores

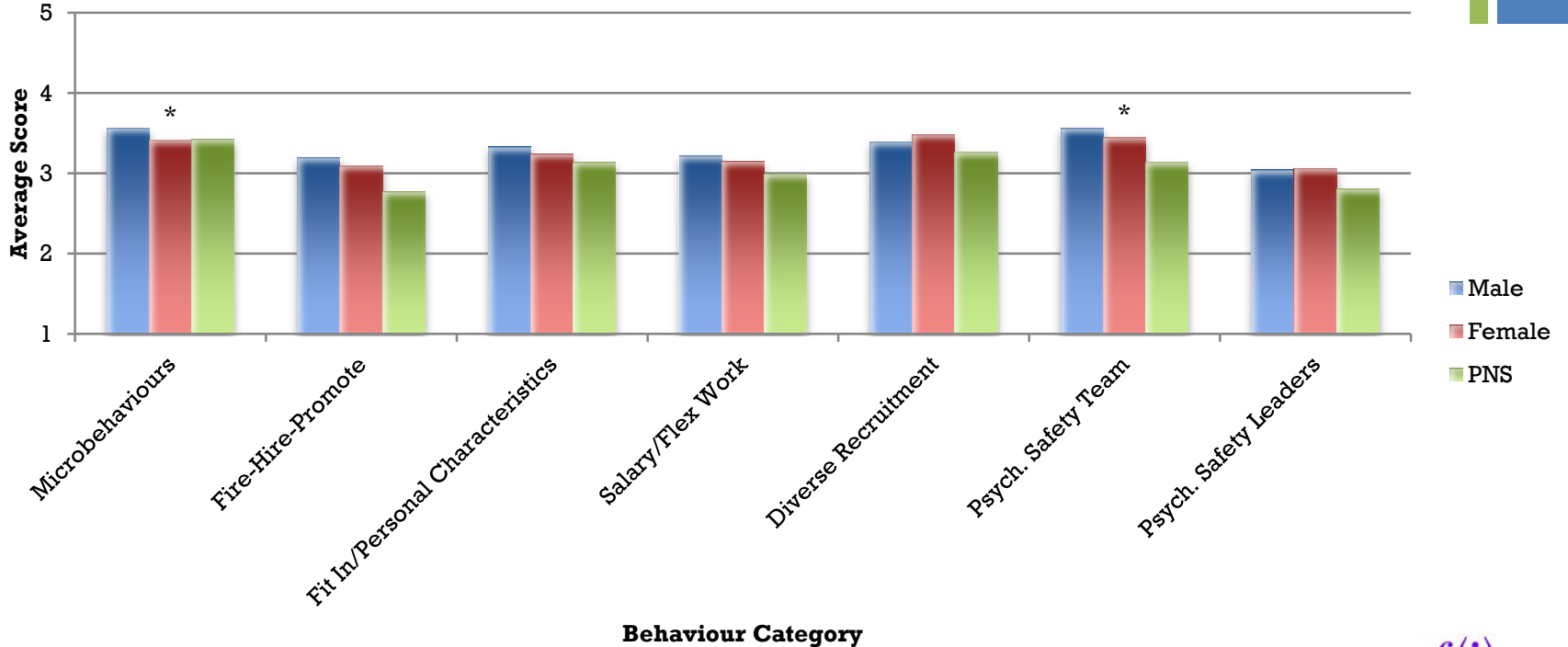
Overall Scores



+ Gender



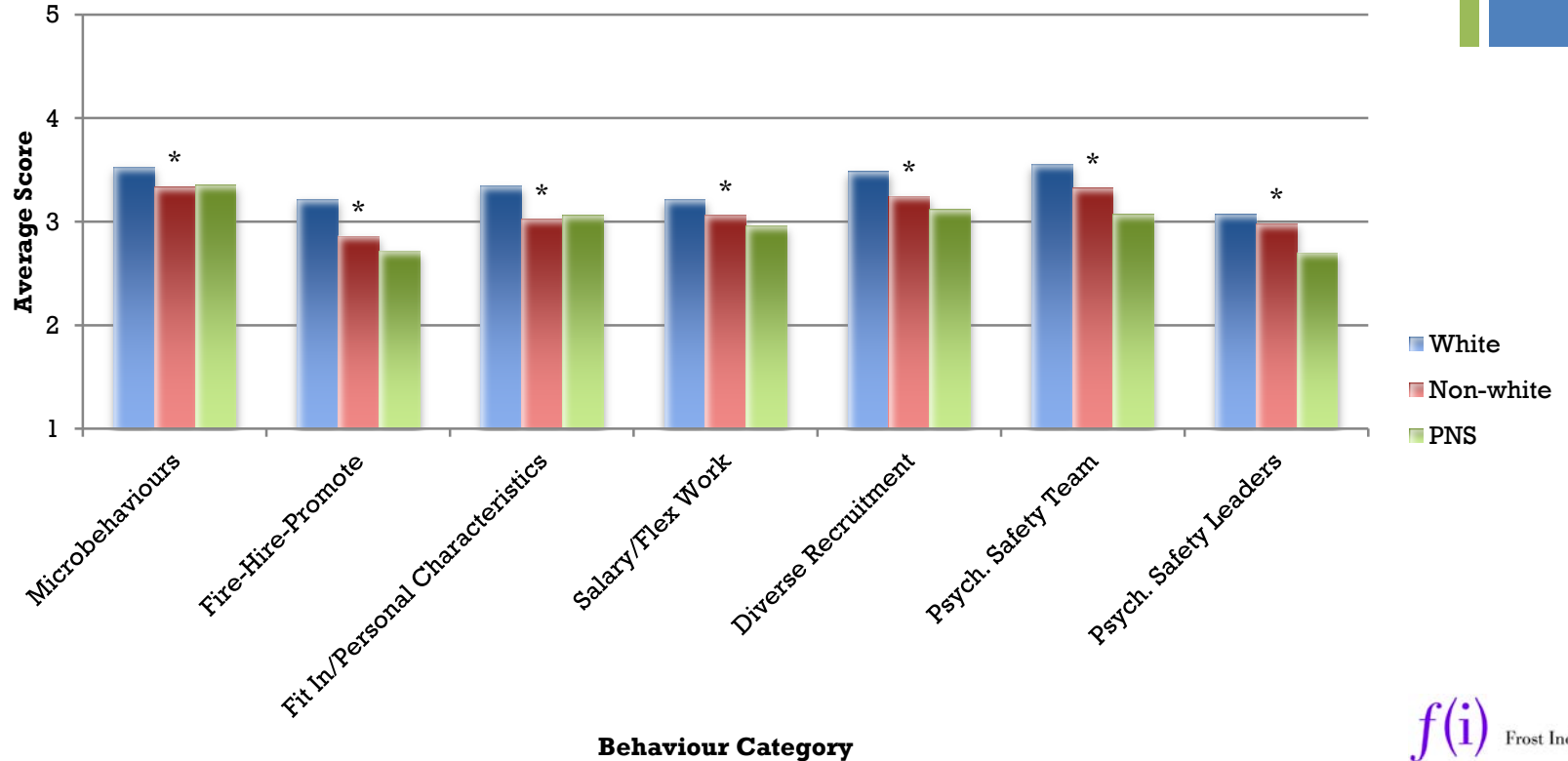
Scores by Gender



+ Race



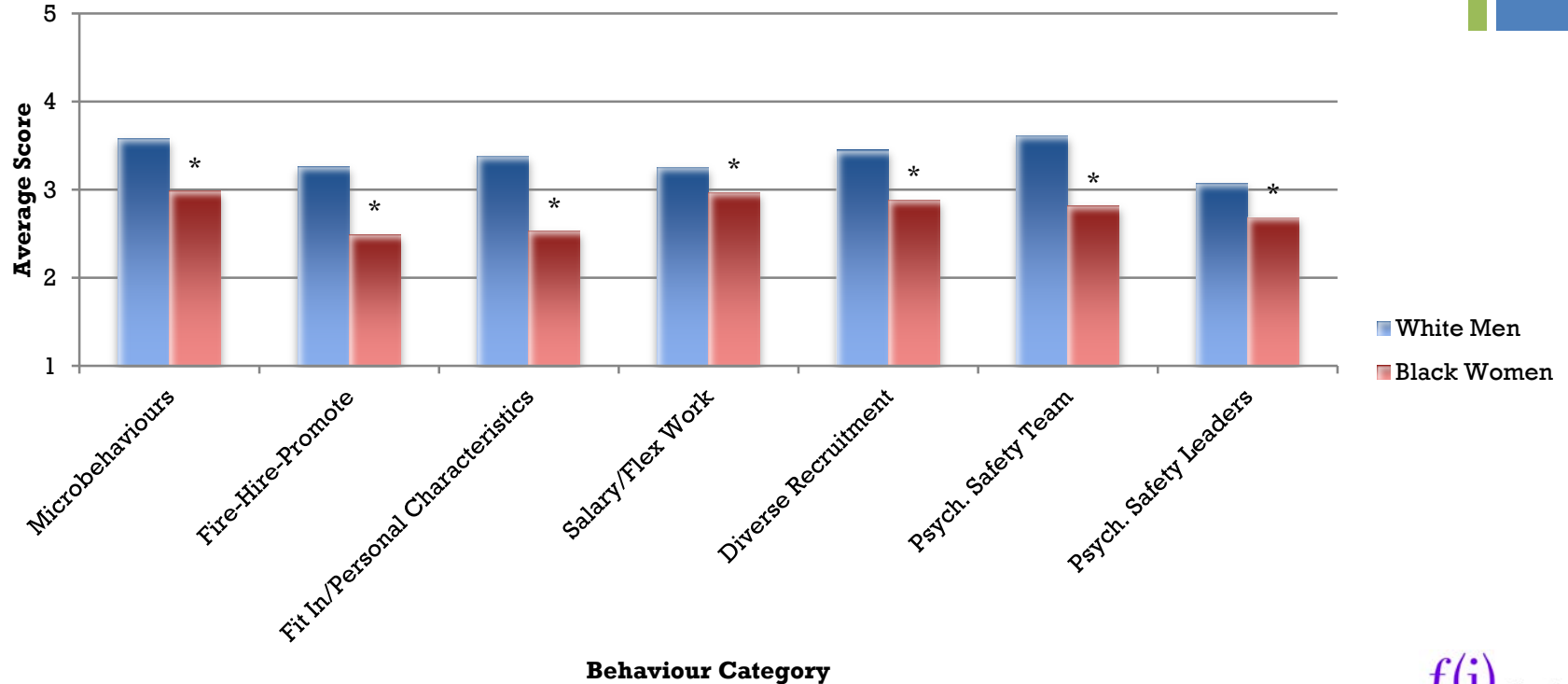
Scores by Race (White vs. Non-white)



+ Race & Gender



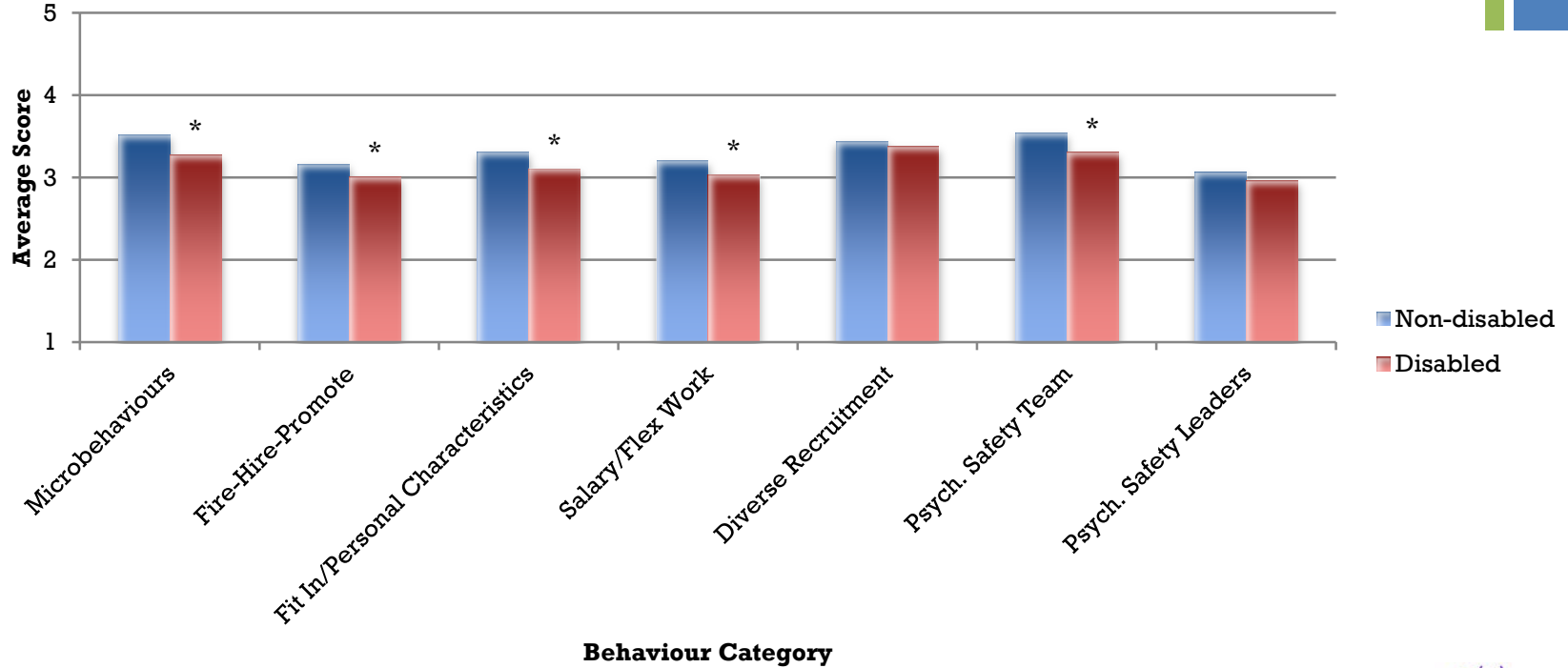
Scores by Race & Gender (White Men vs. Black Women)



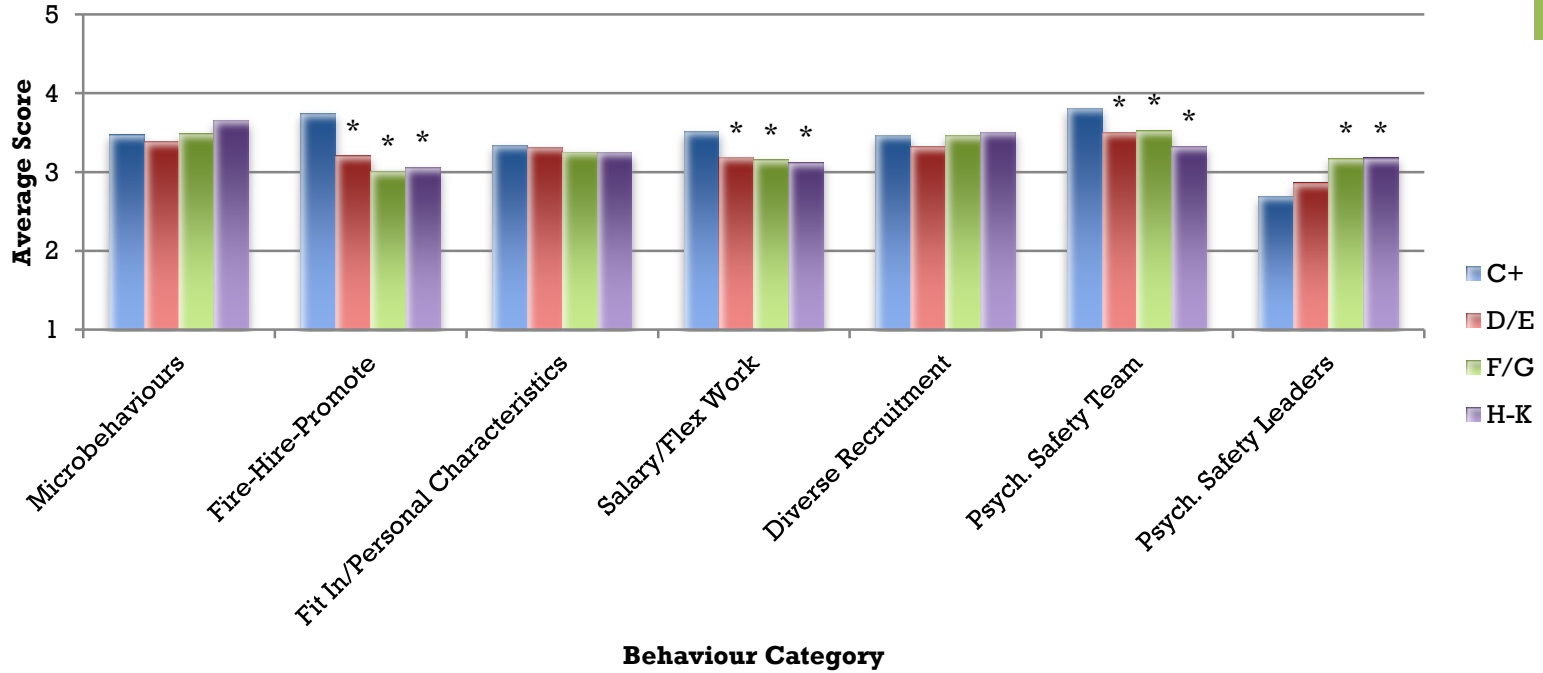
+ Disability



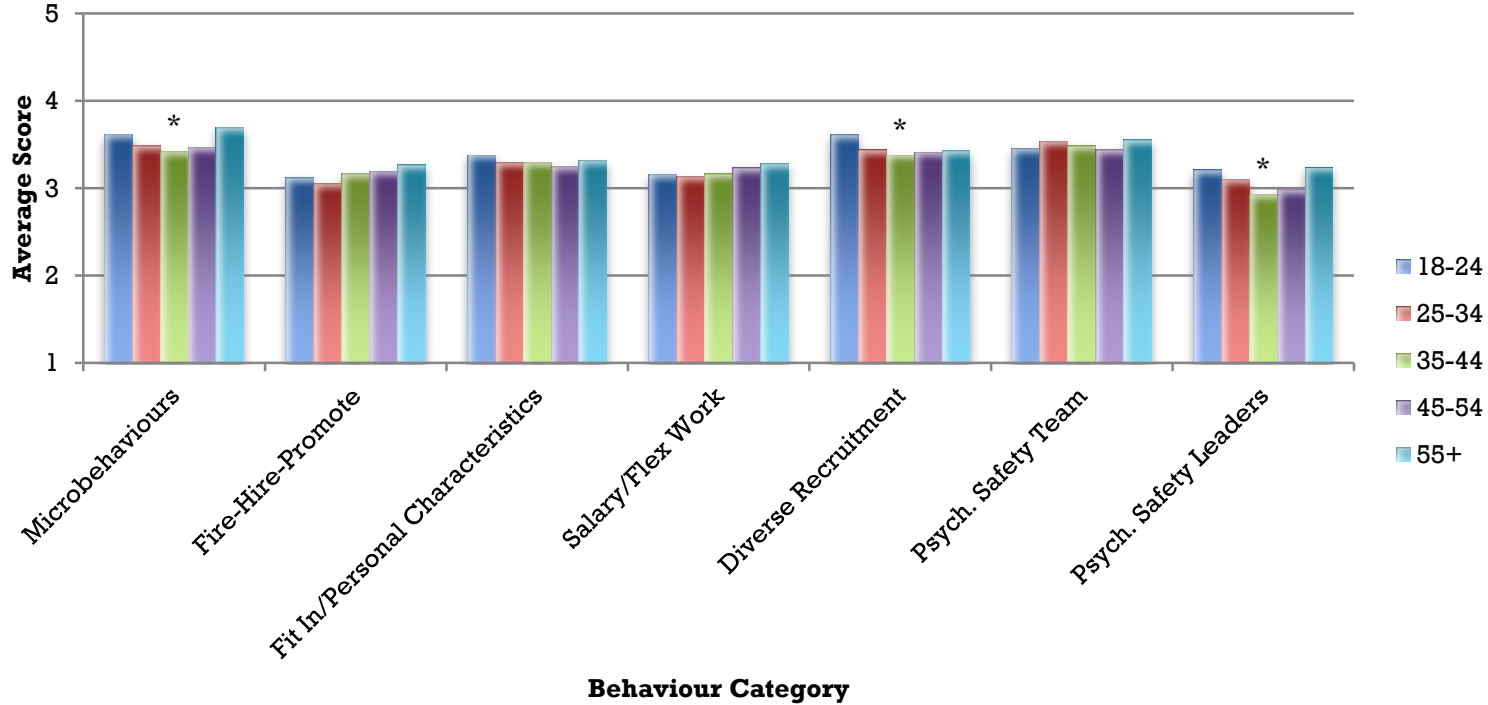
Scores by Disability



Scores by Scale

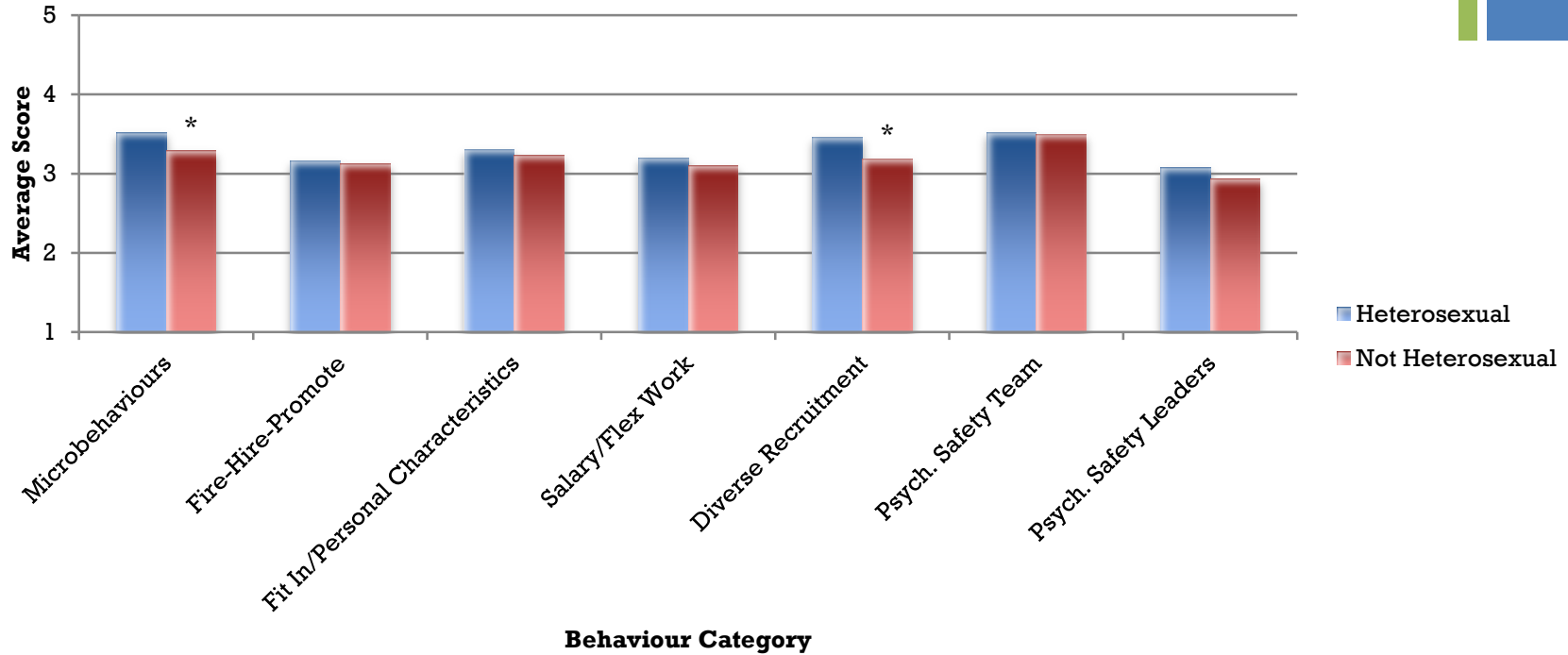


Scores by Age



+ Sexual Orientation

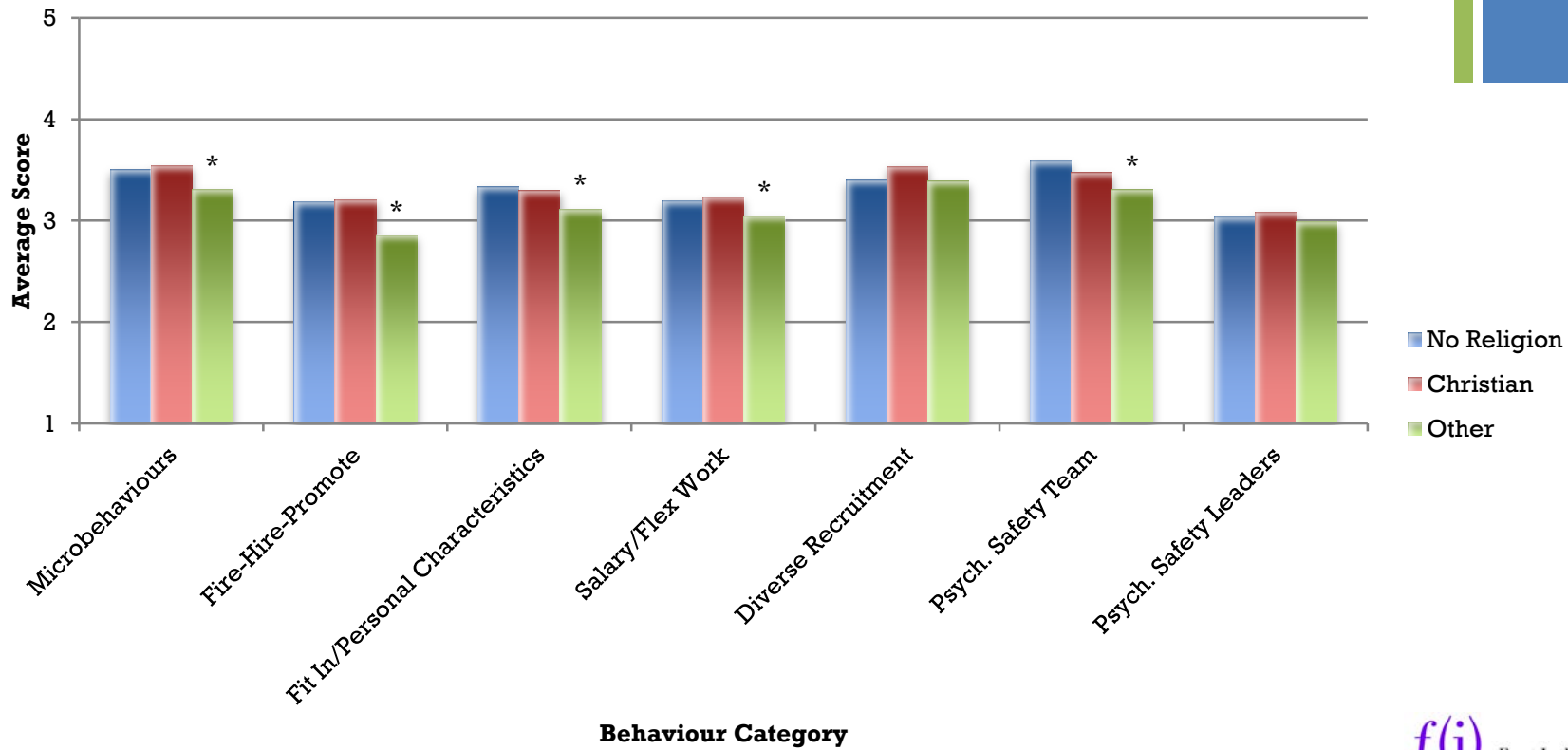
Scores by Sexual Orientation



+ Religion

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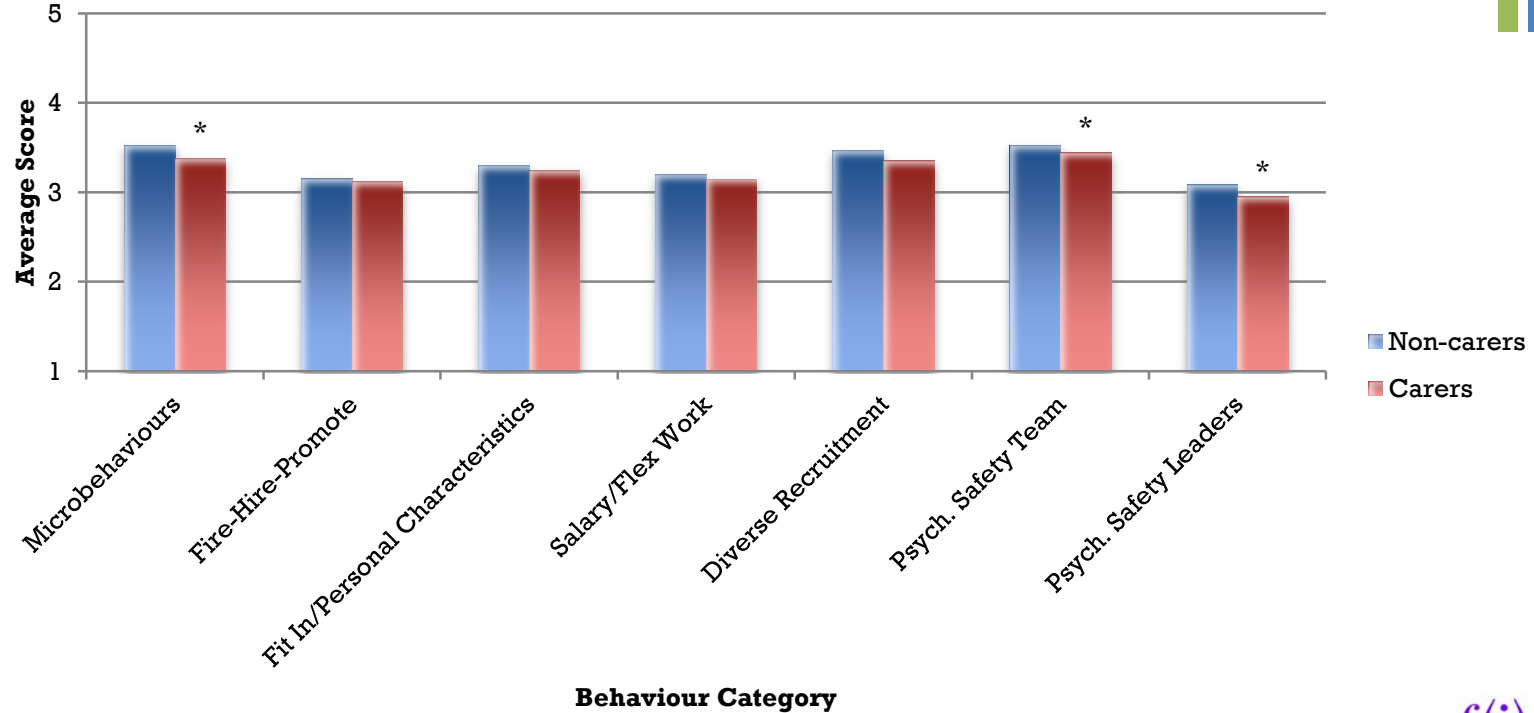
Scores by Religion



+ Caring Responsibility

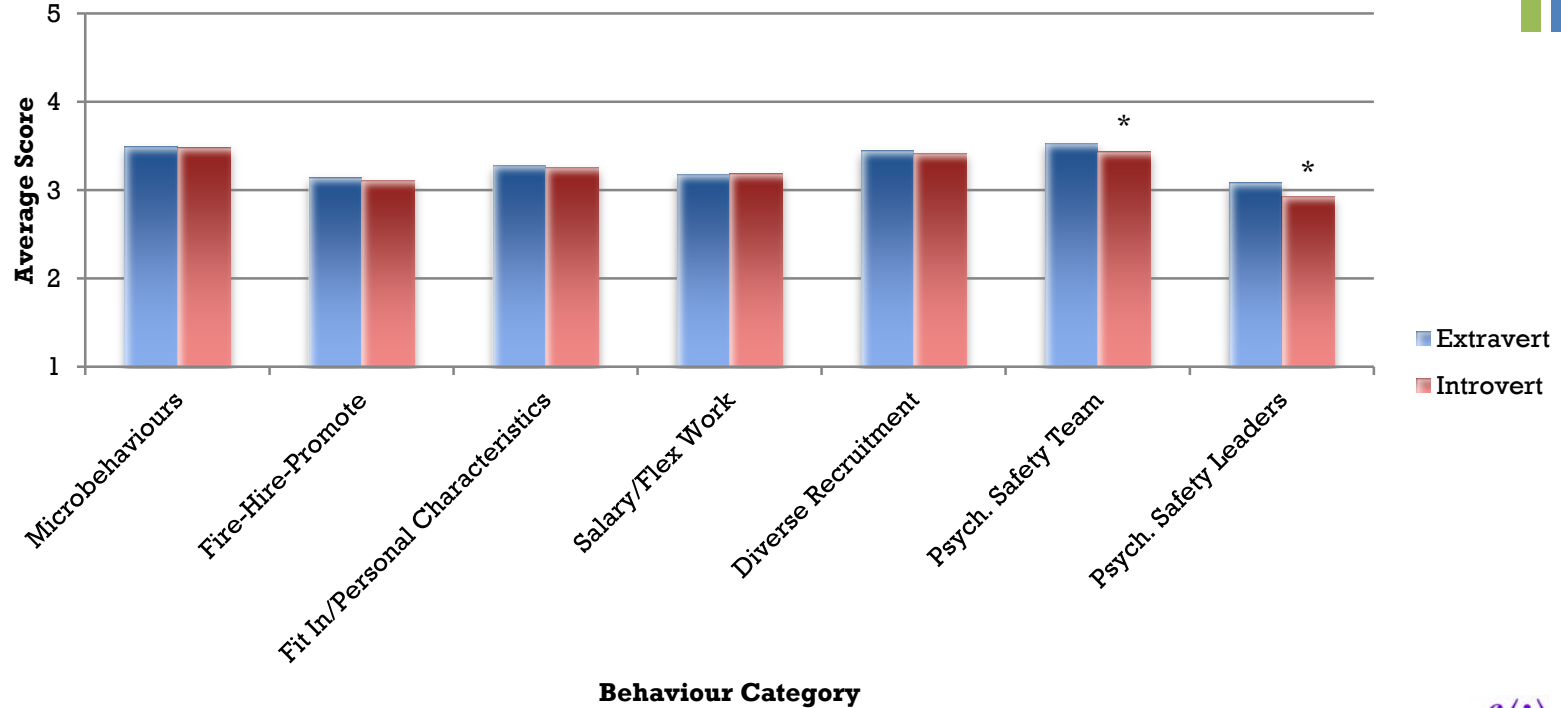
13

Scores by Caring Responsibility



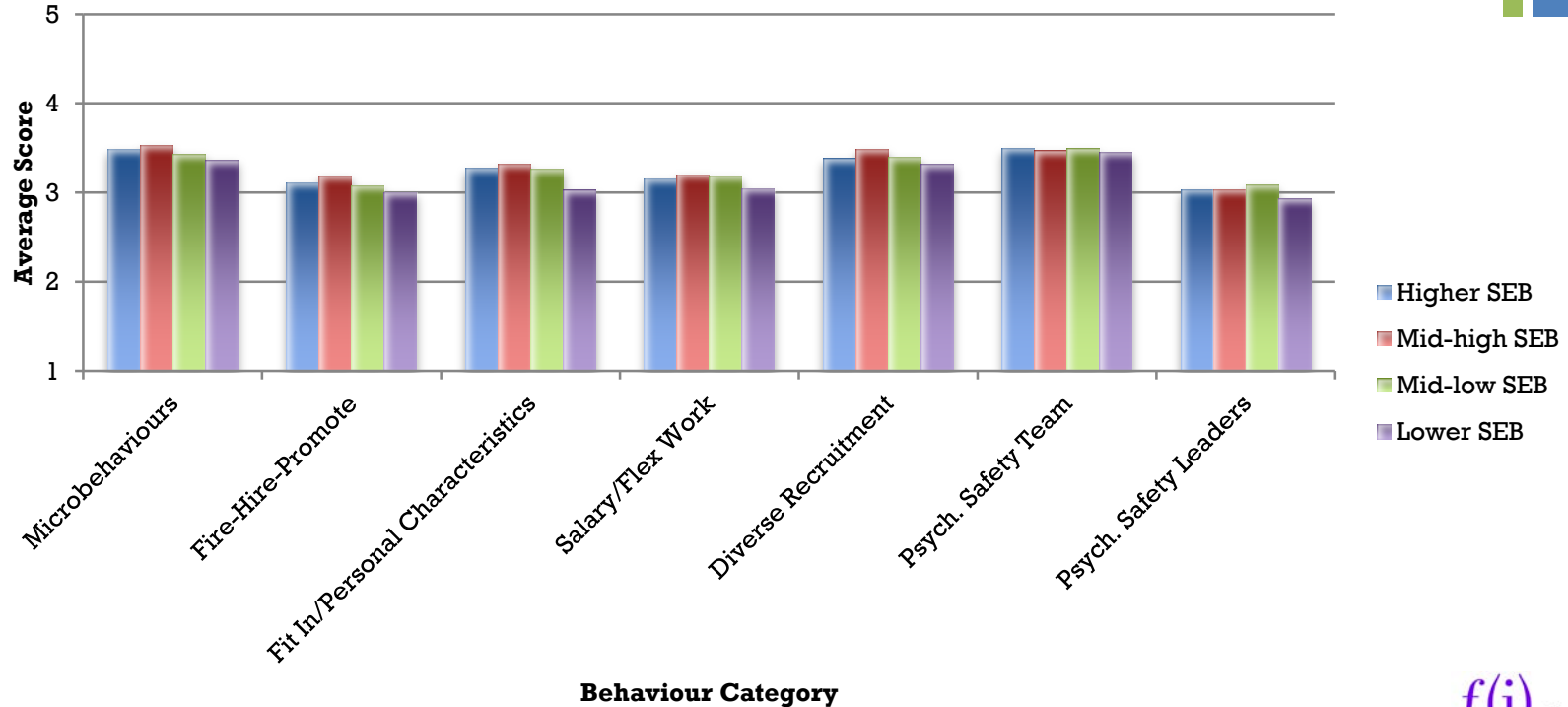
+ Introversion

Scores by Introversion/Extraversion

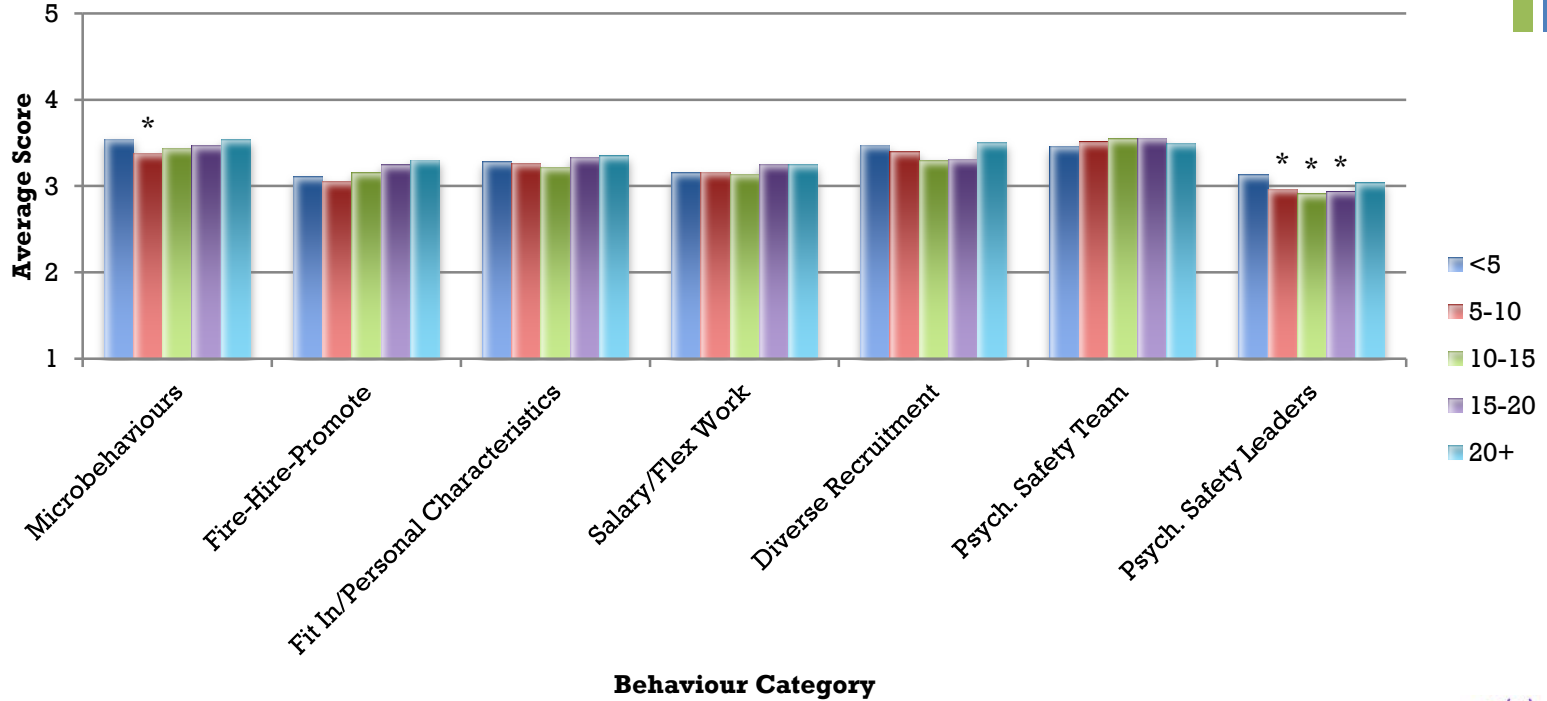


+ Socio-economic Background

Scores by Socio-economic Background



Scores by Tenure



+ Education Level

Scores by Education Level

