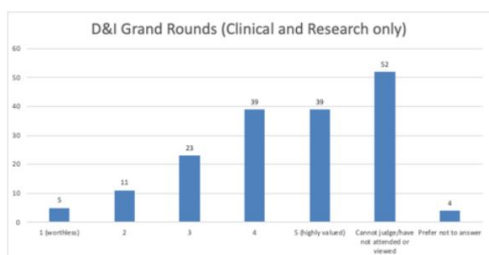


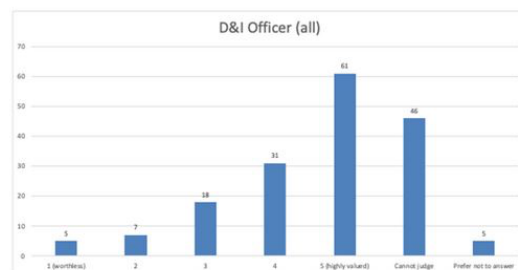
2020 Duke University Department of Neurology Diversity and Inclusion Satisfaction Survey Synopsis

To assess the success of our efforts relating to diversity and inclusion, and identify future priorities, we assessed employee satisfaction within the Department, perceived respect and ability to thrive, and their thoughts on our diversity and inclusion efforts over the past two years. We analyzed these responses based on gender, race, job title, and other factors. This analysis identified strengths within our efforts, particularly in our Chair’s perceived commitment to diversity and inclusion, a high value for our D&I grand rounds series, and in evaluation of our Diversity Officer.

“On a scale of 1 (worthless) to 5 (highly valued), how valuable have you found the diversity and inclusion grand rounds series?”



“On a scale of 1 (worthless) to 5 (highly valued), how valuable have you found having a department-level designated diversity and inclusion officer?”



Areas for further work in the future include a modest but significant gender gap in faculty satisfaction (with women more likely to be dissatisfied). Department members in their 20s and 30s reported the most disrespect based on age. The Department Chair and Diversity and Inclusion Officer were generally given high marks for commitment to diversity and inclusion and value to the department, respectively. The Diversity and Inclusion Grand Rounds Series and the diversity and inclusion monthly emails were both highly rated endeavors.