

**WORKFORCE
DIVERSITY
SURVEY**



VIRSIG Workforce Diversity Survey

Brian J. Valenza
Chief Executive Officer

Glenn Taylor
Executive Director

Shelomo Alfassa
Director, Communications
Diversity & ESG Officer

VIRSIG, LLC. 95 Seaview Boulevard Ste. 201 Port Washington, NY 11050 | www.virsig.com

Copyright © 2021 VIRSIG, LLC.

Project

Sound employment practices geared toward attracting, training, retaining, and rewarding employees must reflect a clear understanding of the employees who make up the workforce. Because of this, in August 2021, VIRSIG, LLC., performed a voluntary survey of their employees: the ‘*VIRSIG Workforce Diversity Survey*,’ which had a purpose of gathering contemporary demographics on the company’s human capital. This paper presents the results of that survey.

Introduction

Employee surveys are an excellent vehicle for gaining insight, as they are great for getting a broad picture of ideas or other information. A carefully designed and conducted employee survey can reveal a great deal of information about employee perceptions that management can use to improve the workplace. Organization responsiveness to employee feedback leads to higher retention rates, lower absenteeism, improved productivity, better customer service, and higher employee morale. The simple fact that the organization is conducting a survey can send a positive message to employees that their opinions are valued.

Genesis & Researcher

The concept for the survey came down from executive leadership and was conducted by Shelomo Alfassa, MPA. Mr. Alfassa is VIRSIG’s Director of Communications, and Diversity & ESG Officer. He is a credentialed graduate (ID #27084053) of the *Collaborative Institutional Training Initiative* (CITI) Program on Social-Behavioral-Educational (SBE) for Human Subjects Research (HSR). The credential was awarded through American Public University where he received his Masters in Public Administration. CITI Program is the de facto standard certification used by researchers of various types of research, including surveys conducted like this at companies and research institutions.¹ CITI Program fosters integrity and professional advancement within those communities and agencies for individuals and groups conducting social research.

The specific questions for this survey were formulated to obtain data on employee diversity; the questions were built upon a framework found in “Research to Improve Data on Race and Ethnicity” of the U.S. Census Bureau and U.S. Office of Management and Budget (OMB) standards.

Research Design

Generally speaking, social research such as what is being examined in this survey, consist of either qualitative or quantitative research. The former is described as non-statistical data which is collected or examined to obtain an understanding of a subject. While such qualitative findings may not produce any conclusive results, the information collected may help to develop a basic understanding of topic, especially for continued future survey. Quantitative research includes methods that directly collect data, generally numerical / statistical in nature, which can then be analyzed. While many approaches to research use qualitative, quantitative, or both— this survey

¹ i.e. Corporations such as RAND, Booz Allen Hamilton, Neuralink, and Microsoft; schools such as: UCLA, Texas A&M, Stanford and Harvard universities; and government agencies such as the U.S. Navy, U.S. Department of Homeland Security, and NASA.

utilized solely quantitative data.² The quantitative methods employed in this survey consist of data collection and analysis. Research included include employing a survey which queried VIRSIG employees to obtain data demonstrating the makeup of the company as it was as of August 2021—some 85 months into the company’s existence.

Data Collection Method

Via direct email to the entire company, participants (employees) were solicited to voluntarily complete this anonymous survey. All employees were emailed a total of three times, once each week for three weeks. Respondents were asked to complete an online (ad-free) survey via a commercial survey platform, Google Forms—a recognized useful tool for social science surveys.³ Google Forms is a service that allows the collection of information via a simple web-based form.

Google provides four basic types of response options. There are more types of response options (e.g., linear scale, multiple-choice grid) available to choose from a drop-down menu according to necessity. There is an option to add “Form description” below the space for title of the form. This space can be used for describing the aim and objectives of a survey—VIRSIG did this. VIRSIG’s survey consisted of 17 multiple-choice questions The questionnaire didn’t consist of any correct or incorrect answers. The survey produced numerical data related to the respondents’ answers. This data was first placed in a matrix (MS Excel), then was correlated, and placed in tables for numerical analysis.

Data Analysis

Demographic information was used in aggregate and not linked to any specific employees. Final data helped demonstrate patterns which were interpreted and are presented herein. Presentation includes data being laid out as bar graphs with vertical (y-axis) and horizontal (x-axis). The y-axis demonstrates the percentage of respondents. The x-axis lists the specific variables to choose from. Percentages were calculated based on results of the survey questions; final data analysis included interpretation, inferential test,⁴ and chi-square test of independence.⁵

² On integrating qualitative and quantitative approaches see: Sharp, K. (2003) Measuring destitution : integrating qualitative and quantitative approaches in the analysis of survey data. Working paper series, 217. Brighton: IDS. Also see: Cramer, D. (2003). Advanced quantitative data analysis. McGraw-Hill Education (UK).

³ Vasantha Raju N., & Harinarayana, N.S. (2016, January). Online survey tools: A case study of Google Forms. Paper presented at the National Conference on "Scientific, Computational & Information Research Trends in Engineering, GSSS-IETW, Mysore.

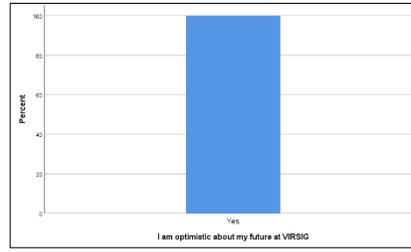
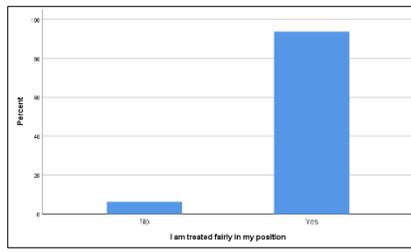
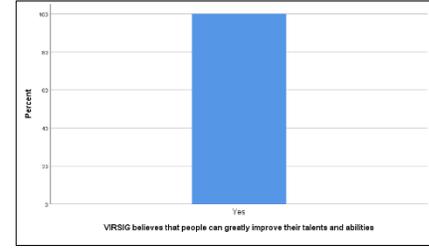
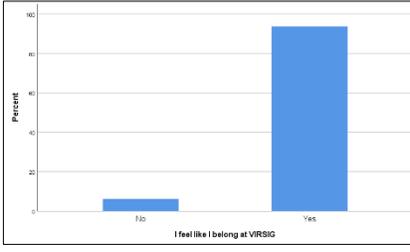
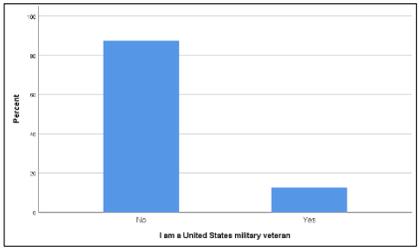
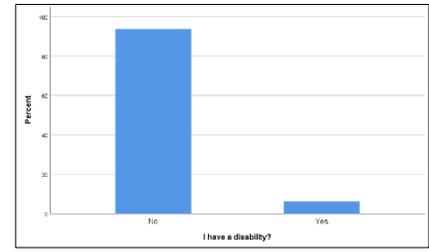
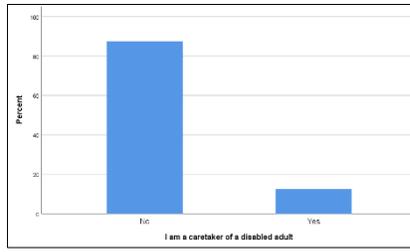
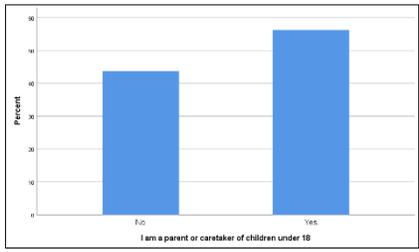
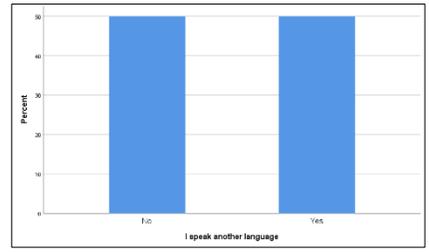
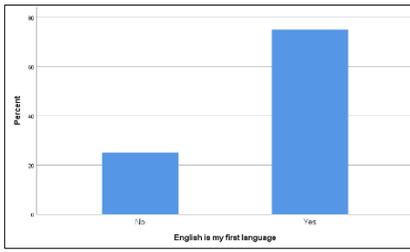
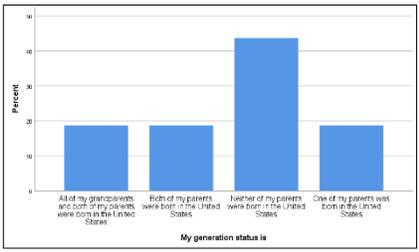
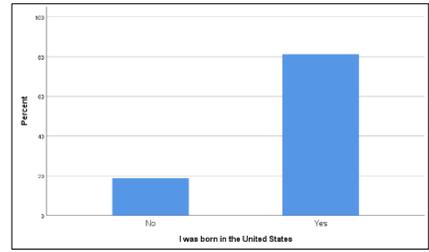
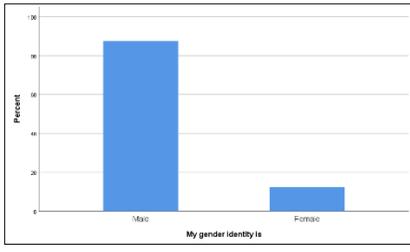
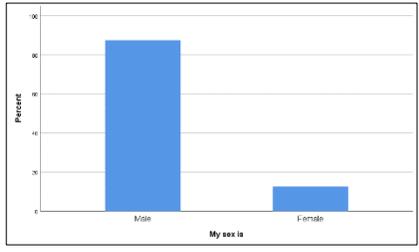
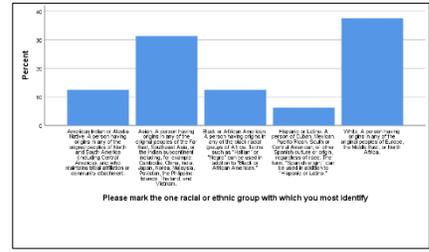
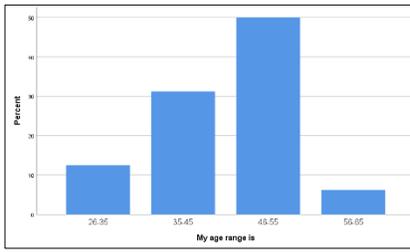
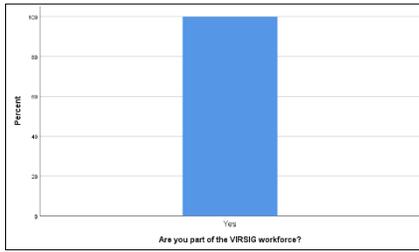
⁴ Requires the performance of statistical tests to see if a conclusion is correct compared with the probability that conclusion is due to chance. These tests calculate a P-value that is then compared with the pro

⁵ A statistical hypothesis test used to determine whether two categorical or nominal variables are likely to be related or not.

Results of Survey Question Analysis (Nos. 1-9)

Question	Response	Percent
Are you part of the VIRSIG workforce?	Yes	100.0
My age range is	26-35	12.5
	35-45	31.3
	46-55	50.0
	56-65	6.3
Please mark the one racial or ethnic group with which you most identify	American Indian or Alaska Native. A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.	12.5
	Asian. A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.	31.3
	Black or African American. A person having origins in any of the black racial groups of Africa. Terms such as "Haitian" or "Negro" can be used in addition to "Black or African American."	12.5
	Hispanic or Latino. A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, "Spanish origin," can be used in addition to "Hispanic or Latino."	6.3
	White. A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.	37.5
My Sex is	Male	87.5
	Female	12.5
My gender identity is	Male	87.5
	Female	12.5
I was born in the United States	Yes	81.2
	No	18.8
My generation status is	All of my grandparents and both of my parents were born in the United States	18.7
	Both of my parents were born in the United States	18.7
	Neither of my parents were born in the United States	43.9
	One of my parents was born in the United States	18.7
English is my first language	No	25
	Yes	75
I speak another language	No	50
	Yes	50

Graphs Demonstrating Percentages of Survey Questions



Results of Survey Question Analysis (Nos. 10-17)

Question	Response	Percent
I am a parent or caretaker of children under 18	No	43.8
	Yes	56.2
I am a caretaker of a disabled adult	No	87.5
	Yes	12.5
I have a disability?	No	93.7
	Yes	6.2
I am a United States military veteran	No	87.5
	Yes	12.5
I feel like I belong at VIRSIG	No	6.3
	Yes	93.7
VIRSIG believes that people can greatly improve their talents and abilities	Yes	100
I am treated fairly in my position	No	6.3
	Yes	93.7
I am optimistic about my future at VIRSIG	Yes	100

Results

- All the participants in this survey are part of the VIRSIG workforce with (50%) in age range 46 – 55, 31.3% in age range 35 – 45 years of age, 12.5% in age range 26 – 35, and 6.3% in age range 56 – 65. This suggests diversity across age group representation in the survey.
- The majority (31.3%) of the respondents identified with the Asian race/ethnic group, 12.5% with American Indian or Alaska Native, 12.5% with Hispanic or Latino, and 6.5% identified with White race/ethnic group.
- 87.5% respondents identified with Male gender while 12.5% identified with Female gender.
- 81.2% of the respondents were born in the United States, 18.8% were born outside the U.S.
- In terms of generation status, majority (43.9%) of the respondents have neither of their parents born in the United States, 18.7% have all their grandparents and parents born in the United States, 18.7% have both of their parents born in the United States, while 18.7% have only one of their parents born in the United States.
- 75% of the respondents have the English Language as their major language while 25% do not.
- 50% of the respondents can speak a second language.
- 56.2% of the respondents are parent or caretaker of minor children under 18
- 12.5% of the respondents are caretaker of a disabled adult.
- 6.2% of the respondents have a disability.
- 12.5% of the respondents are United States military veterans.
- 93.7% of the respondents feel like they belong to VIRSIG.
- The majority (93.7%) of the respondents agreed that there are treated fairly in their position.
- All the respondents believes that people at the company can greatly improve their talents and abilities and 100% of them are optimistic about their future at VIRSIG.

Dimension	Question	Sig. score
Age Group	I am a parent or caretaker of children under 18	.689
	I am a caretaker of a disabled adult	.877
	I have disability	.504
	I feel like I belong at VIRSIG	.504
Gender	I am a parent or caretaker of children under 18	.849
	I am a caretaker of a disabled adult	.568
	I have disability	.696
	I feel like I belong at VIRSIG	.696

Note: Expected Significance level = .05

Interpretation

An inferential test was conducted to check for any significant association between the questions (age range, born in the US, and generation status) and the dimensions (age group and gender).⁶ Based on the result of chi-square test of independence, there is no significant association between the questions and the dimensions as the reported significant levels were greater than the expected significance level of .05 ($p > 0.05$). Therefore, it is safe to conclude that there is no association between the gender, age group and the questions highlighted. Further, the conclusion here indicates, we cannot conclude that a particular age group respond differently to the questions than the other. Same goes for gender. Signifying the responses are a true picture of all the respondents irrespective of their gender and age group.

Conclusion

Surveys are an effective way of collecting data from a large sample within a short time. Due to increased use of digital mediums, online surveys are gaining popularity among researchers. It also enables the surveyor to collect data from a geographically dispersed group. Though the response rate is said to be lower than a physical survey, online surveys have several advantages. Google forms is an online survey platform which provides the service of creating survey forms, receiving responses and some analysis of data. VIRSIG selected this platform as more advanced data examination can then be conducted off-line from the Google-collected data.

The total number of company employees were known to the researcher. It was anticipated that the survey would potentially collect responses from at least ~75-85% of the employees over the 3-week period the response window was open, this is because the literature widely indicates that general employee survey participation rates fall between the 65-85% range.⁷ While specific numbers relating to human capital employed at VIRSIG cannot be disclosed due to corporate confidentiality, the collected data from VIRSIG Workforce Diversity Survey demonstrated a response rate of 100% employee participation.

⁶ Inferential statistics requires the performance of statistical tests to see if a conclusion is correct compared with the probability that conclusion is due to chance. These tests calculate a P-value that is then compared with the probability that the results are due to chance. This is alpha (α), which is most often 0.05; therefore, a P-value less than 0.05 is typically considered statistically significant.

⁷ In regard to employees completing surveys, see: Lusty, D. (2009), "Find out what your people really think: How to maximize response rates to employee satisfaction surveys", Human Resource Management International Digest, Vol. 17 No. 4, pp. 32-36. <https://doi.org/10.1108/09670730910963325>

Post Survey Commentary

The goals of this survey were three-fold:

- 1) Obtain a “window” into demographics including: race/ethnicity, veteran status, family dynamics, etc., that helps the company understand how they support people from these and other groups.
- 2) Obtain data to produce accurate demographic information which is frequently requested/required by many Federal, State, and City agencies in regard to issuing potential contracts, as well as for other statistical reasons.⁸
- 3) Obtain base-line data for a comparison of a future yet to be determined survey of similar nature.

This survey came about as the company has steadily matured and has become increasingly solvent over past years. It is a current corporate goal to repeat this survey in the future to determine if there is a delta in the metrics that follow trends in American society and diversity.

VIRSIG management wishes to thank the employees for their participation.

⁸ Accurate demographic data is frequently requested by many Federal, State, and City agencies for use in making policy decisions, particularly for civil rights (equal employment opportunity and affirmative action mandates). States use these data to meet legislative redistricting principles. Race data is also used to promote equal employment opportunities and to assess racial disparities.