2021 DIVERSITY IN THE SUPPLY CHAIN WORKPLACE
Introduction & Methodology

Purpose of Study:
❖ This study was conducted by Peerless Research Group on behalf of Modern Materials Handling to better understand diversity in the supply chain workplace and current diversity initiatives in the workplace.

Methodology:
❖ Sample: Multiple sample sources were used to conduct this online survey. Completed surveys include the following:
  ❖ Subscribers to Modern Materials Handling Link: n=66
  ❖ MHI: n=12
  ❖ WERC: 43
  ❖ MHEDA: n=14
  ❖ Miscellaneous Links: n=6

❖ Method: All sample members were sent an e-mail asking for their participation in this study
  ❖ This study was administered over the Internet

❖ Incentive: Opportunity to enter a raffle for a $100 amazon.com gift card

Field and Response:
❖ Field: July, 2021
❖ Response: Results are based on 141 usable surveys
To the extent that you know, what percentage of your:

Leadership/ Organization:

- White: Leadership 50.2%, Organization 65.3%
- Black: Leadership 9.3%, Organization 15.7%
- Asian American and Pacific Islander: Leadership 8.1%, Organization 7.7%
- Latinx: Leadership 6.8%, Organization 13.3%
- Mixed: Leadership 3.3%, Organization 4.8%
- Other: Leadership 7.2%, Organization 8.3%

September 2021
To the extent that you know, what percentage of your Leadership/ Organization identifies with: Gender & LGBTQ+:

<table>
<thead>
<tr>
<th>Category</th>
<th>Leadership</th>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>69.7%</td>
<td>62.8%</td>
</tr>
<tr>
<td>Female</td>
<td>24.5%</td>
<td>31.4%</td>
</tr>
<tr>
<td>Non-binary</td>
<td>3.1%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Other</td>
<td>2.7%</td>
<td>2.8%</td>
</tr>
<tr>
<td>LGBTQ+</td>
<td>5.2%</td>
<td>8.0%</td>
</tr>
</tbody>
</table>
Does your company/organization have any diversity initiatives that you are aware of?

- Yes: 42.6%
- No: 57.4%

Which of the following diversity initiatives does your company/organization currently have in place?

- Diversity: 88.3%
- Employment: 45.0%
- Women: 66.7%
- LGBTQ: 43.3%
- People: 40.0%
- Other: 13.3%

Note: Multiple answers accepted
Which of the following diversity initiatives does your company/organization currently have in place? (Other)

How to not create exclusion by grouping people
Indigenous advisory group
Military
Promote diversity, hire based on actual skill – ability. No other factors
Race and ethnicity initiatives
Second Chance
Veterans
Does your company have any type of written Diversity, Equity and Inclusion Policy?

- Yes: 54.6%
- No: 45.4%

Do your customers ask if your company has a Diversity, Equity and Inclusion Policy?

- Yes: 27.1%
- No: 72.9%

September 2021
Does your company have a Diversity, Equity and Inclusion Officer?

- Yes: 19.1%
- No: 80.9%

Who does the Diversity, Equity and Inclusion Officer report to?

- CEO: 51.9%
- VP/Head of HR: 18.5%
- Other - Write In: 11.1%
- Don’t know/Unsure: 18.5%

Financial Aid Coordinator
The Officer is a founder
Is diversity, equity and inclusion an important component of recruiting at your company?

- Yes: 48.2%
- No: 51.8%

September 2021
How would you best describe your organization as an adopter of supply chain strategies and technologies?

*Among those that answered Yes, that diversity, equity and inclusion are important components of recruiting at your company*
Does your company have recruiting initiatives to increase the representation of ......

- Black: 22.9%
- Women: 22.1%
- Latinx: 16.4%
- LGBTQ+: 13.6%
- Asian-American and Pacific Islanders: 13.6%
- Other - Write In: 11.4%
- None of the above: 63.6%

Note: Multiple answers accepted

September 2021
CDL holders
Disability
Looking for tradesmen and women that are in short supply while our older talent is retiring
Veteran
Veterans and Disabled Veterans
We don't group people
We hire based on ABILITY, all other factors are irrelevant
We hire the best candidate no matter
We look for best candidate
Yes it is in there but mainly hire by merit and qualifications from all applicants
Qualified applicants

Does your company have recruiting initiatives to increase the representation of... (Other)

September 2021
Does your HR department work with third party organizations, such as Historically Black Colleges and Universities (HBCUs), to recruit from underrepresented communities?

- Yes: 22.3%
- No: 77.7%

Does your organization support Employee Resource Groups (ERGs) representing underserved communities within your workforce?

- Yes: 35.0%
- No: 65.0%

September 2021
Does your organization offer executive or continuing education opportunities to improve the business skills of individuals from underserved communities, including but not limited to women, Blacks and Latinx?

Yes: 36.7%
No: 63.3%

Are your customers asking your company to report on your diversity-related initiatives?

Yes: 16.4%
No: 83.6%
Do you have a supplier diversity program?

- Yes: 19.1%
- No: 80.9%

Does your company require that suppliers are certified by a recognized minority supplier organization listed below?

- NMSDC (National Minority Suppliers Development Council): 25.0%
- WBENC (Women’s Business Enterprise National Council): 28.6%
- NGLCC (National Gay & Lesbian Chamber of Commerce): 10.7%
- Other - Write In: 28.6%
- None of the above: 46.4%
# Does your company require that suppliers are certified by a recognized minority supplier organization listed below? (Other)

<table>
<thead>
<tr>
<th>Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>HUB Zone, SDVOSB, VetBiz VIP</td>
</tr>
<tr>
<td>Indigenous business</td>
</tr>
<tr>
<td>Michigan Minority Supplier Development Council</td>
</tr>
<tr>
<td>Not required yet, but in process</td>
</tr>
<tr>
<td>There are a few of these but is more so limited suppliers can compete</td>
</tr>
<tr>
<td>We do not require but we try to work with minority groups</td>
</tr>
</tbody>
</table>

September 2021
What groups are included in your supplier diversity program?

- Women: 78.6%
- Blacks: 75.0%
- Veteran-owned businesses: 60.7%
- Small businesses: 57.1%
- LGBTQ+: 46.4%
- People With Disabilities: 46.4%
- Latinx: 42.9%
- Native American businesses: 35.7%
- None of the above: 17.9%

*Among those that answered Yes, they have a diversity supplier program

8.3%: Average Percentage of your corporate spend is designated for diverse suppliers
<table>
<thead>
<tr>
<th>Question</th>
<th>Yes (%)</th>
<th>No (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partner with colleges, universities or other third parties to offer</td>
<td>21.6</td>
<td>78.4</td>
</tr>
<tr>
<td>educational opportunities to strengthen the business skills of your</td>
<td></td>
<td></td>
</tr>
<tr>
<td>minority suppliers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Offer executive or continuing education opportunities to improve the</td>
<td>16.5</td>
<td>83.5</td>
</tr>
<tr>
<td>business skills of diverse suppliers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Invest in or provide financial support to your minority suppliers?</td>
<td>13.7</td>
<td>86.3</td>
</tr>
<tr>
<td>Examples might be expedited payment terms or strategic investments to</td>
<td></td>
<td></td>
</tr>
<tr>
<td>increase a diverse supplier’s capacity or capabilities</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

September 2021
How often does your leadership speak about or inform the organization about their commitment to diversity initiative?
<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Undecided</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>My organization does an adequate job at representing all cultures, genders, races</td>
<td>29.8%</td>
<td>27.7%</td>
<td></td>
<td>21.3%</td>
<td>10.6%</td>
</tr>
<tr>
<td>My organization is proactive/tolerant/when it comes to diversity, equity and inclusion issues that arise</td>
<td>27.9%</td>
<td>40.0%</td>
<td></td>
<td>15.0%</td>
<td>7.9%</td>
</tr>
</tbody>
</table>
## Respondent Demographics

### Nature of Business

<table>
<thead>
<tr>
<th>Nature of Business</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturer</td>
<td>31.2%</td>
</tr>
<tr>
<td>Retailer</td>
<td>5.0%</td>
</tr>
<tr>
<td>E-tailer/E-commerce</td>
<td>1.4%</td>
</tr>
<tr>
<td>Wholesaler</td>
<td>6.4%</td>
</tr>
<tr>
<td>Distributor/Integrator</td>
<td>14.9%</td>
</tr>
<tr>
<td>Consulting</td>
<td>7.1%</td>
</tr>
<tr>
<td>3PL</td>
<td>9.9%</td>
</tr>
<tr>
<td>Other - Write In</td>
<td>14.2%</td>
</tr>
</tbody>
</table>

### Industry Classification

<table>
<thead>
<tr>
<th>Industry Classification</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace</td>
<td>6.8%</td>
</tr>
<tr>
<td>Automotive</td>
<td>6.8%</td>
</tr>
<tr>
<td>Energy &amp; Process Industries</td>
<td>2.3%</td>
</tr>
<tr>
<td>Food &amp; Beverage</td>
<td>6.8%</td>
</tr>
<tr>
<td>General Industrial</td>
<td>9.1%</td>
</tr>
<tr>
<td>Machine Tools</td>
<td>6.8%</td>
</tr>
<tr>
<td>Maintenance, Repair &amp; Operations</td>
<td>9.1%</td>
</tr>
<tr>
<td>Material Handling Equipment</td>
<td>2.3%</td>
</tr>
<tr>
<td>Medical Equipment</td>
<td>11.4%</td>
</tr>
<tr>
<td>Off Highway / Heavy Equipment</td>
<td>11.4%</td>
</tr>
<tr>
<td>Packaging Equipment</td>
<td>4.5%</td>
</tr>
<tr>
<td>Refrigeration (HVAC &amp; Appliances)</td>
<td>2.3%</td>
</tr>
<tr>
<td>Supplier to OEM</td>
<td>6.8%</td>
</tr>
<tr>
<td>Other</td>
<td>13.6%</td>
</tr>
</tbody>
</table>

**Note:** Multiple answers accepted

### Other Business Breakout:

- Brewery
- City Water Division
- Compounding pharmacy
- Distribution Technology provider
- Education
- Healthcare / Health sciences products
- High tech
- Jobs
- Logistics Software Vendor
- Material Handling Equipment Distributor
- Pallet production
- QSR
- Software support for the lift truck industry
- Supply Chain
- Software supplier & systems consulting
- Warehouse software
- Wholesale distributor
Respondent Demographics

### Estimated 2021 Company Revenues

<table>
<thead>
<tr>
<th>Revenue Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $50 million</td>
<td>42.3%</td>
</tr>
<tr>
<td>$50 million - $99.9 million</td>
<td>8.8%</td>
</tr>
<tr>
<td>$100 million - $499.9 million</td>
<td>13.9%</td>
</tr>
<tr>
<td>$500 million - $999.9 million</td>
<td>3.6%</td>
</tr>
<tr>
<td>$1 billion - $2.49 billion</td>
<td>3.6%</td>
</tr>
<tr>
<td>$2.5 billion - $4.9 billion</td>
<td>2.9%</td>
</tr>
<tr>
<td>$5 billion or more</td>
<td>10.2%</td>
</tr>
<tr>
<td>Cannot disclose</td>
<td>14.6%</td>
</tr>
</tbody>
</table>

### Role in Organization

**Company Management**
(President, VPs, GMs, Owner, CEO, other Corporate management) 41.0%

**Plant Management**
(Operations, Plant, Materials, Production, Maintenance Directors, Managers, Supervisors, etc.) 7.9%

**Engineering**
(Plant, Material Handling, Industrial, Manufacturing, Project Engineers and other Engineering titles, etc.) 10.8%

**Warehouse, Distribution, Logistics**
(Warehouse, Distribution, Logistics, Traffic, Transportation and Supply Chain Director, Manager, Supervisor) 19.4%

**Purchasing**
(Purchasing Director, Manager, Agent, Buyer) 4.3%

**Other** 16.5%

### Other Role Breakout:
- Boss
- Business Development
- Consultant
- Consulting services
- Customer service/sales
- Education
- External Quality -external supply
- Logistics Officer Receival Unit
- Marketing
- Marketing Manager
- Objectivist at large
- Office/Administrative Manager
- Production
- Production BPO
- Project management
- Sales Management
- Software support for the lift truck industry

September 2021
Respondent Demographics

How long have you worked for your company?

- Less than 1 year: 5.0%
- 1 to less than 3 years: 3.5%
- 3 to less than 5 years: 19.1%
- 5 to less than 10 years: 27.0%
- 10 to less than 20 years: 45.4%

### Age:

- 21 to 34: 10.0%
- 35 to 44: 12.1%
- 45 to 54: 26.4%
- 55 or older: 45.0%
- Prefer not to answer: 6.4%

### Gender:

- Male: 62.1%
- Female: 26.4%
- Non-binary: 0.7%
- Other: Transgender Woman: 3.6%
- Prefer not to answer: 7.1%

### Race:

- Black: 8.6%
- Latinx: 7.1%
- Native American: 1.4%
- Asian American and Pacific Islander: 4.3%
- White: 61.4%
- Other: 8.6%
- Prefer not to answer: 8.6%

September 2021