

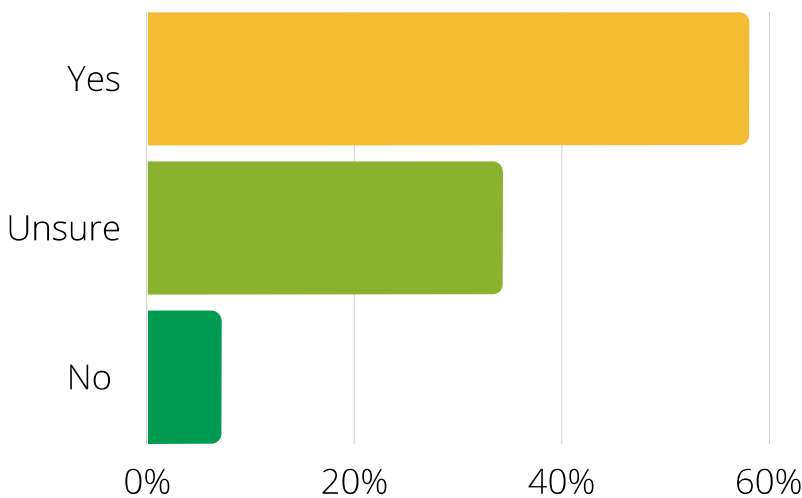


**GAMMA
IOTA
SIGMA
FOUNDATION**

DIVERSITY, EQUITY, & INCLUSION

**39% FEEL THERE HAS BEEN SUFFICIENT DIVERSITY
IN THEIR INTERNSHIP OR FULL-TIME EMPLOYMENT
WHICH IS A SIGNIFICANT DECREASE FROM 2022.**

**Does the industry's practice related to DE&I
match their messaging?**



**Important Factors for a
Prospective Employer's
Commitment to DEI:**

- 47.30% Demonstrated fairness in recruiting practices
- 46.96% Commitment to and demonstration of diversity at all levels of the company
- 46.28% Commitment to creating a more inclusive culture
- 43.24% Diversity in leadership
- 35.14% Organizational accountability and measurement of diversity
- 35.14% Gender pay equality
- 28.38% Participation in/Sponsorship of industry D&I events
- 26.01% Multigenerational teams/engagement