

2021

DIVERSITY IN THE SUPPLY CHAIN WORKPLACE



MODERN
MATERIALS HANDLING

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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:

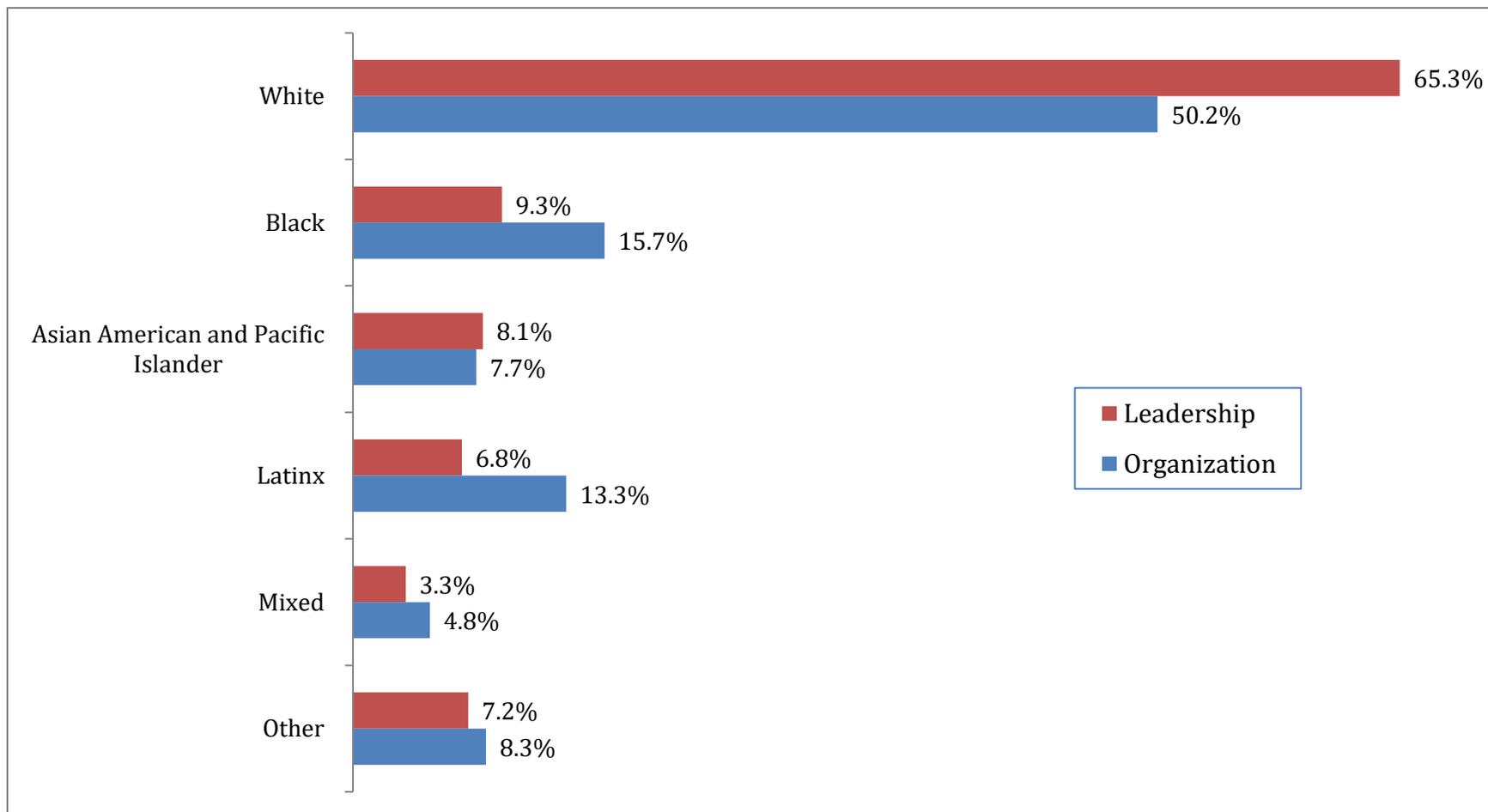
- ❖ **Sample:** Multiple sample sources were used to conduct this online survey. Completed surveys include the following:
 - ❖ Subscribers to *Modern Materials Handling* Link: n=66
 - ❖ MHI: n=12
 - ❖ WERC: 43
 - ❖ MHEDA: n=14
 - ❖ Miscellaneous Links: n=6
- ❖ **Method:** All sample members were sent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

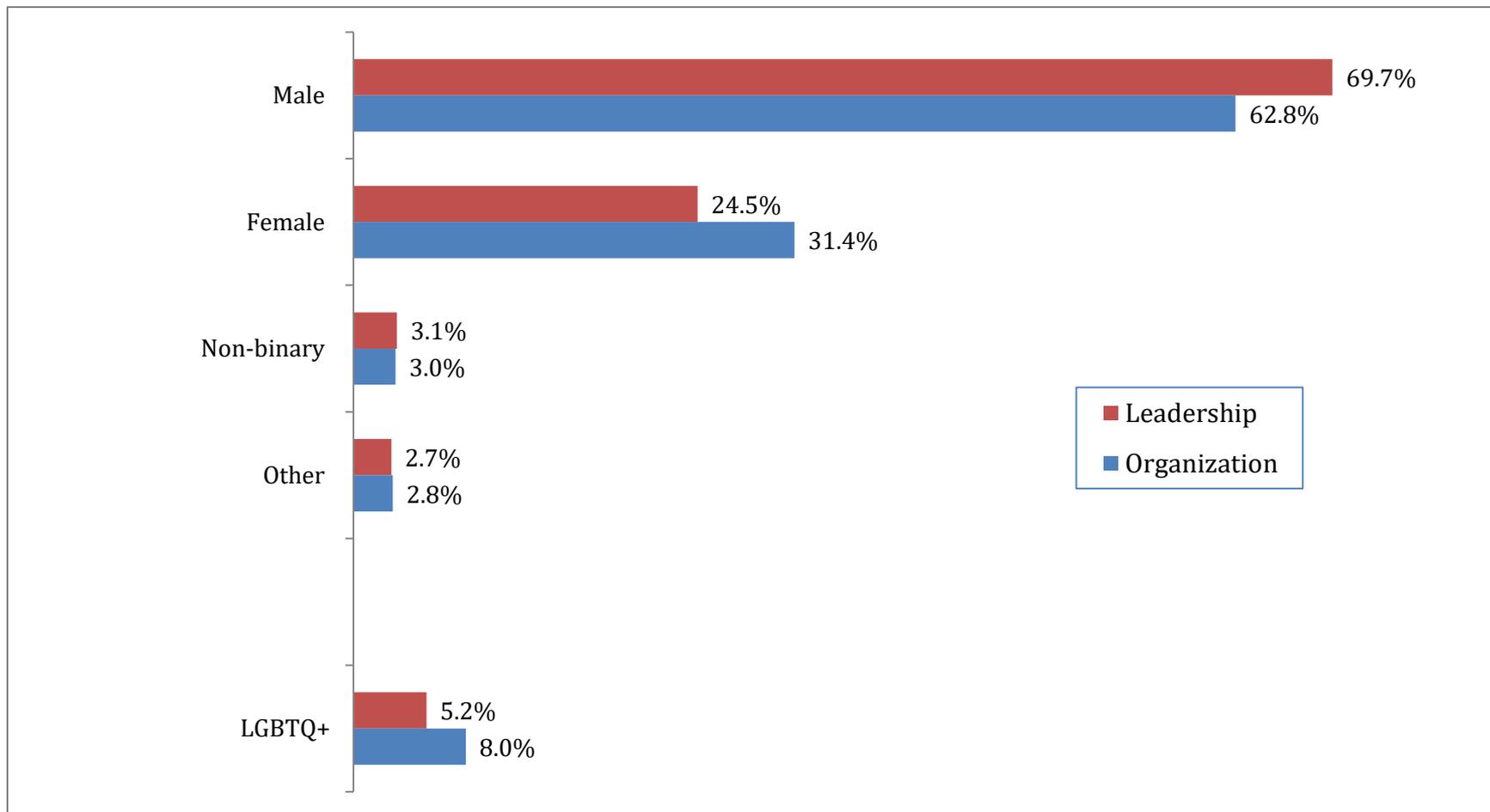


To the extent that you know, what percentage of your: Leadership/ Organization:



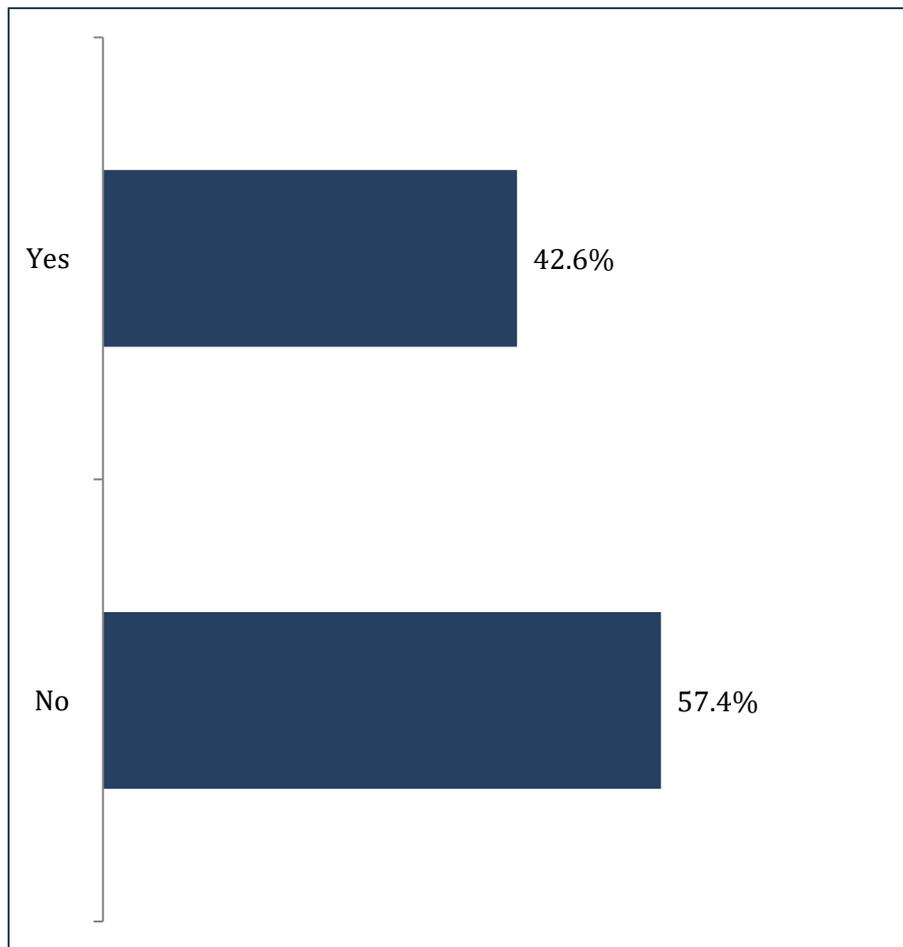


To the extent that you know, what percentage of your Leadership/ Organization identifies with: Gender & LGBTQ+:

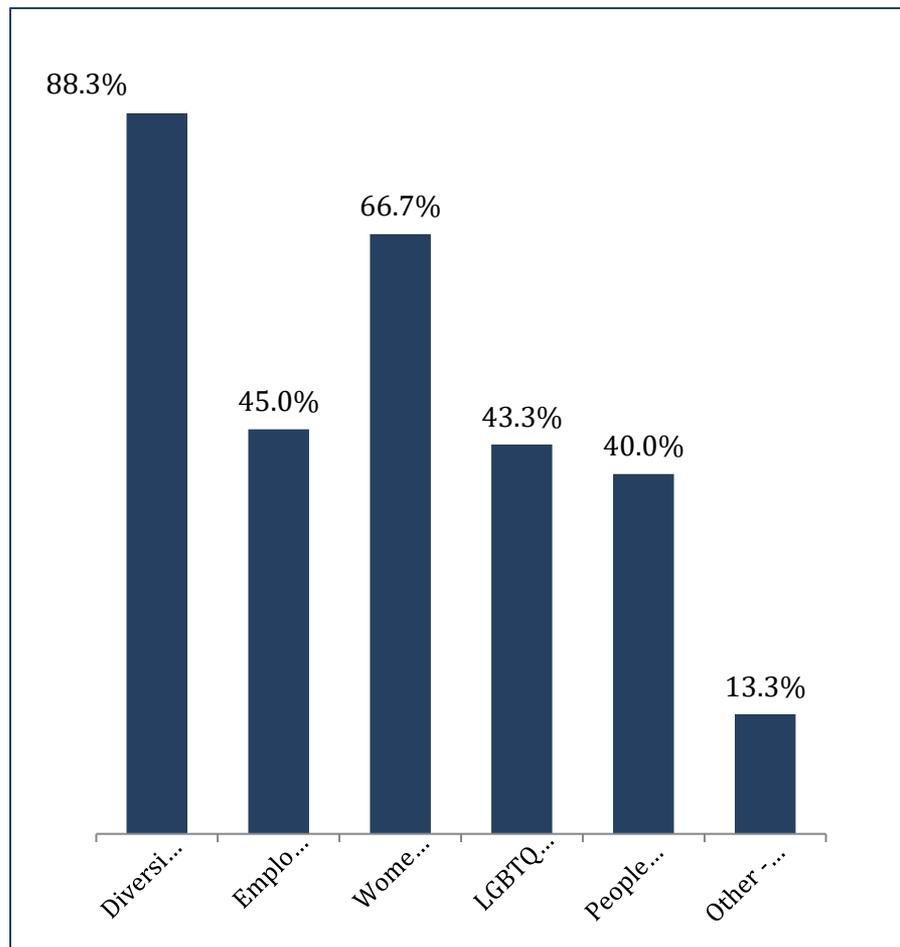




Does your company/organization have any diversity initiatives that you are aware of?



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



Note: Multiple answers accepted



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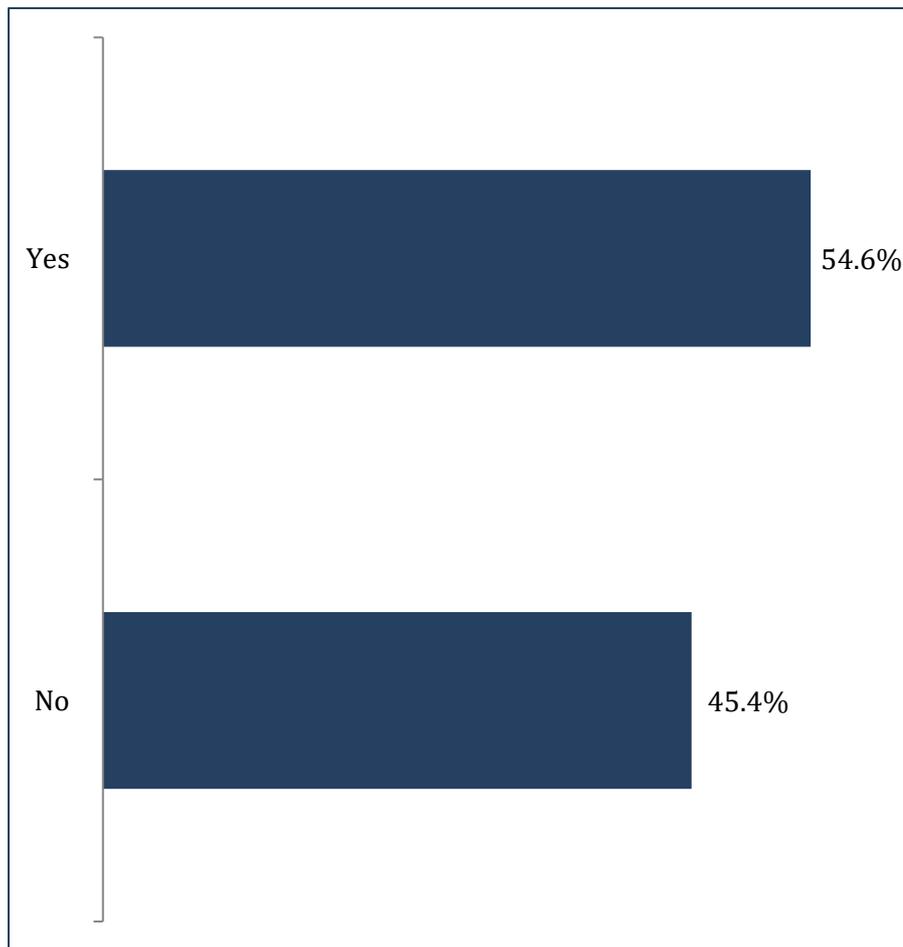
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Which of the following diversity initiatives does your company/organization currently have in place? (Other)

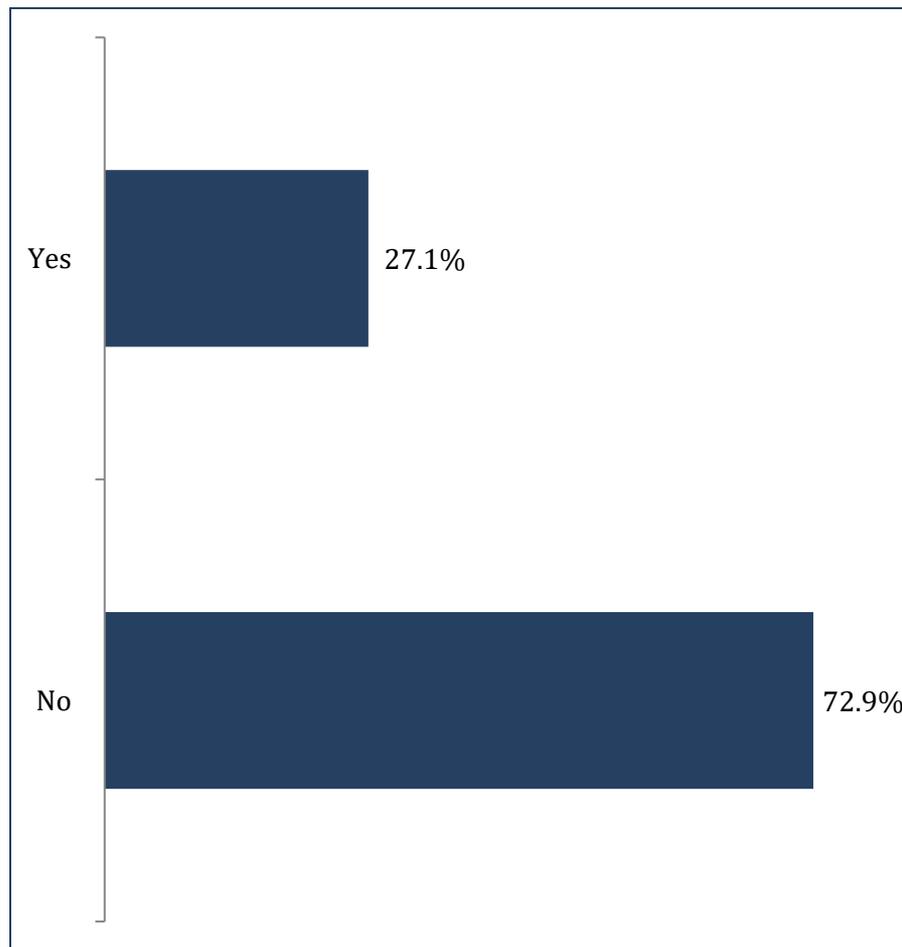
- How to not create exclusion by grouping people
- Indigenous advisory group
- Military
- Promote diversity, hire based on actual skill – ability. No other factors
- Race and ethnicity initiatives
- Second Chance
- Veterans



Does your company have any type of written Diversity, Equity and Inclusion Policy?

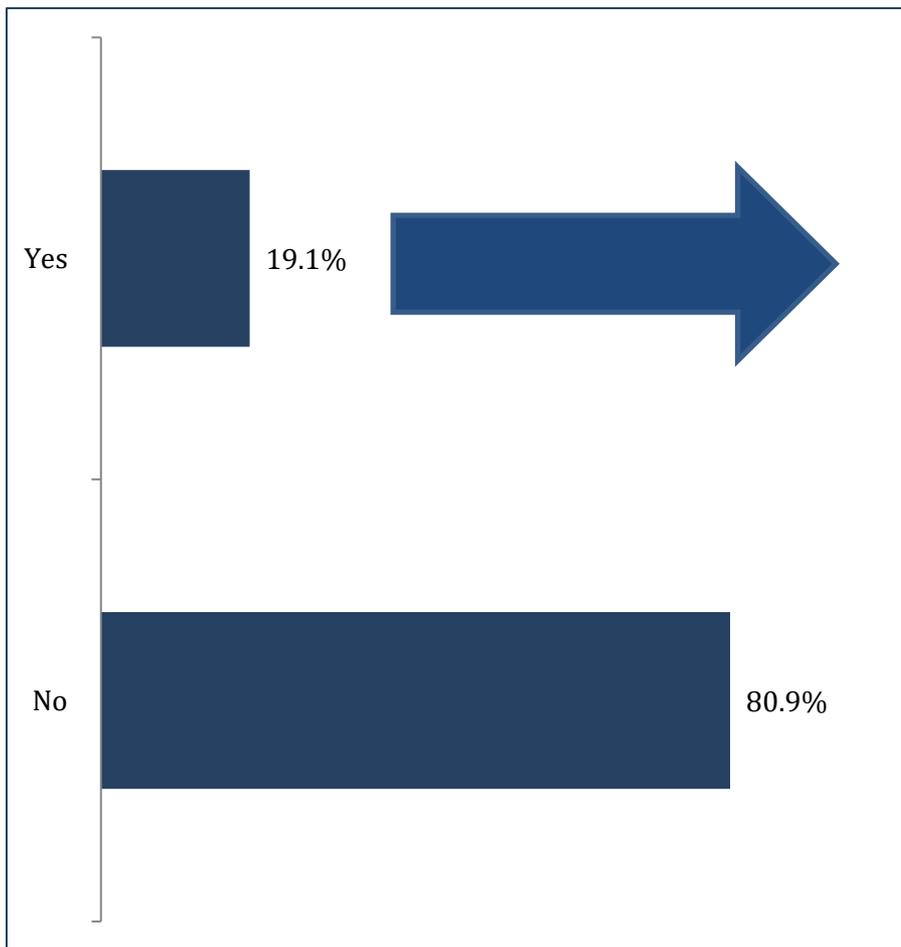


Do your customers ask if your company has a Diversity, Equity and Inclusion Policy?

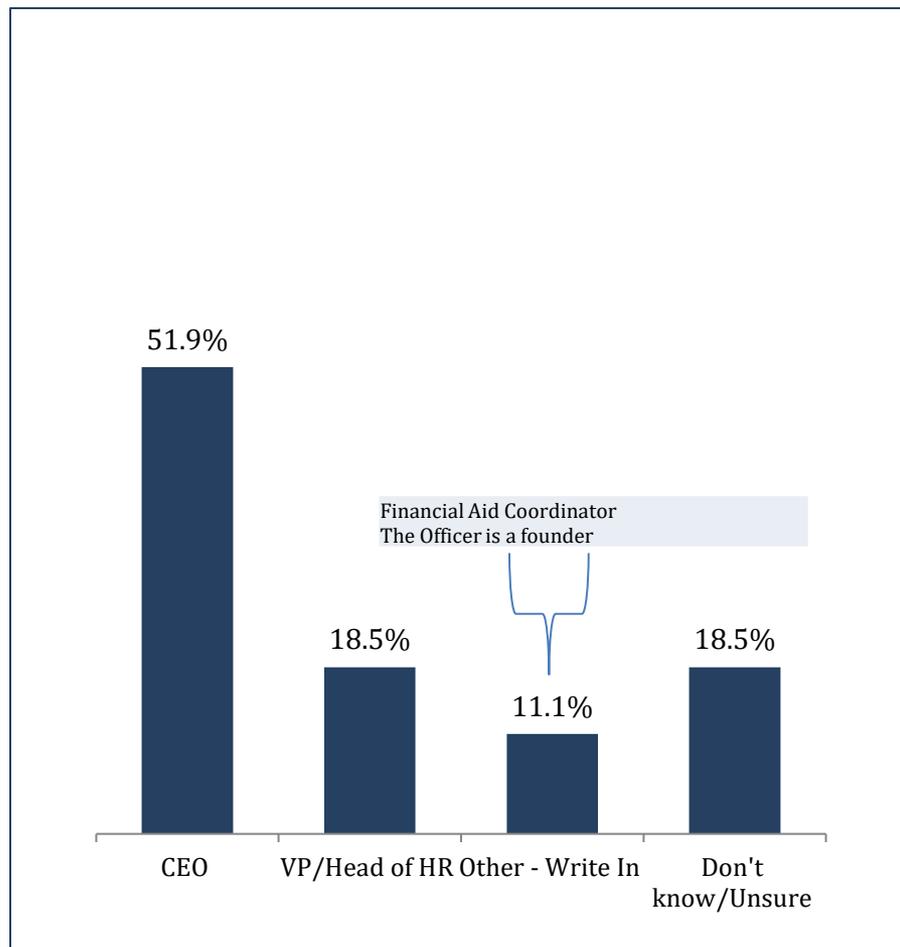




Does your company have a Diversity, Equity and Inclusion Officer?

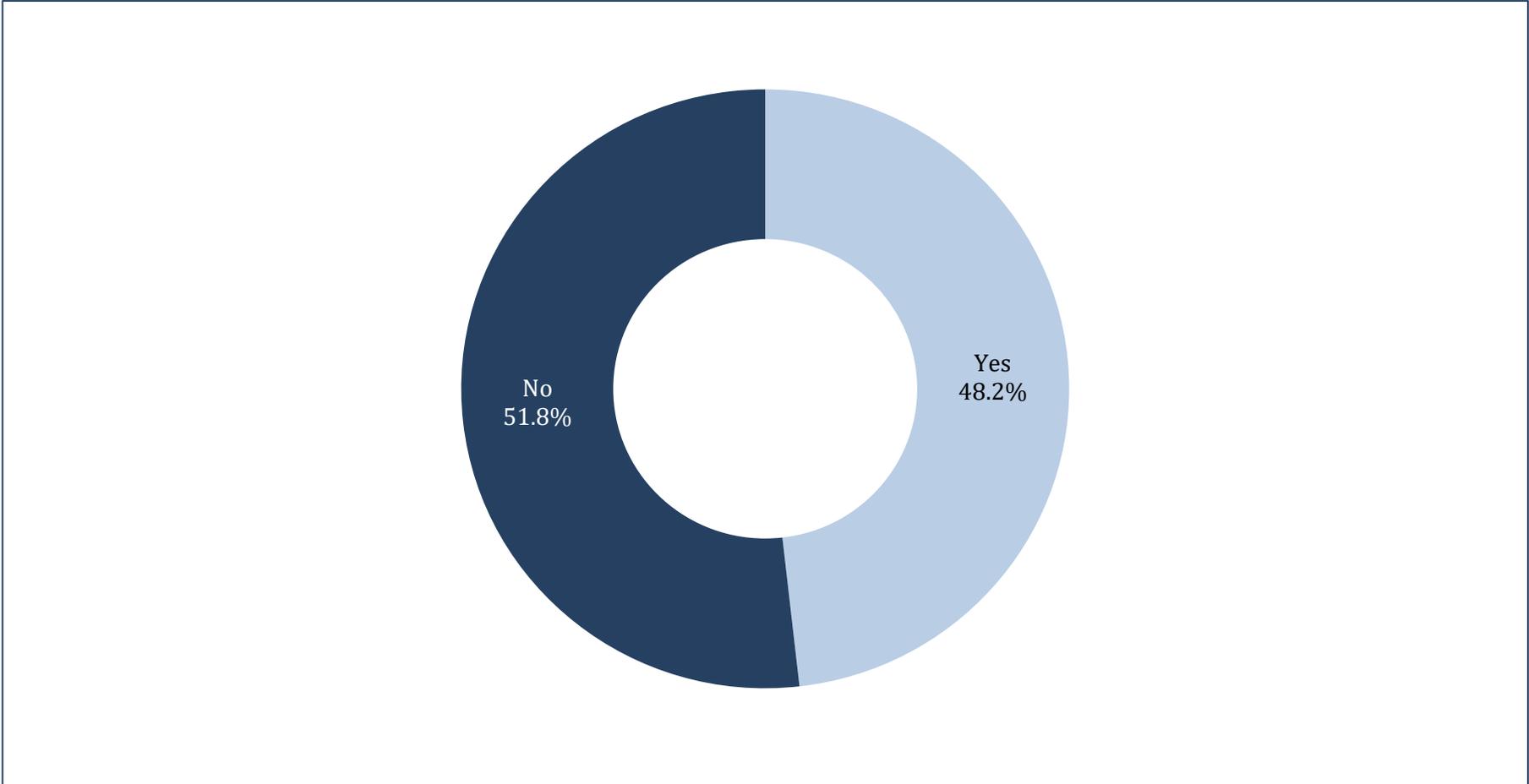


Who does the Diversity, Equity and Inclusion Officer report to?



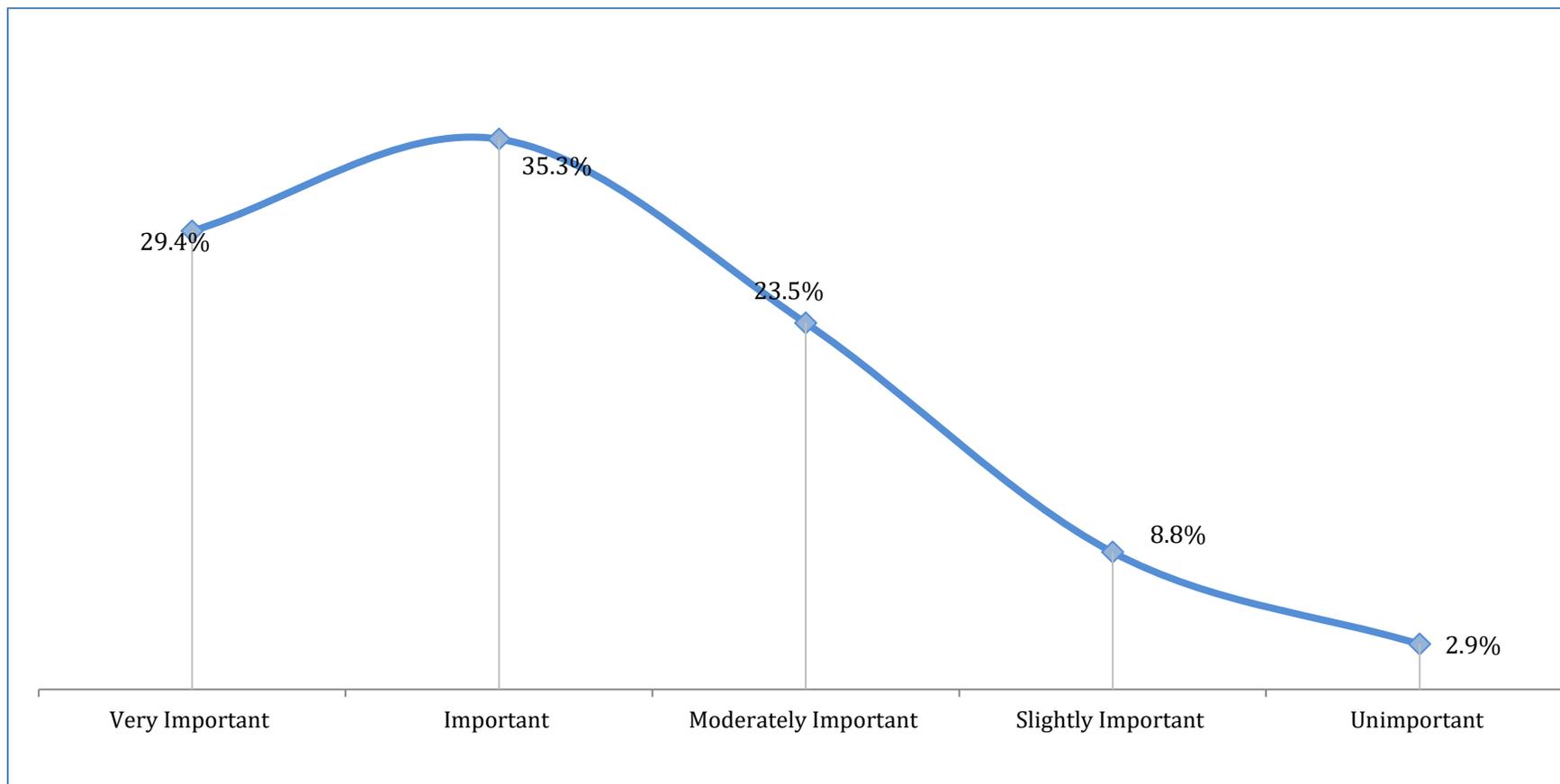


Is diversity, equity and inclusion an important component of recruiting at your company?





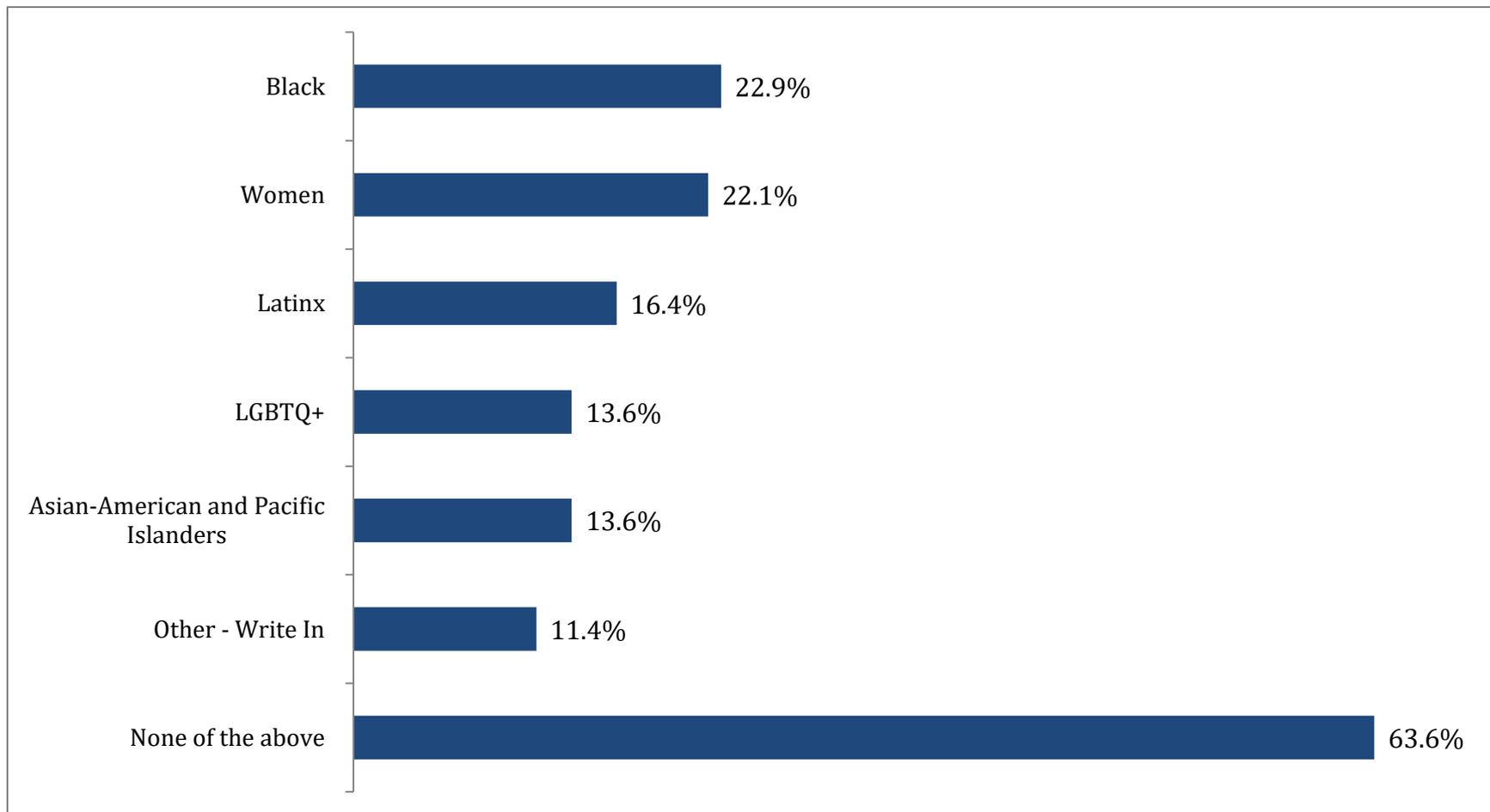
How would you best describe your organization as an adopter of supply chain strategies and technologies?



**Among those that answered Yes, that diversity, equity and inclusion an important component of recruiting at your company*



Does your company have recruiting initiatives to increase the representation of



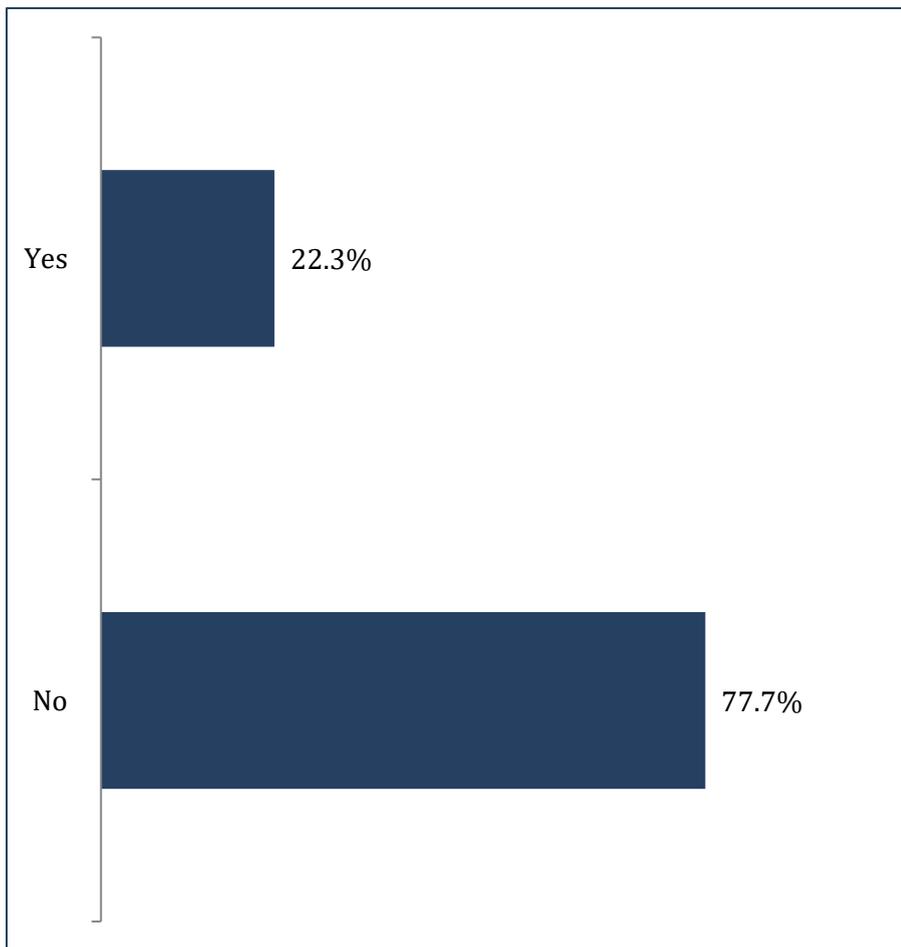


Does your company have recruiting initiatives to increase the representation of... (Other)

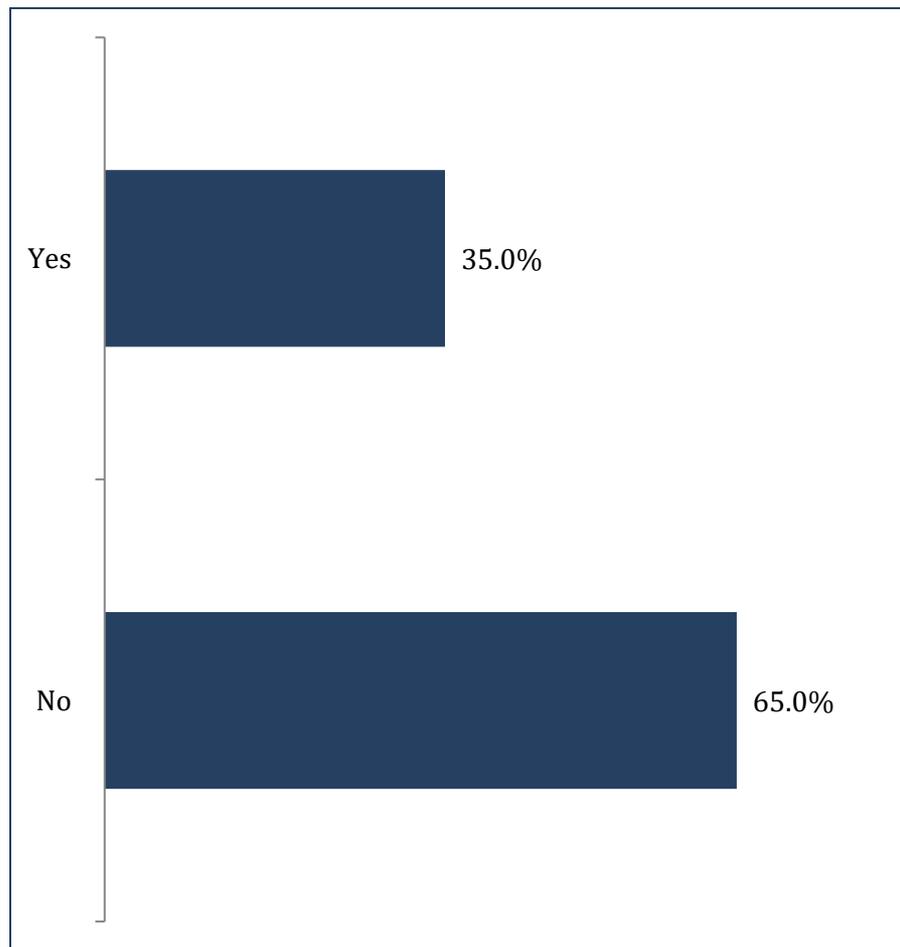
CDL holders
Disability
Looking for tradesmen and women that are in short supply while our older talent is retiring
Veteran
Veterans and Disabled Veterans
We don't group people
We hire based on ABILITY, all other factors are irrelevant
We hire the best candidate no matter
We look for best candidate
Yes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



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



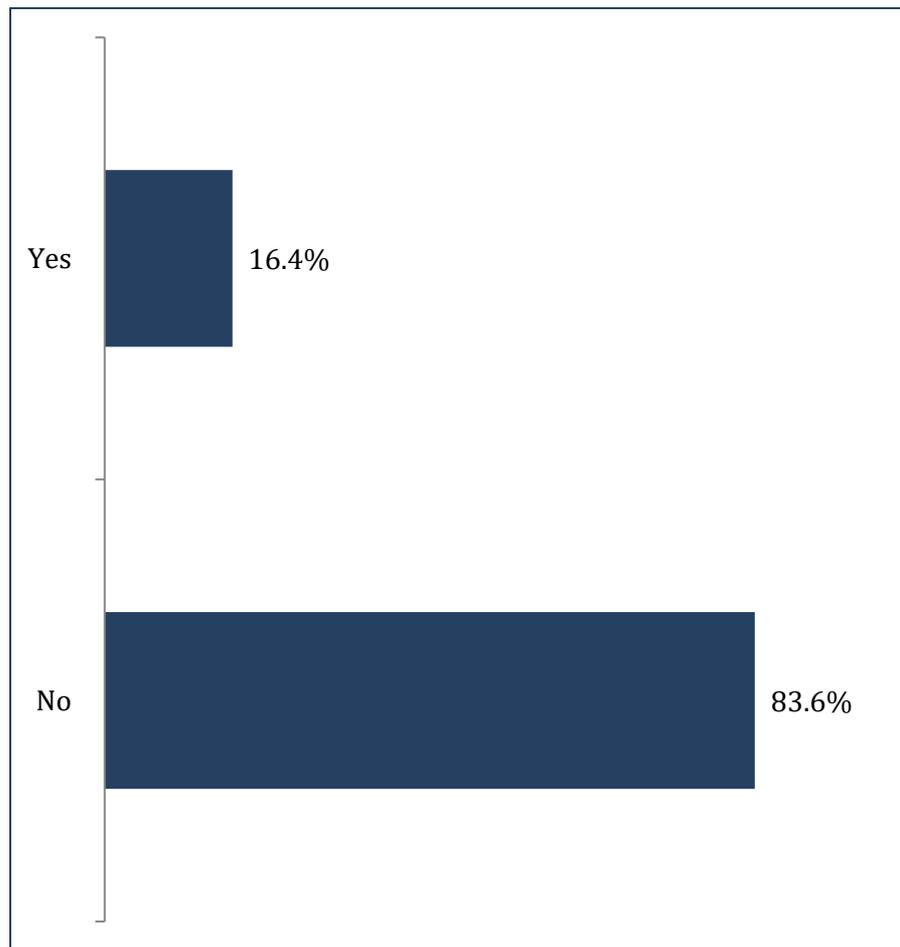
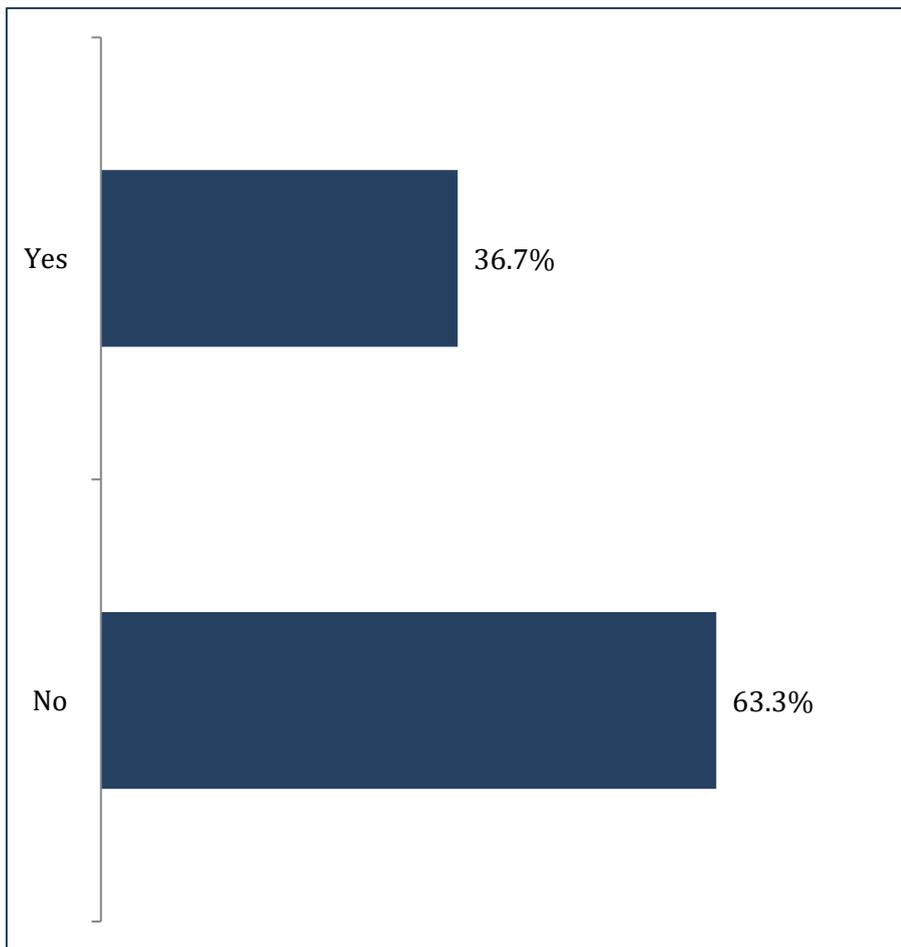
Does your organization support Employee Resource Groups (ERGs) representing underserved communities within your workforce?





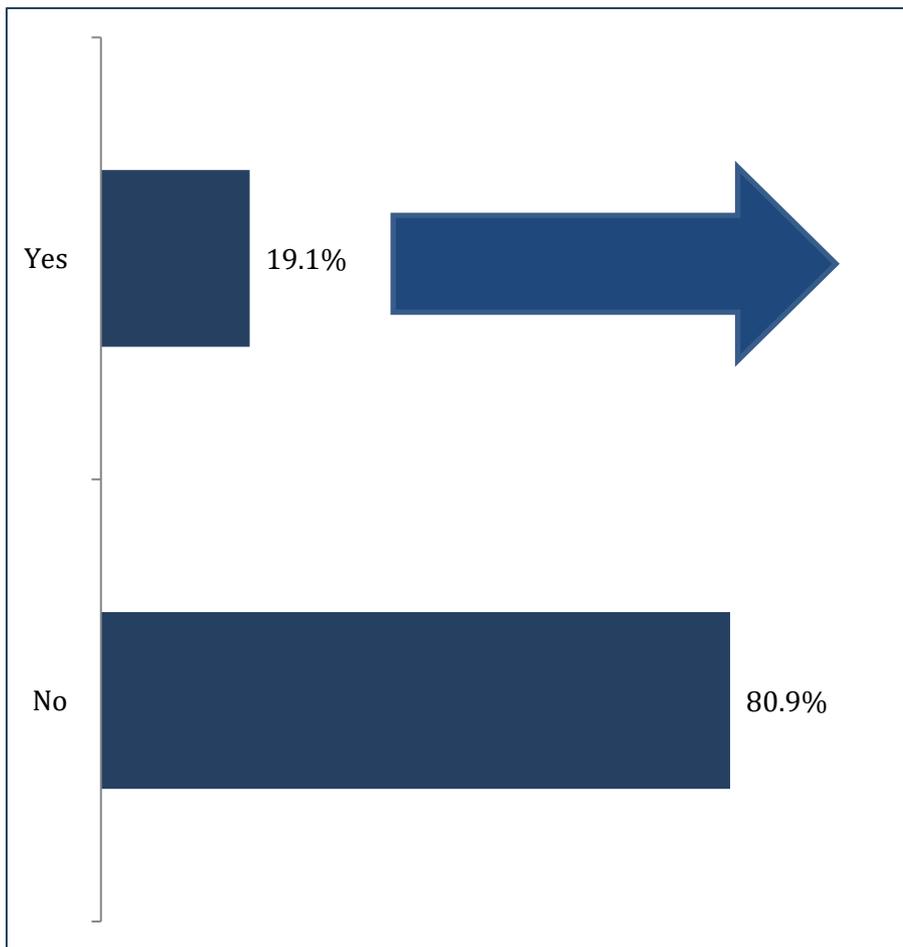
Does your organization offer executive or continuing education opportunities to improve the business skills of individuals from underserved communities, including but not limited to women, Blacks and Latinx?

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

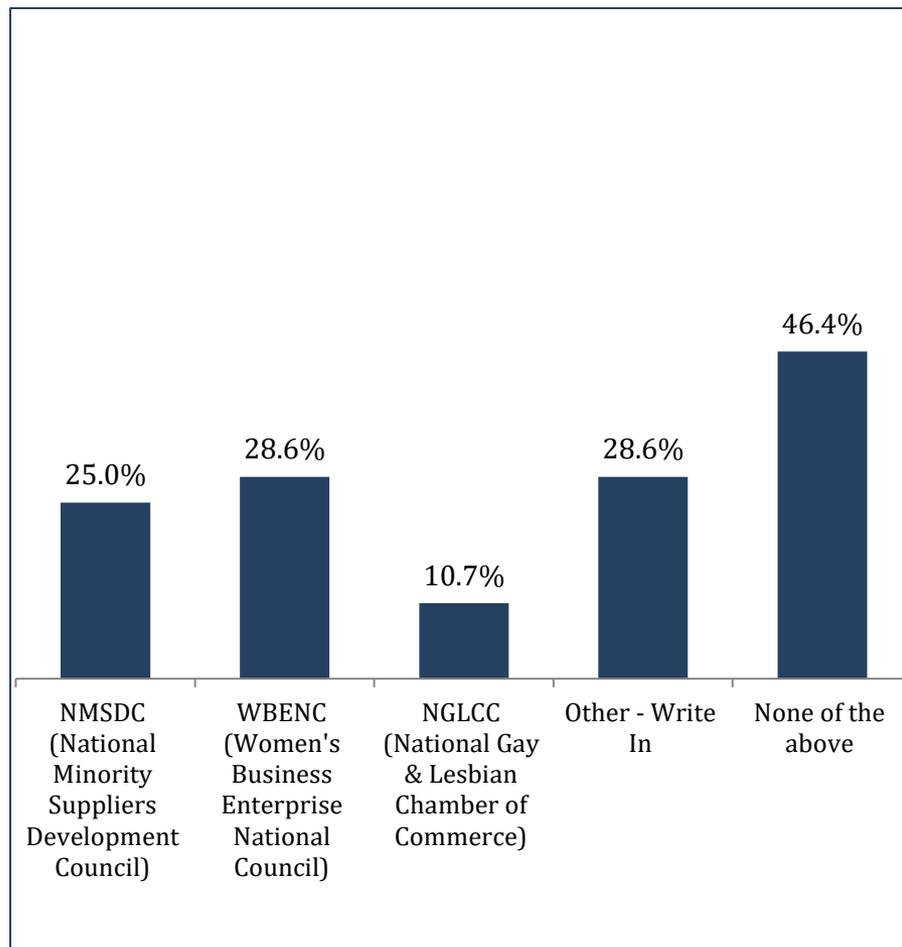




Do you have a supplier diversity program?



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





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

HUB Zone, SDVOSB, VetBiz VIP

Indigenous business

Michigan Minority Supplier Development Council

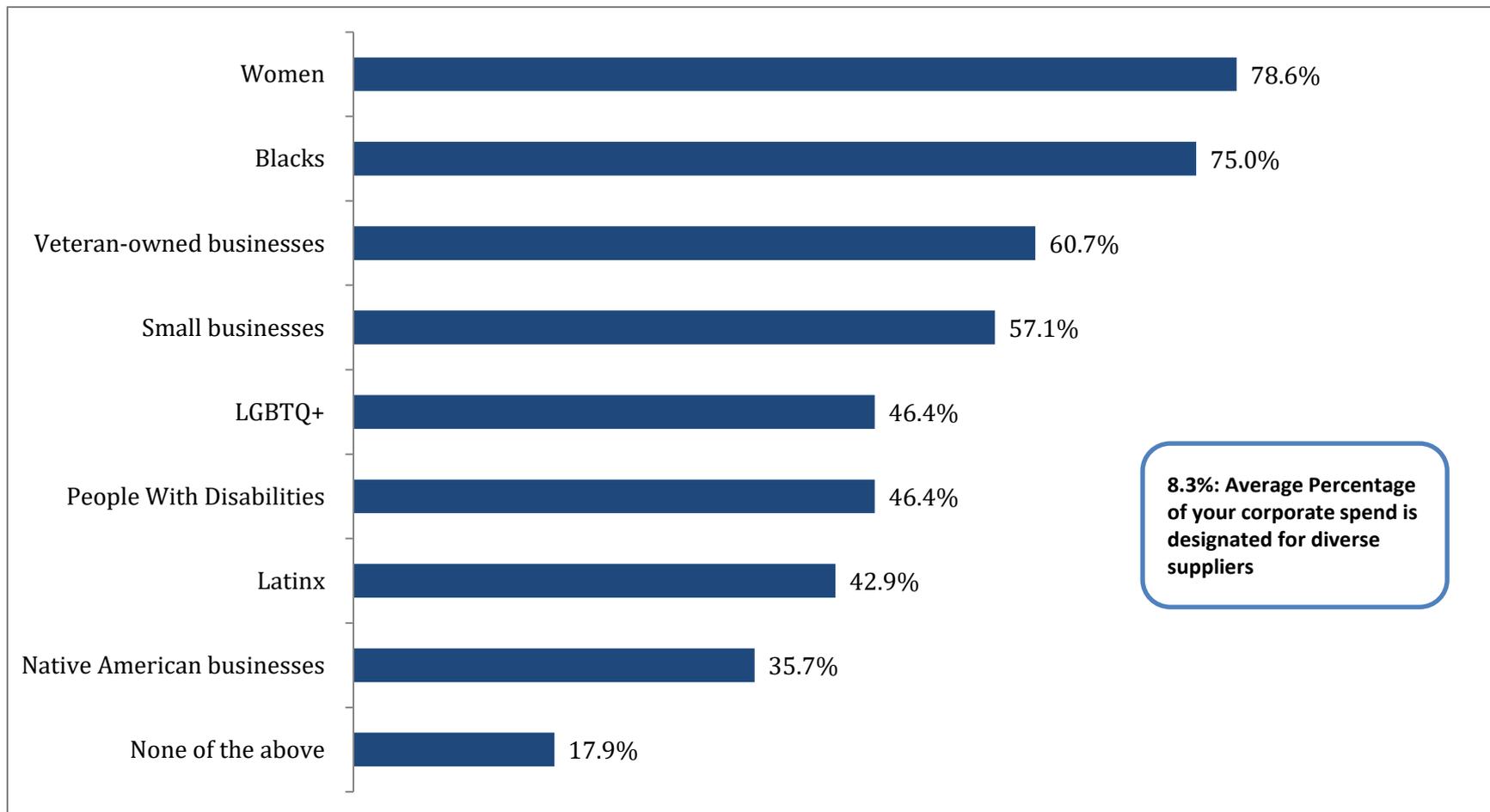
Not required yet, but in process

There are a few of these but is more so limited suppliers can compete

We do not require but we try to work with minority groups



What groups are included in your supplier diversity program?



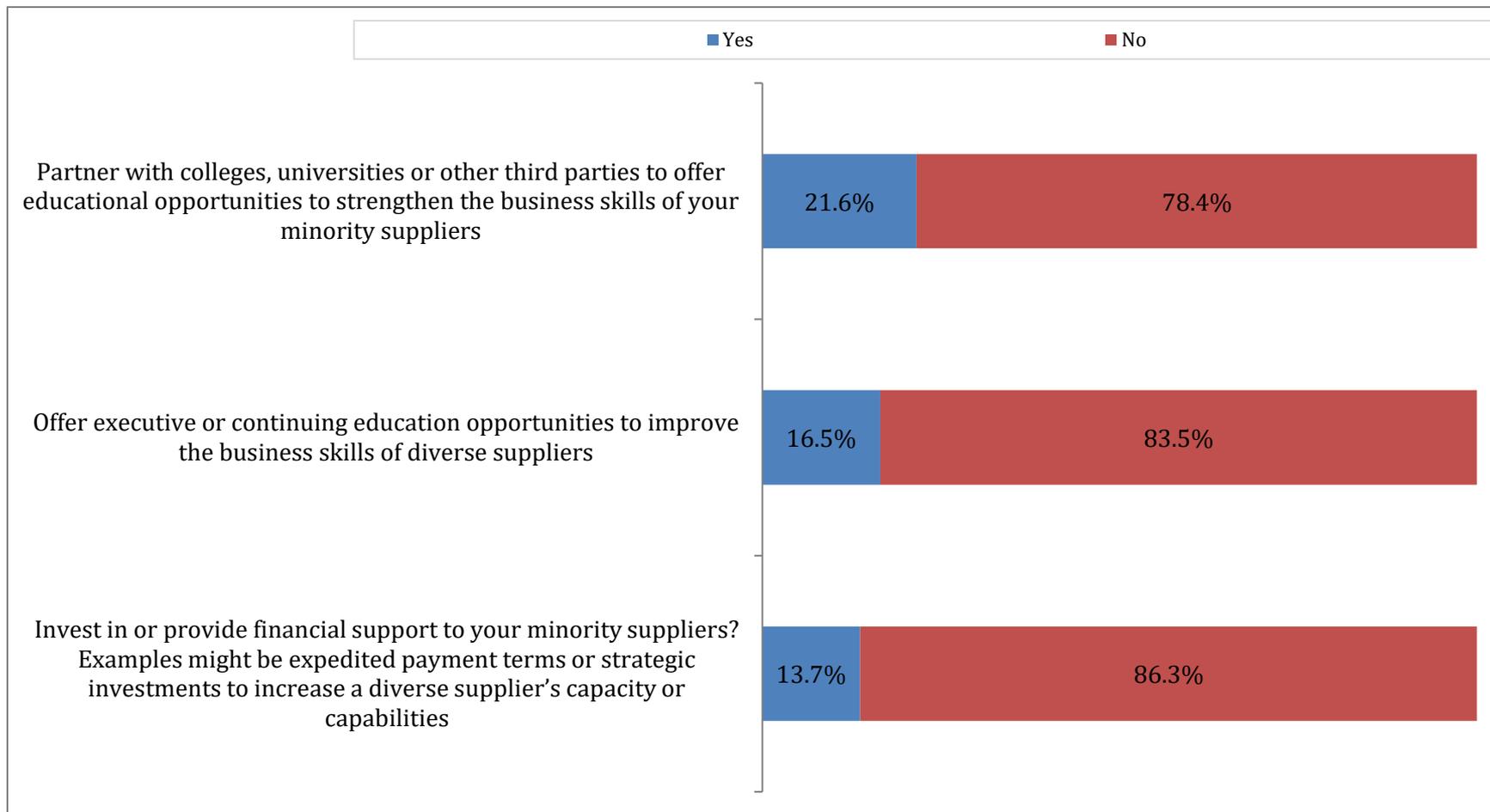
Note: Multiple answers accepted

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

September 2021

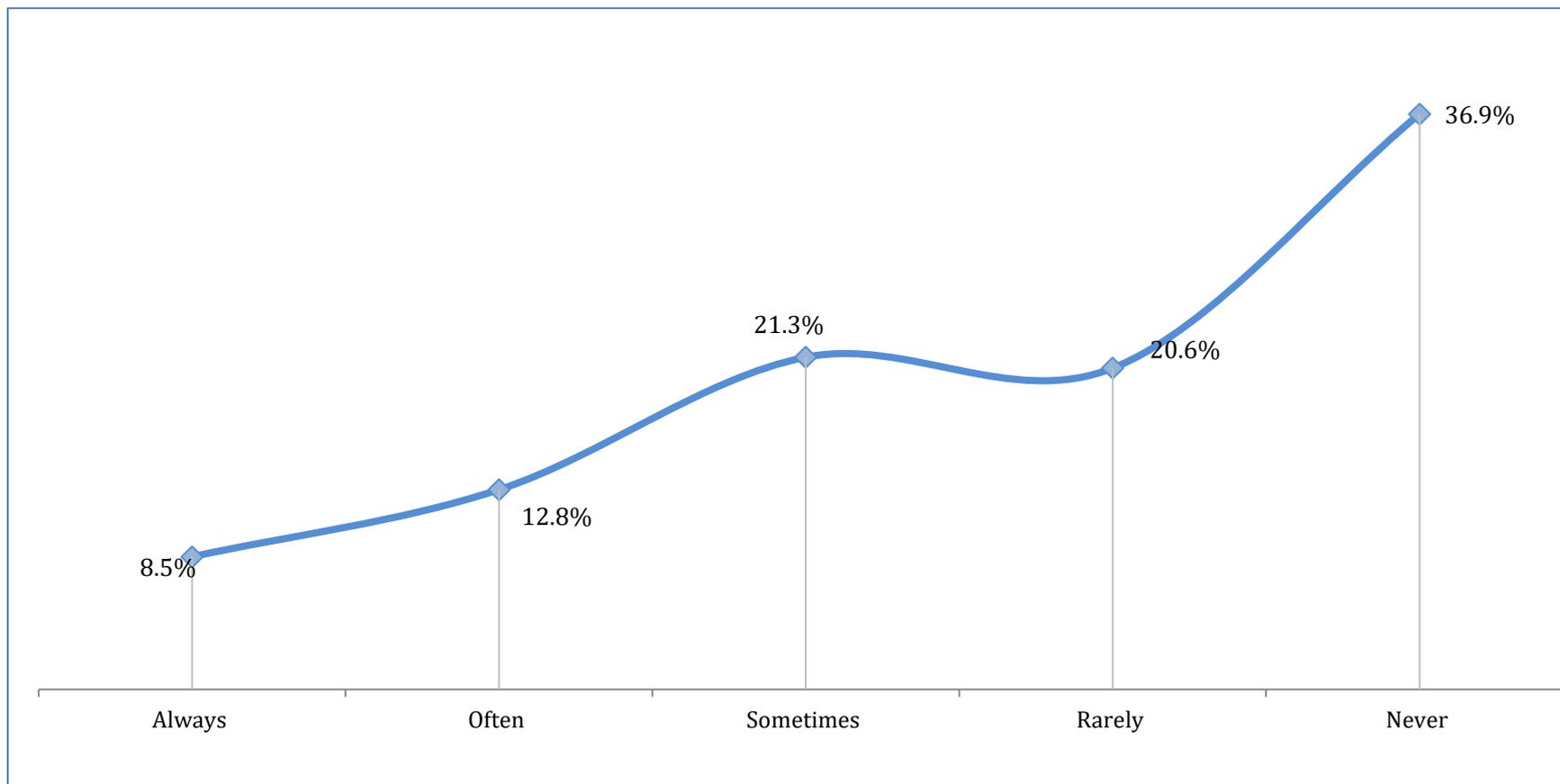


Does your company/organization...



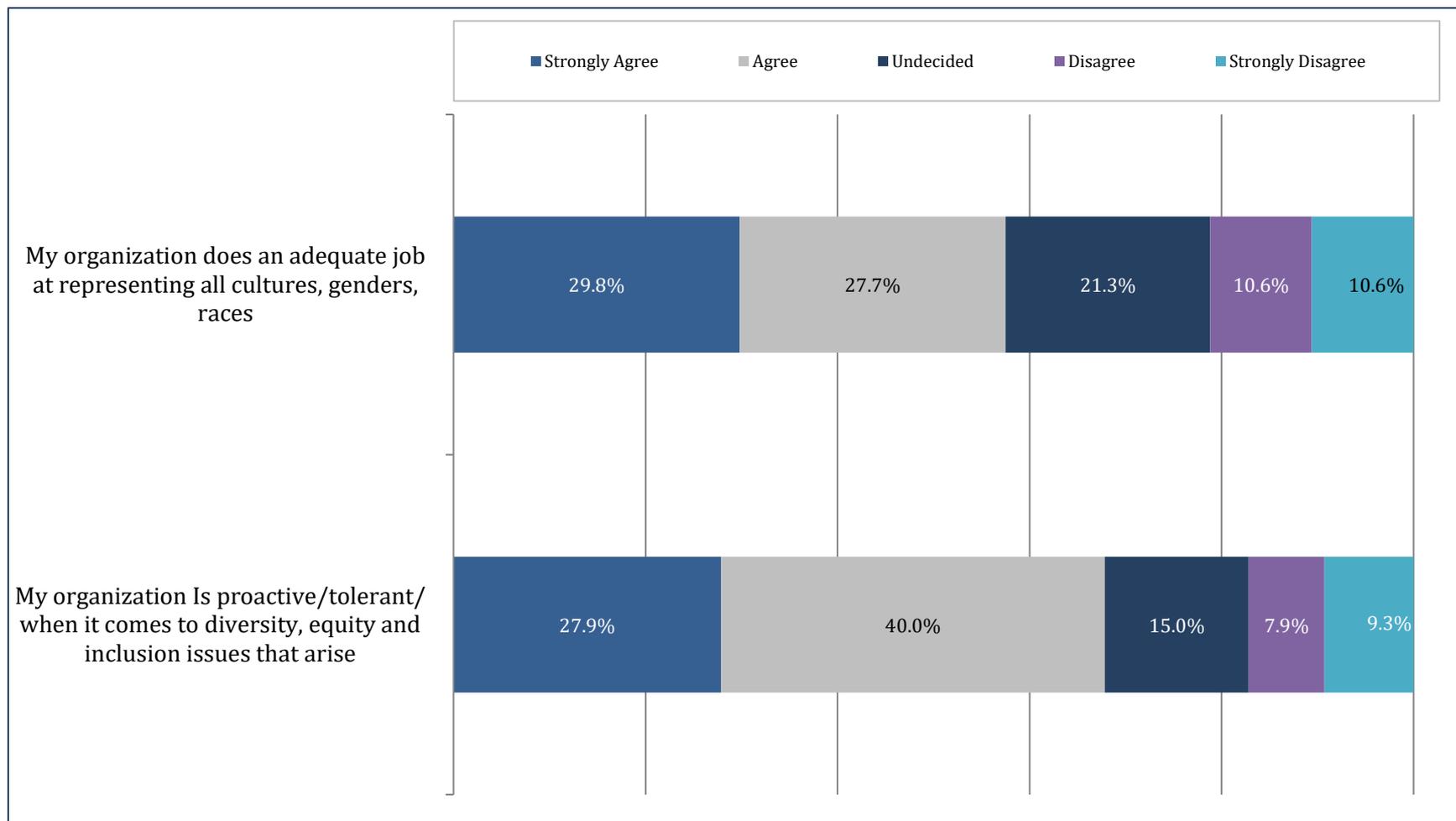


How often does your leadership speak about or inform the organization about their commitment to diversity initiative?





Please rate your level of agreement or disagreement with the following statements:





Respondent Demographics

Nature of Business	
Manufacturer	31.2%
Retailer	5.0%
E-tailer/E-commerce	1.4%
Wholesaler	6.4%
Distributor/Integrator	14.9%
Consulting	7.1%
3PL	9.9%
Transportation/Warehousing services	9.9%
Other - Write In	14.2%

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

Industry Classification	
Aerospace	6.8%
Automotive	6.8%
Energy & Process Industries	2.3%
Food & Beverage	6.8%
General Industrial	9.1%
Machine Tools	6.8%
Maintenance, Repair & Operations	9.1%
Material Handling Equipment	2.3%
Medical Equipment	11.4%
Off Highway / Heavy Equipment	11.4%
Packaging Equipment	4.5%
Refrigeration (HVAC & Appliances)	2.3%
Supplier to OEM	6.8%
Other	13.6%

Note: Multiple answers accepted



Respondent Demographics

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:

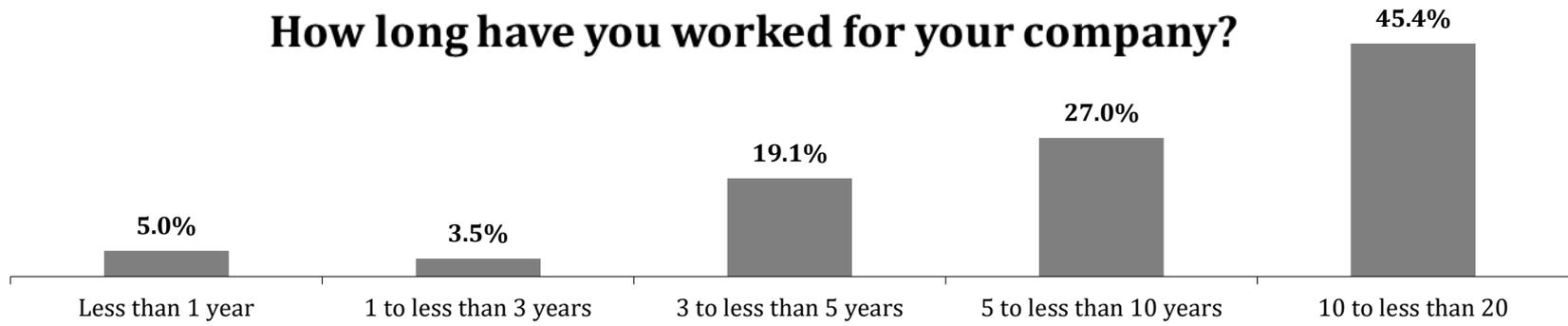
- Boss
- Business Development
- Consultant
- Consulting services
- Customer service/sales
- Education
- External Quality -external supply
- Logistics Officer Reveal Unit
- Marketing
- Marketing Manager
- Objectivist at large
- Office/Administrative Manager
- Production
- Production BPO
- Project management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

Estimated 2021 Company Revenues	
Less than \$50 million	42.3%
\$50 million - \$99.9 million	8.8%
\$100 million - \$499.9 million	13.9%
\$500 million - \$999.9 million	3.6%
\$1 billion - \$2.49 billion	3.6%
\$2.5 billion - \$4.9 billion	2.9%
\$5 billion or more	10.2%
Cannot disclose	14.6%



Respondent Demographics

How long have you worked for your company?



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%