

Statement of Support for Programs to Improve Organizational Diversity and Inclusion

The Society for Industrial and Organizational Psychology (SIOPI) is a community of more than 10,000 members worldwide with common interest in promoting the science, practice, and teaching of industrial-organizational psychology (I-O Psychology) to enhance human well-being and performance in organizational and work settings. SIOPI provides a platform for scientists, academics, consultants, and practitioners to collaborate, implement, and evaluate cutting-edge approaches to workplace challenges across sectors. As the Executive Board of SIOPI, the largest organization focused on the scientific study of human behavior in organizations and the workplace, we write to **explicitly state our support for programs designed to improve organizational diversity and inclusion.**

Our membership spans the private sector, academia, and public service, including many federal employees and contractors. Several of our members have been adversely affected by the September 22, 2020 Executive Order 13950 on “Combating Race and Sex Stereotyping” and more will likely be impacted as the order is fully realized. The lack of clarity in how the order is to be implemented has cast uncertainty over compliance among the grantees and contractors within our membership in addition to administrative barriers for those seeking to carry out important work on behalf of the American people. Moreover, the wide-ranging text of the order could threaten the work of our researchers and practitioners, who seek to develop and refine these important trainings.

In addition, the science and practice of I-O Psychology can provide unique insight into the real value of diversity training programs.ⁱ One article, which reported on a statistical summarization (a meta-analysis) of the findings of 260 different studies across a variety of industries, occupations, and trainees, shows that people generally have positive reactions to diversity training and indicate that they have acquired new knowledge.ⁱⁱ There are also studies that carefully designed training that is integrated into broader diversity and inclusion strategy can “increase awareness of bias and its lasting impact, plant seeds that inspire sustained learning, and teach skills that enable attendees to manage their biases and change their behavior.”ⁱⁱⁱ This is especially important as I-O Psychology findings further confirm that reducing such biases – creating diverse and inclusive environments – can improve employee engagement, retention, and performance, as well as organizational financial outcomes.^{iv}

Based on this evidence, SIOPI supports programs that are carefully designed to reduce bias and improve organizational diversity and inclusion, and strongly encourages the Administration to reconsider Executive Order 13950.

ⁱ Kalinoski, Z. T., Steele-Johnson, D., Peyton, E. J., Leas, K. A., Steinke, J., & Bowling, N. A. (2013). A meta-analytic evaluation of diversity training outcomes. *Journal of Organizational Behavior*, 34(8): 1076–1104.

Kulik, C. T., & Roberson, L. (2008). Common goals and golden opportunities: Evaluations of diversity education in academic and organizational settings. *The Academy of Management Learning and Education*, 7(3), 309–331.

ⁱⁱ Bezrukova, K., Spell, C. S., Perry, J. L., & Jehn, K. A. (2016). A meta-analytical integration of over 40 years of research on diversity training evaluation. *Psychological Bulletin*, 142(11), 1227.

ⁱⁱⁱ Carter, E. R., Onyeador, I. N., & Lewis, N. A., Jr. (2020). Developing & delivering effective anti-bias training: Challenges & recommendations. *Behavioral Science & Policy*, 6(1), 57–70.

^{iv} Holmes IV, O., Jiang, K., Avery, D. R., McKay, P. F., Oh, I. S., & Tillman, C. J. (2020). A Meta-Analysis Integrating 25 Years of Diversity Climate Research. *Journal of Management*, 0149206320934547.

McKay, P. F., Avery, D. R., & Morris, M. A. (2008). Mean racial-ethnic differences in employee sales performance: The moderating role of diversity climate. *Personnel psychology*, 61(2), 349-374.