**American Association for Affirmative Action Announces Results of Its Survey Report on Collaboration between Offices to Achieve Diversity**

***AAAA Survey Serves as Model for both Public and Private Employers Seeking More Workplace Diversity***

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Washington, D.C. – September 5, 2012 - The American Association for Affirmative Action (AAAA), an association of equal employment opportunity (EEO), diversity and affirmative action professionals founded in 1974, announced the results of its recent Survey Report on ”Collaborative Relationships Between EEO/Affirmative Action, Human Resources and Diversity Professionals.” The report was conducted after discussions with staff of the White House, Federal Office of Personnel Management (OPM) and the Equal Employment Opportunity Commission (EEOC) who are tasked with implementing the President’s Executive Order 13853 (August 2011) on diversity and inclusion in the Federal workplace. The online Survey of AAAA members was conducted from May 17 – June 7, 2012.

“We are delighted to have had the opportunity to contribute to the body of knowledge about the way equal opportunity, human resources and diversity programs work, “said the report’s author ReNeé S. Dunman. “Our research has implications for both the public and private sectors seeking to achieve a more diverse workplace,” she added.

AAAA President Gregory T. Chambers stated that “AAAA’s mission is to promote understanding of EEO, affirmative action and diversity programs through our research and training as well as our advocacy. We hope that the results of our survey will prove useful both now and in the future.”

**Key Findings of the Survey Report**: The purpose of the survey was to determine the extent to which there is collaboration between the offices whose missions include equal opportunity, affirmative action, human resources and diversity. The survey instrument also questioned participants about their positions and role in diversity planning. Finally, the survey probed participants’ territorial and/or partnership behaviors.

* Approximately three-quarters of respondents reported the existence of collaborative efforts between HR, EEO/AA and Diversity Offices to achieve organizational diversity goals. The majority agreed that collaboration is effective and there are overall benefits from the relationship.
* Among the benefits gained from the collaborative relationship are: 1) the opportunity to resolve issues that have organization wide impact; and 2) strategic planning and implementation.
* Resistance to change (50.2%) was identified as the prevailing barrier to successful collaboration followed by “the lack of leadership accountability” and “communication” (tied at 42%).
* While 42% of respondents identified lack of leadership accountability as a barrier, a greater proportion identified leadership engagement and accountability as a mechanism to overcome this barrier.

The information gathered in this survey should provide a foundation for establishing collaborative relationships between EEO/AA, Human Resources and Diversity professionals. Survey respondents and their Federal government counterparts have expressed similar perceptions about barriers to establishing such relationships. Specifically, resistance to change, lack of leadership accountability and communication could be hindrances to the effective development and implementation of diversity plans.

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To obtain the entire report or for more information, go to [www.affirmativeaction.org](http://www.affirmativeaction.org.).

*Founded in 1974, the American Association for Affirmative Action (AAAA) is a national not-for-profit association of professionals working in the areas of affirmative action, equal opportunity, and diversity. AAAA helps its members to be more successful and productive in their careers. It also promotes understanding and advocacy of affirmative action to enhance access and equality in employment, economic and educational opportunities.*

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