

## Best and Brightest Companies to Work For 2017-2020 Comprehensive Employee Engagement Assessment Report

	2020 (n=190)				2019 (n=254)				2018 (n=285)				2017 (n=260)			
	Favorable	Neutral	Unfavorable	Difference	Favorable	Neutral	Unfavorable	Difference	Favorable	Neutral	Unfavorable	Difference	Favorable	Neutral	Unfavorable	Difference

### Category: Diversity and Inclusion

Hope College	96.8	2.4	0.8		69.7	16.1	14.2		70.9	16.7	12.5		73.5	14.8	11.7	
West Michigan	88.2	8.0	3.9	8.6	88.5	7.8	3.6	-18.8	89.3	7.4	3.3	-18.4	80.7	13.4	5.9	-7.2
National Norm	90.8	6.1	3.0	6.0	90.9	6.0	3.0	-21.2	90.5	6.5	3.0	-19.6	90.5	6.5	3.0	-17.0

### Employees demonstrate respect for differences through their behavior towards one another.

Hope College	95.3	4.8	0.0		71.7	17.7	10.6		77.0	12.4	10.6		78.4	13.1	8.5	
West Michigan	86.1	8.9	5.0	9.2	86.2	8.9	4.9	-14.5	87.2	8.5	4.3	-10.2	85.0	12.5	2.5	-6.6
National Norm	90.0	7.1	3.9	5.3	89.0	7.0	3.9	-17.3	88.3	7.6	4.0	-11.3	88.3	7.6	4.0	-9.9

### Employees can contribute to their fullest potential regardless of their age, race, color, ethnic background, gender, religion, disability, or sexual orientation.

Hope College	100.0	0.0	0.0		69.7	13.8	16.6		68.7	16.9	14.5		69.9	14.7	15.4	
West Michigan	91.6	5.7	2.7	8.4	92.2	5.3	2.5	-22.5	92.9	4.8	2.3	-24.2	82.0	10.3	7.7	-12.1
National Norm	89.0	7.1	3.9	11.0	93.4	4.2	2.4	-23.7	93.2	4.6	2.2	-24.5	93.2	4.6	2.2	-23.3

### This organization welcomes diversity in people, experiences, and ideas.

Hope College	95.2	2.4	2.4		67.7	16.9	15.3		66.9	20.8	12.3		72.2	16.6	11.2	
West Michigan	86.7	9.3	4.0	8.5	87.2	9.3	3.5	-19.5	87.7	8.9	3.4	-20.8	75.0	17.5	7.5	-2.8
National Norm	90.1	7.0	2.9	5.1	90.2	6.9	2.9	-22.5	90.0	7.4	2.6	-23.1	90.0	7.4	2.6	-17.8

### Category: Culture

Hope College	97.0	3.0	0.0		81.5	10.0	8.5		83.3	10.1	6.6		85.4	9.3	5.3	
West Michigan	88.1	7.7	4.2	8.9	88.7	7.4	3.8	-7.2	89.8	6.8	3.4	-6.5	82.2	14.0	3.8	3.2
National Norm	89.6	6.7	3.6	7.4	90.0	6.5	3.5	-8.5	89.5	6.9	3.6	-6.2	89.5	6.9	3.6	-4.1

### I feel that I can be myself at work.

Hope College	97.6	2.4	0.0		78.8	11.0	10.2		80.0	9.5	9.5		81.9	10.4	7.7	
West Michigan	86.8	7.7	5.5	10.8	87.3	7.5	5.2	-8.5	88.8	6.5	4.6	-8.8	84.2	13.2	2.6	-2.3
National Norm	88.9	6.6	4.5	8.7	89.1	6.3	4.6	-10.3	90.2	5.7	4.1	-10.2	90.2	5.7	4.1	-8.3

### This organization promotes a positive culture

Hope College	97.6	2.4			73.2	14.6	12.2		80.3	10.9	8.8		84.3	10.0	5.8	
West Michigan	86.7	8.3	5.0	10.9	87.4	7.9	4.6	-14.2	88.5	7.3	4.1	-8.2	79.5	15.4	5.1	4.8
National Norm	89.1	6.8	4.1	8.5	89.4	6.6	4.0	-16.2	88.4	7.4	4.2	-8.1	88.4	7.4	4.2	-4.1

Source: Best and Brightest Programs (2017-2021) Administered by Best and Brightest Programs to a random sample of Hope College faculty and staff each spring.