



2021 DEIA SURVEY

HIGHLIGHTS

BRIEF OVERVIEW

On AABB's behalf, Avenue M Group conducted a DEIA survey from September 7-29, 2021. The survey went out to members and recently lapsed members of AABB who reside in the U.S. and Canada. A total of 706 qualified surveys (i.e., excluding abandoned or disqualified surveys) were collected with a completion rate of 89% and an overall response rate of 14%. The survey's margin of error is +/-4% at the 95% confidence level, which is within the industry standard for member research studies (i.e., a margin of error of +/-5% at the 95% confidence level).

SELECT KEY FINDINGS

1. Professional Demographic Snapshot:

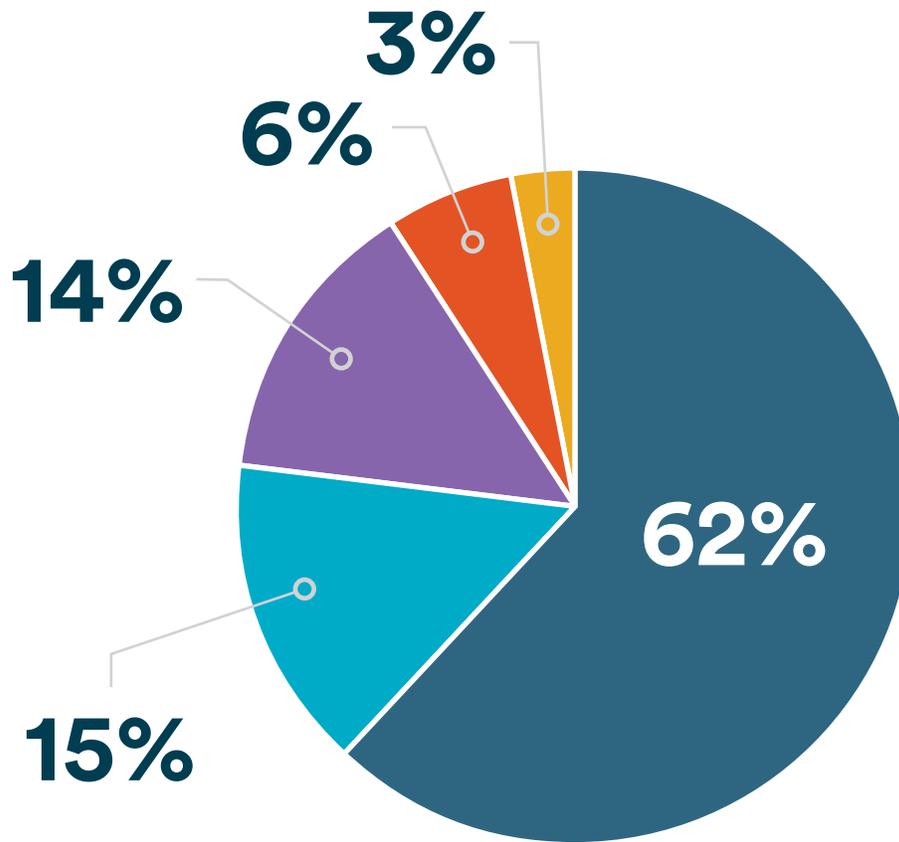
- a. 93% are current AABB members
- b. 45% are AABB volunteers (past 3 years)
- c. 84% are employed full-time
- d. **Positions**
 - i. 26% are Managers/Supervisors,
 - ii. 18% are Physicians, and
 - iii. 18% are Directors
- e. **Work setting**
 - i. 31% work in a Hospital Transfusion Service,
 - ii. 24% in a Blood Center, and
 - iii. 12% in a Hospital Blood Bank
- f. **Primary work location**
 - i. Urban: 67%
 - ii. Suburban: 25%
 - iii. Rural: 7%
- g. **Experience: 61% have 20+ years of experience in transfusion medicine and/or biotherapies**

2. Personal Demographic Snapshot:

- a. **Age**
 - i. 36% are aged 60 or older,
 - ii. 26% are in their 50s,
 - iii. 21% are in their 40s, and
 - iv. 13% are in their 30s
- b. **Gender identity**
 - i. 69% are women, and
 - ii. 27% are men
 - iii. *See #7 on page 6 for more information*
- c. **Race and/or ethnic identity**
 - i. 68% are White,
 - ii. 6% are Black or African American, and
 - iii. 4% are Hispanic or Latina/Latino/Latinx
See #10 on page 9 for more information
- d. **Birth location**
 - i. 77% were born in the U.S., and
 - ii. 4% were born in Canada

3. More than three in five (62%) respondents currently working indicated their workplace has a DEI or equivalent program/initiative.

Q34: Does your workplace have a diversity, equity, and inclusion (DEI) or equivalent program or initiative? *[Shown to all respondents except Unemployed]*



Yes, we have a program or initiative dedicated to DEI



I don't know/I am unsure



No, we don't have a formal program or initiative, but we do have policies related to DEI



No, we do not have any programs, initiatives, or policies related to DEI

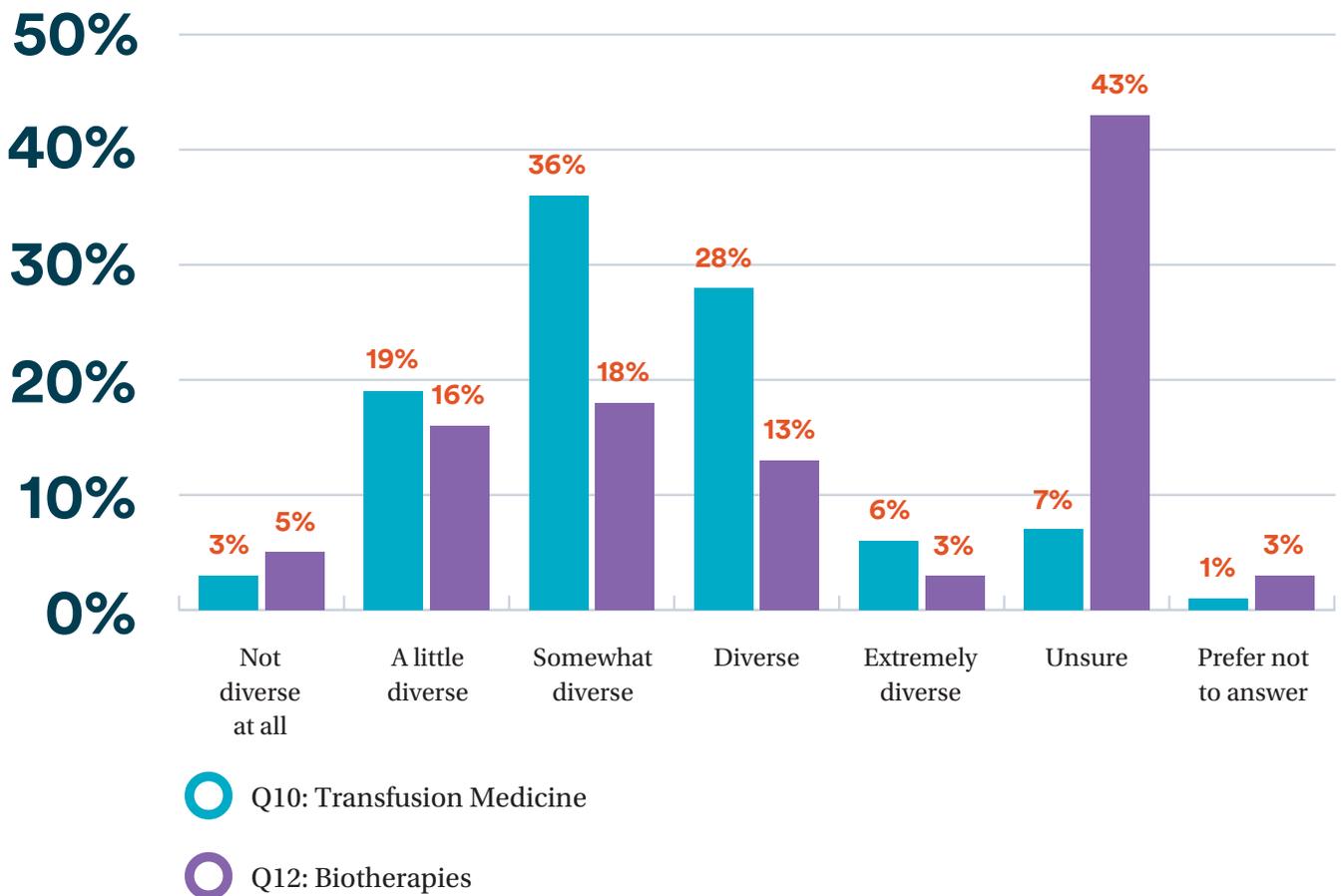


Prefer not to answer

n = 573

4. About one in five respondents indicated the transfusion medicine field (22%) and biotherapies field (21%) in their country are a little diverse or not diverse at all. More than one-third (34%) of respondents indicated the field of transfusion medicine is diverse or extremely diverse, while 16% of respondents indicated the field of biotherapies is diverse or extremely diverse. More than two in five (43%) respondents indicated they are unsure of the diversity of the field of biotherapies.

Q10 & Q12: Based on your definition of diversity, how diverse is the field of [transfusion medicine/biotherapies] in your country? [Shown to all respondents]

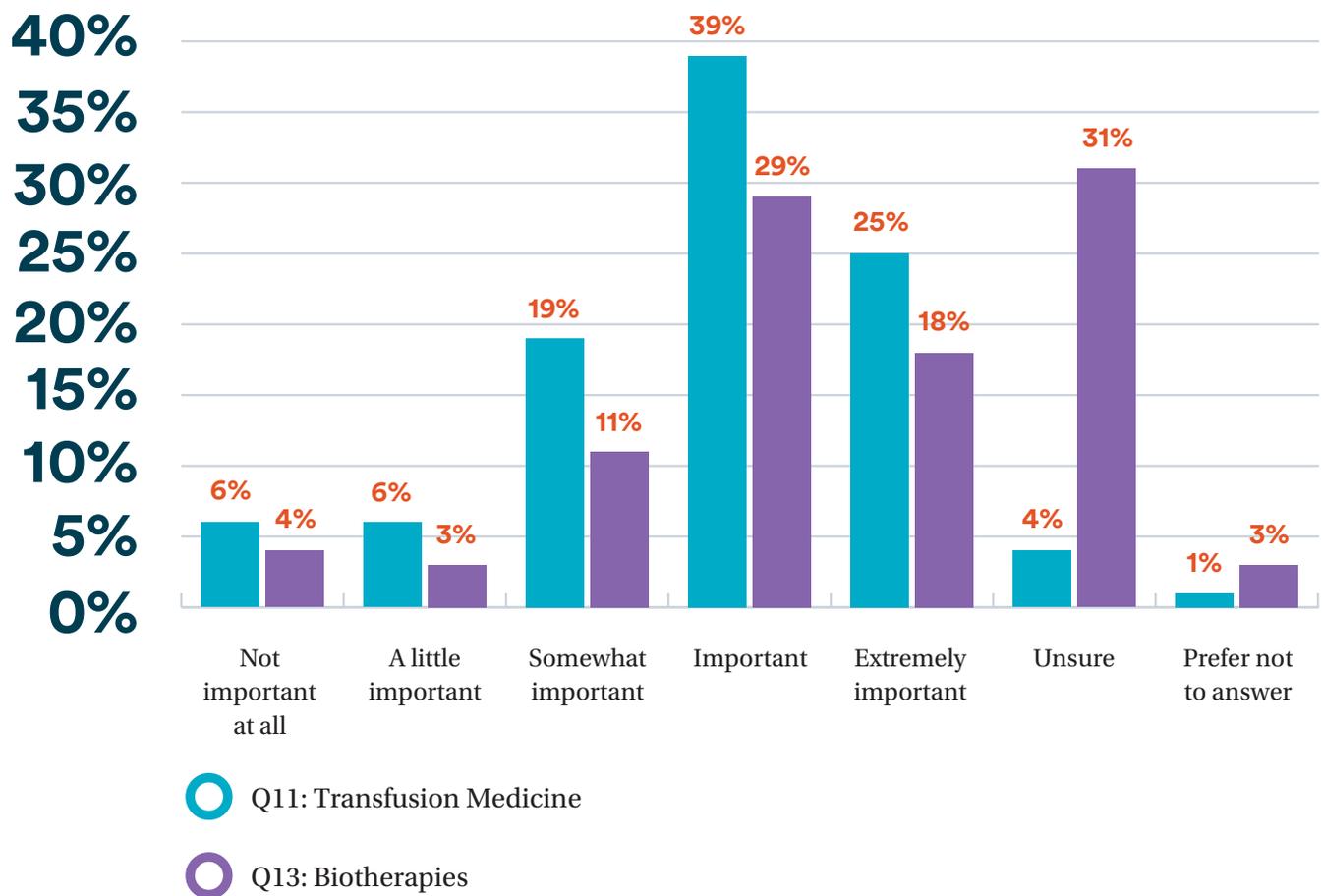


Q10 n = 631

Q12 n = 629

5. Almost two-thirds (64%) of respondents indicated it is important or extremely important to increase the diversity of the field of transfusion medicine in their country. Almost half (47%) of respondents believe it is important or extremely important to increase the diversity of the field of biotherapies in their country. A notable percentage (31%) of respondents indicated they are unsure of the importance of increasing diversity in the field of biotherapies.

Q11 & Q13: Based on your definition of diversity, how important is it to increase the diversity of the field of [transfusion medicine/biotherapies] in your country? [Shown to all respondents]



Q11 n = 632

Q13 n = 631

6. To support and improve DEI in AABB and in the fields of transfusion medicine and biotherapies, AABB should invest in providing leadership development opportunities at AABB (54%), advocating to address health care inequities (53%), and providing educational resources, opportunities, and training around DEI topics (53%).

Q8: In what areas should AABB invest for the purposes of supporting and improving diversity, equity, and inclusion (DEI) in AABB and the fields of transfusion medicine and biotherapies? Please select all that apply. [Shown to all respondents]	%
Providing leadership development opportunities at AABB	54%
Advocating to address health care inequities	53%
Providing educational resources, opportunities, and training around DEI topics	53%
Increasing engagement in AABB’s mentorship program	42%
Offering more scholarships to promote DEI in transfusion medicine and biotherapies	36%
Increasing DEI in the volunteer/governance structure of AABB	33%
Supporting research in the DEI field	22%
Other areas – please explain: <i>[Write in]</i>	6%
None of the above	5%
Prefer not to answer	4%
<i>n</i> =	642

7. Though small percentages, men respondents were statistically significantly more likely than women respondents to indicate they are a CFO/CMO/COO/VP (9% and 3%, respectively) or a CEO (7% and 1%, respectively). Compared to less than one in five (17%) men respondents, three in ten (30%) women respondents are in a Manager/Supervisor position.

Q4: What is your current work position? Please select one. [Shown to all respondents except Unemployed]	Gender (Q27) [Abbreviated] ^		
	Woman	Man	NET
Manager/Supervisor	30% ↑	17% ↓	26%
Physician	15%	22%	17%
Director	17%	22%	18%
Technologist/Technician	11%	7%	10%
CFO/CMO/COO/VP	3% ↓	9% ↑	4%
Coordinator/Lead	4%	1%*	3%
CEO	1%* ↓	7% ↑	3%
Scientist	3%	3%	3%
Resident/Fellow	1%*	3%	1%
Nurse	1%*	0%*	1%*
Transfusion Safety Officer	1%*	0%*	1%*
Donor Recruiter	0%*	0%*	0%*
Perfusionist	0%*	0%*	0%*
Other, please specify:	14%	8%	12%
Prefer not to answer	1%*	1%*	1%*
n =	379	152	534

* Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement (that is, the net minus the given audience with the arrow).

^ The question on gender identity ("How would you describe your gender identity? Please select all that apply.") included options for "Nonbinary" (0%, n = 1), "Gender nonconforming" (0%, n = 1), "Gender identity not listed/Prefer to self-describe" (0%, n = 2), and "Prefer not to answer" (4%, n = 26). The cross-tabulation only shows respondents who selected "Woman" or "Man" because of the small sample sizes for Nonbinary, Gender nonconforming, and Gender identity not listed/Prefer to self-describe. The NET column includes the respondents who selected "Nonbinary," "Gender nonconforming," and/or "Gender identity not listed/Prefer to self-describe." The NET does not include respondents who selected "Prefer not to answer" on the gender question (Q27).

8. Compared to 15% of men respondents, more than one-third (37%) of women respondents indicated they have an individual annual income of less than \$100,000 (in their country's currency). While 15% of women respondents have an individual annual income of \$200,000 or more, more than one-third (37%) of men respondents have an individual income of \$200,000 or more.

Q20: Please select the range that fits your individual annual income before tax. Please answer based on the currency of the country where you live (CAD or USD). [Shown to all respondents except Unemployed]	Gender (Q27) [Abbreviated] ^		
	Woman	Man	NET
\$0 – \$49,999	2%	0%*	1%
\$50,000 – \$74,999	10% ↑	5%	9%
\$75,000 – \$99,999	25% ↑	10% ↓	21%
\$100,000 - \$199,999	33%	31%	33%
\$200,000 - \$299,999	9% ↓	19% ↑	12%
\$300,000 - \$399,999	4% ↓	8%	5%
\$400,000 - \$499,999	1% ↓	5% ↑	2%
\$500,000+	1%* ↓	5% ↑	2%
Not applicable	1%*	2%*	1%
Prefer not to answer	15%	15%	15%
n =	396	155	556

* Fewer than 5 respondents

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^ The question on gender identity ("How would you describe your gender identity? Please select all that apply.") included options for "Nonbinary" (0%, n = 1), "Gender nonconforming" (0%, n = 1), "Gender identity not listed/Prefer to self-describe" (0%, n = 2), and "Prefer not to answer" (4%, n = 26). The cross-tabulation only shows respondents who selected "Woman" or "Man" because of the small sample sizes for Nonbinary, Gender nonconforming, and Gender identity not listed/Prefer to self-describe. The NET column includes the respondents who selected "Nonbinary," "Gender nonconforming," and/or "Gender identity not listed/Prefer to self-describe." The NET does not include respondents who selected "Prefer not to answer" on the gender question (Q27).

9. More than one-quarter (26%) of women respondents indicated that they have experienced discrimination or prejudice based on gender in the fields of transfusion medicine and/or biotherapies.

Q30: In general, have you experienced discrimination or prejudice in the fields of transfusion medicine and/or biotherapies based on the following? Please select all that apply. [Shown to all respondents]	Gender (Q27) [Abbreviated] ^		
	Woman	Man	NET
Gender (including gender identity and/or gender expression)	26% ↑	6% ↓	21%
Age	18%	11%	16%
Race and/or ethnicity	12%	9%	11%
Education	11%	8%	10%
Body size/shape	8%	4%	7%
Nationality or national origin	5%	9%	6%
Marital status	5%	2%	4%
Immigration status	4%	5%	4%
Religion	3%	6%	4%
Socioeconomic class and/or economic situation	3%	1%*	3%
Sexual orientation	0%* ↓	6% ↑	2%
Disability	1%	0%*	1%
Military service or veteran status	0%*	1%*	1%*
Demographics not listed, please specify:	1%	3%	2%
None of the above	47% ↓	67% ↑	52%
Prefer not to answer	4%	1%*	3%
n =	419	162	586

* Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement (that is, the net minus the given audience with the arrow).

^ The question on gender identity (“How would you describe your gender identity? Please select all that apply.”) was multi-select and included options for “Nonbinary” (0%, n = 1), “Gender nonconforming” (0%, n = 1), “Gender identity not listed/Prefer to self-describe” (0%, n = 2), and “Prefer not to answer” (4%, n = 26). The cross-tabulation only shows respondents who selected “Woman” or “Man” because of the small sample sizes for Nonbinary, Gender nonconforming, and Gender identity not listed/Prefer to self-describe. The NET column includes the respondents who selected “Nonbinary,” “Gender nonconforming,” and/or “Gender identity not listed/Prefer to self-describe.” The NET does not include respondents who selected “Prefer not to answer” on the gender question (Q27).

10. Almost three in five (56%) Black or African American respondents and more than three in five (61%) South Asian respondents indicated they have experienced discrimination or prejudice based on race and/or ethnicity in the fields of transfusion medicine and/or biotherapies. (Please see the important notes below the table for context on the data cross-tabulation. Additionally, please note that the sample sizes for many columns were relatively small.)

Q30: In general, have you experienced discrimination or prejudice in the fields of transfusion medicine and/or biotherapies based on the following? Please select all that apply. [Shown to all respondents] [Abbreviated]	Race and/or Ethnicity (Q28) [Abbreviated] ^							
	White	Black or African American	Hispanic or Latina/Latino/Latinx	East Asian	South Asian	Southeast Asian	Hispanic or Latina/Latino/Latinx & White	NET
Gender (including gender identity and/or gender expression)	22%	13%*	23%	5%*	33%	25%*	18%*	21%
Age	15%	22%	9%*	14%*	17%*	19%*	27%*	16%
Race and/or ethnicity	2% ↓	56% ↑	36% ↑	38% ↑	61% ↑	38% ↑	18%*	12%
Education	8%	16%	9%*	10%*	11%*	25%*	27%*	10%
Nationality or national origin	2% ↓	3%*	27% ↑	14%*	22%* ↑	25%* ↑	27%* ↑	6%
Immigration status	2% ↓	9%*	9%*	19%* ↑	22%* ↑	19%* ↑	9%*	4%
Religion	3%	0%*	0%*	0%*	22%* ↑	0%*	9%*	3%
Socioeconomic class and/or economic situation	2%	3%*	5%*	0%*	6%*	19%* ↑	0%*	3%
None of the above	57% ↑	34%	41%	43%	22%*	19%*	36%*	52%
Prefer not to answer	3%	6%*	5%*	5%*	6%*	0%*	9%*	4%
n =	421	32	22	21	18	16	11	582

* Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement (that is, the net minus the given audience with the arrow). The table above is abbreviated, showing only select rows and columns.

^ The question on race and/or ethnicity ("Please indicate the racial and/or ethnic groups with which you identify. Please select all that apply.") was multi-select and, in addition to the columns listed above, included the following answer options: "Middle Eastern or North African," "Native American, Alaska Native, First Nations, Métis, or Inuit," "Native Hawaiian or Pacific Islander," "Black" [Canadian respondents - see note below], "Race or ethnicity not listed/Prefer to self-describe," and "Prefer not to answer." In the table above, the columns do not overlap. For example, respondents who selected both "Hispanic or Latina/Latino/Latinx" and "White" are in a distinct column and are not included in either the column labeled "White" or the column labeled "Hispanic or Latina/Latino/Latinx." As another example, the respondents in the column for "East Asian" only selected the race/ethnicity answer option for "East Asian"; respondents who selected the answer option "East Asian" and one or more additional answer options are not represented in this column. The table above only shows columns with at least 10 respondents (n > 9). The NET does not include respondents who selected "Prefer not to answer" on the race/ethnicity question. In the survey, this question for U.S. respondents included the answer option "Black or African American," and the question for Canadian respondents included the answer option "Black." Because these were distinct answer options, the column "Black or African American" does not include Canadian respondents.