



The State of DIVERSITY & INCLUSION 2020

Achieve greater success and engagement through better D&I practices



HOW DIVERSE IS TODAY'S WORKFORCE?



BUT only **54%** say their workforce reflects the demographics of the marketplace

DO LEADERS FOCUS ON DIVERSITY?

Many organizations seem to lack enough diversity in their leadership ranks

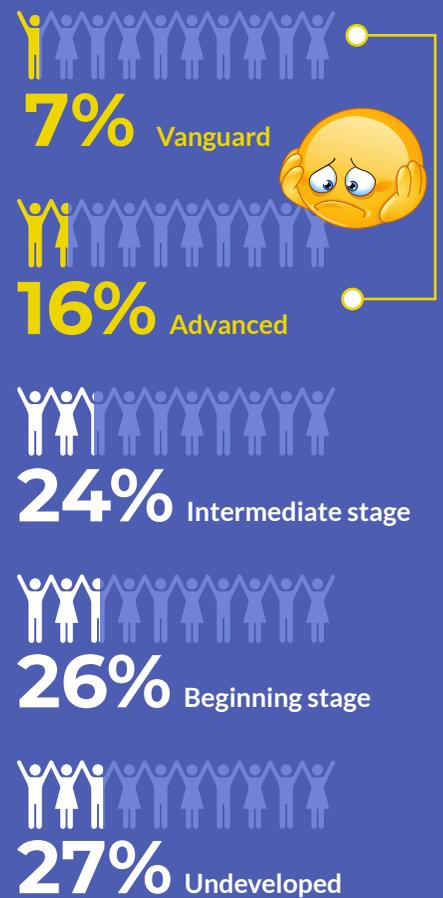


Both **ethnic/racial minorities** and **women** are still under-represented in the leadership ranks of most organizations



BUT just **42%** of participants have one or more initiatives focused on D&I in leadership

D&I PROGRAMS ARE LARGELY IMMATURE



WHAT PREVENTS D&I EFFECTIVENESS?

The most widely-cited issues preventing D&I effectiveness are:



Lack of metrics



Lack of prioritization among leaders

DO ORGANIZATIONS UNDERSTAND AND MEASURE D&I SUCCESS?

Few understand how to reach D&I success



say they know how effective their D&I programs are

Few understand how to measure success



measure D&I to a high or very high degree



use D&I analytics to a high or very high degree



THE BENEFITS OF D&I

Respondents say they improve:



Compliance with existing laws



Innovation



Enhance organizational performance



WHAT DO D&I HIGH PERFORMERS* DO DIFFERENTLY?



They are more likely to measure D&I via:

- Engagement/satisfaction levels
- Advanced workforce demographics
- Organizational outcomes

They are also more likely to include these in their L&D programs:

- Inclusion awareness training
- Pay equity awareness
- Unconscious bias training

CONSIDER THESE STRATEGIES

- Build** a business case for D&I
- Get** support from the top
- Design** D&I training programs and make them voluntary where appropriate
- Work** to ensure pay is equitable
- Drive** innovation and encourage diversity of thought
- Create** a robust communication program
- Consider** D&I incentives
- Stay** up-to-date on global regulations, policies and procedures

About the Survey

The "State of Diversity & Inclusion 2020" ran in February and March 2020.

We gathered 336 usable complete and partial responses, primarily from HR professionals in virtually every industry vertical. Respondents were from all over the world, but the majority of them were from the North America, especially the United States.

*D&I High Performers: These represent respondents who indicate that their organization's D&I stage of development is "advanced" or "vanguard" and do not rate their D&I initiatives as a 1, 2, 3, 4 or 5.



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State of Diversity & Inclusion 2020

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