The Case for Accelerating Diversity, Equity, and Inclusion [By the Numbers]

While organizations around the world are dedicated to making progress on their Diversity, Equity, and Inclusion programs, a wide range of studies suggest that the pace of change remains slow.

We've assembled a selection of vital statistics—discovered in the creation of our recent guide, "5 Key Strategies to Accelerate the Momentum of Your Diversity, Equity, and Inclusion Program"—that demonstrate while there’s still work to be done, the benefits of taking action nevercease to grow.

Only a third of the firms a McKinsey study tracked were found to have “significantly improved both gender and ethnic diversity on their executive teams” in a five-year period. The majority were found to “have stagnated or gone backwards.”

According to McKinsey’s Diversity Wins report, ethnic diversity in the executive team results in a 36% increase in the likelihood of financial performance versus the national industry median. Gender diversity shows a 25% increase in the same.

Two-thirds of job seekers say a diverse workforce is an important factor when evaluating companies and job offers. Minority groups particularly value diversity—72% of women, 89% of Black respondents, 80% of Asians, and 70% of Latinos named it as an important factor.

63% of people say that a company that discloses its gender pay gap figures each year is more attractive to work for.

While a Black man makes $0.74 and a White woman makes $0.78 to a White man’s dollar, a Black woman makes only $0.64.

Nearly half of employees say they would happily share their salary figures with their coworkers and share their salaries with their colleagues if the organization doesn’t do it first.

75% of millennials would consider quitting their job if their employer was paying men and women unequally.

In 2019, only 6.6% of US Fortune 500 companies were led by female CEOs. Globally, only 21% of all businesses have female CEOs.

In one report, 58% of Black women were said to be subject to an emotional tax: “always on guard to protect against bias, discrimination, and unfair treatment.”

67% of organizations say pay transparency is increasing in importance in their organization, with 60% now having at least “moderate” pay transparency.

63% of businesses include their entire workforce in their DE&I training program.

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