

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 remain significant.

6 Figures That Illustrate How Far DE&I Has Yet to Go

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 stalled or gone backwards”.

In 2019, only

6.6%

of US Fortune 500 companies

were led by female CEOs. Globally, only 2.8% of businesses have female CEOs.

Only around

2%

of all employees at the top 177 Silicon Valley firms

are Black, Latinx, or Native American/Alaskan Native women.

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

Citing a World Economic Forum report, HRTechnologist.com notes that the road to achieving true gender parity is around

99.5

years long.

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.”

7 Reasons to Start Taking Action... Today!

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.

75%

of Millennials would consider quitting their job if their employer was paying men and women unequally

67%

of organizations say pay transparency is increasing in importance in their organization, with

60%

now having at least 'moderate' pay transparency.

Nearly half

of employees say they would happily seize transparency for themselves and share their salaries with their colleagues if the organization doesn't do it first.

63%

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

69% of businesses include their entire workforce in their DE&I training programs.

For a full look at the evidence and best practices that will help you on the path to increasing innovation and revenue in your business, read our guide:

'5 Key Strategies to Accelerate the Momentum of Your Diversity, Equity, and Inclusion Program'

Click the title to download today or head to affirmity.com/resources

Sources for statistics used in this infographic can be found in the ebook above.