The Future of Diversity, Equity, Inclusion and Belonging 2023

Maintain the momentum of DEIB during times of uncertainty

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State of the industry Research
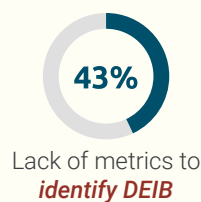
There's still much to be improved when it comes to DEIB

We asked respondents to rate their organizations on a scale ranging from undeveloped to expert

- Only *14%* rate their organization as *advanced* or *expert*

- Most rate their firm as only *intermediate (37%)* or *beginning (31%)*

- Another *18%* rate their organization as *undeveloped*, the lowest level

Furthermore, only **7%** score their DEIB program at an 8 or above on a 10-point scale, where 1 is extremely ineffective and 10 is perfectly effective

To improve their DEIB performance, organizations are going to have to overcome major barriers

When asked about the barriers to increasing *effectiveness of DEIB*, respondents were most likely to cite:

44%
Insufficient prioritization at *leadership levels*

43%
Lack of metrics to *identify DEIB*

43%
Lack of *time*

Most organizations measure the state of DEIB, but this often means using only basic data on legally protected classes

The majority **(79%)** of responding organizations measure DEIB

However, **55%** are just using basic workforce data, and this is the *only* answer cited by over half of respondents

Less than half are measuring **important metrics** such as:

- Employee retention
- Diversity within leadership ranks
- Engagement/satisfaction levels
- Pay equity data

Women and ethnic/racial minorities are not fully represented at the level of senior positions

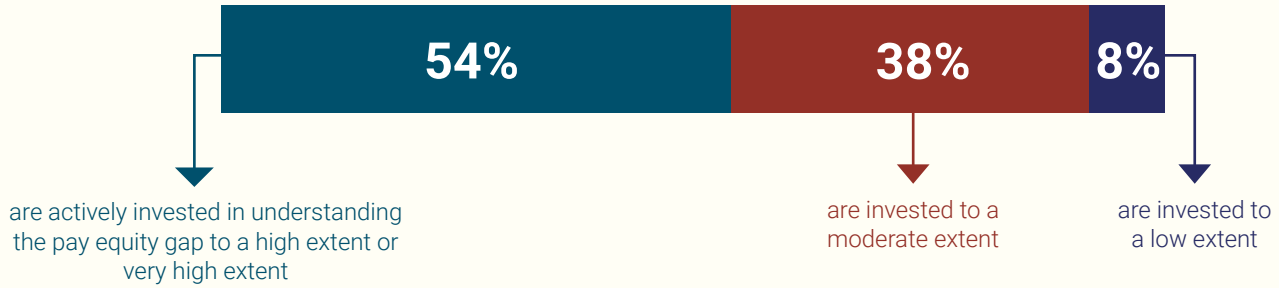When looking at the presence of women in top leadership roles we found:

55% say that less than 41% of their *top leaders are women*

The stats are even more grim when we look at racial/ethnic minorities in leadership positions:

73% say that ethnic/racial minorities in their organization make up less *than 20% of their top leaders*, despite the fact that such minorities are about 40% of the U.S. workforce[1]

How high a priority is pay equity?

54%	38%	8%

54% are actively invested in understanding the pay equity gap to a high extent or very high extent

38% are invested to a moderate extent

8% are invested to a low extent

Organizations could be doing more DEIB training to improve the effectiveness of their programs

74% have DEIB-related L&D programs

Among those that do,

53% say they include all employees in those programs

70% say unconscious bias training was most commonly incorporated into DEIB L&D programs

Other forms of DEIB training used by half or more of organizations include:

Inclusion awareness training

Performance management training

However, only

34% include microaggression training

How do DEIB leaders* differ?

Compared to DEIB laggards**, DEIB leaders are:

→ Over **7X** more likely to rate their DEIB initiatives 7 or above on a 10-point scale

→ Over **2X** as likely to have better representation of women and racial/ethnic minorities in top leadership

→ Over **2X** more likely to offer DEIB-related L&D to all employees

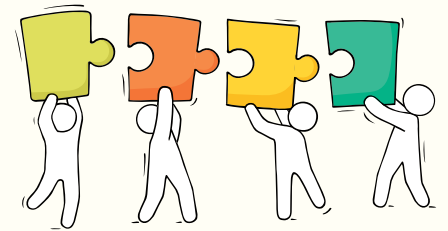→ More likely to use all DEIB-related metrics to a higher extent
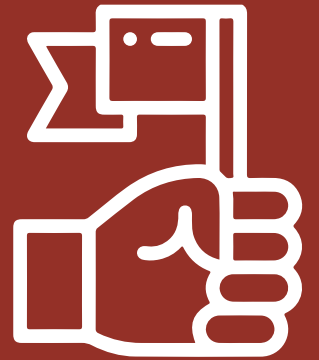
Consider these strategies

💡 **Utilize** data and metrics

💡 **Ensure** all employees are eligible for DEIB-related training

💡 **Ensure** leaders are prioritizing DEIB

💡 **Evaluate** leadership succession planning to ensure it includes a diverse representation of employees

About the Survey

[1] Harvey Wingfield, A. (2023, January 9). Diversity of U.S. Workplaces Is Growing in Terms of Race, Ethnicity and Age – Forcing More Employers to Be Flexible. Government Executive. Retrieved from https://www.govexec.com/work-force/2023/01/diversity-us-workplaces-growing-terms-race-ethnicity-and-age-forcing-more-employers-be-flexible/381574/