

flexibility, inclusivity and the continued impact of the pandemic

As the pandemic continues to impact businesses our latest survey focuses on how organizations are addressing today's diversity, equity and inclusion challenges and planning for the future.

See below for survey highlights from 321 US employers between October 19th – November 18th, 2020.

Visit our **US results** page for a complete look.

Top 3 DEI challenges employers are facing

As more organizations invest energy in recruiting an increasingly diverse workforce, they should also focus on finding new ways to enhance engagement, development, and retention of individuals from underrepresented backgrounds. Otherwise, they will likely see their diverse talent enter and exit through a "revolving door."

Furthermore, without effective change management, organizations will struggle to gain buy-in from key stakeholders who are critical in cultivating cultural change.



Promoting inclusivity

58%

are creating a DEI Council/Taskforce

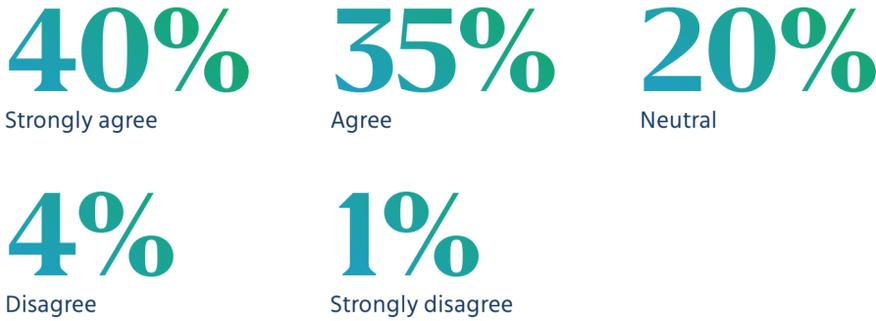
Many organizations are establishing DEI Councils and Taskforces to help develop their long-term strategies. Our consultants have found that the most successful organizations include leaders with influence who can promote systemic change in these efforts. Including underrepresented voices is also critical; however, organizations must make sure that individuals from underrepresented groups do not feel overburdened by the efforts they are asked to take on.



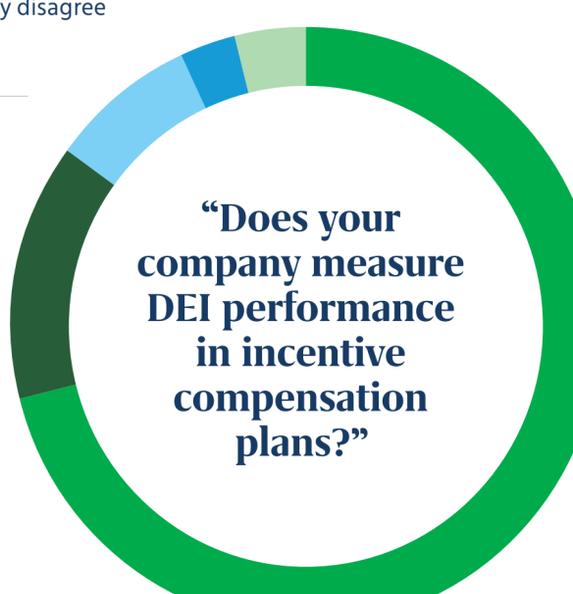
Over 75% of employers have increased focus on DEI over the last four to five months, yet few have linked DEI to compensation

While many organizations have publicly emphasized the criticality of DEI efforts, few are ready and/or willing to tie compensation to progress in this space. Without implementing accountability measures for DEI success similar to those for other business imperatives, organizations may struggle to achieve their long-term DEI objectives.

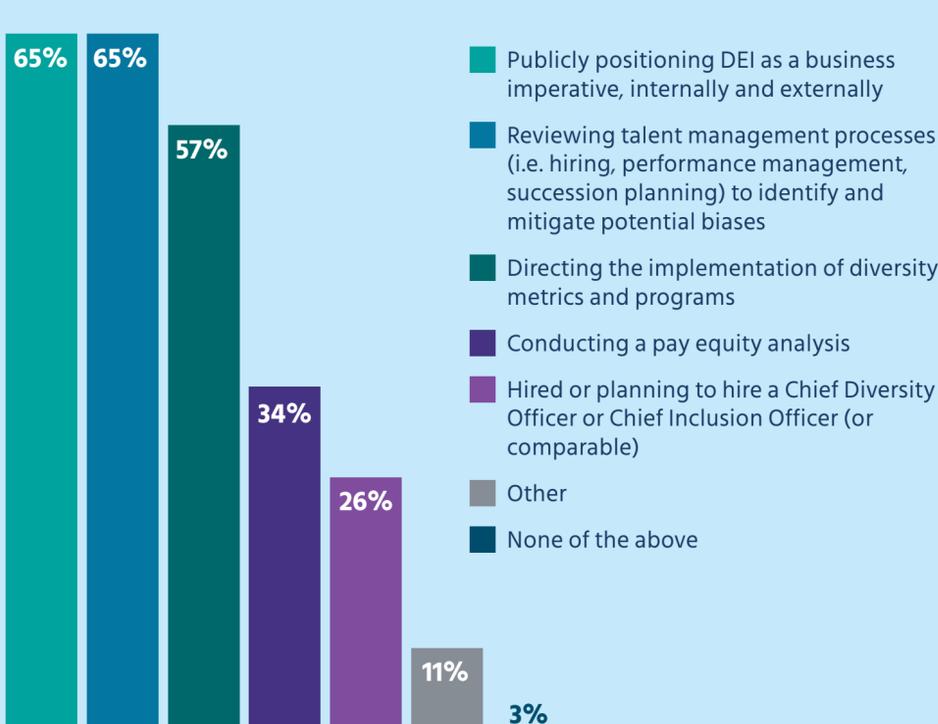
"Our company's focus on diversity, equity and inclusion (DEI) has increased over the last four to five months."



- 4% Yes, for executives
- 3% Yes, for all incentive plan participants
- 8% No, but are considering for executives
- 14% No, but are considering for all incentive plan participants
- 71% No, and we do not plan to measure DEI in incentive compensation plans



Of the companies that have increased DEI efforts, their main focus is...



Contact us today to discuss your unique Diversity, Equity, and Inclusion needs and how we can meet you where you are on your organization's journey.