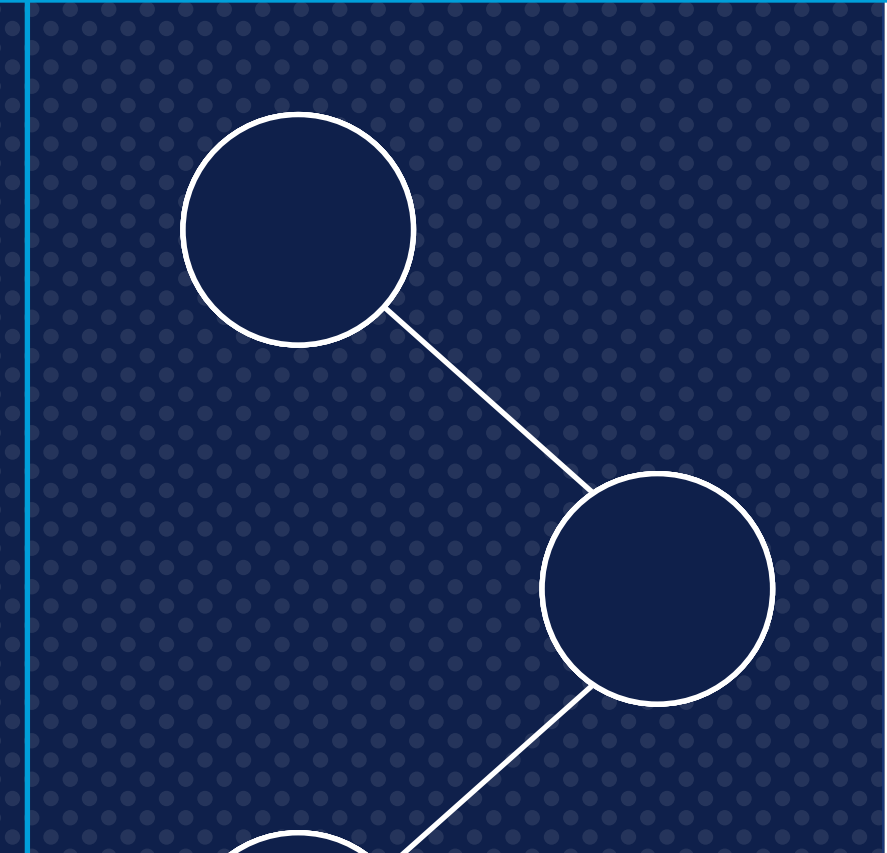
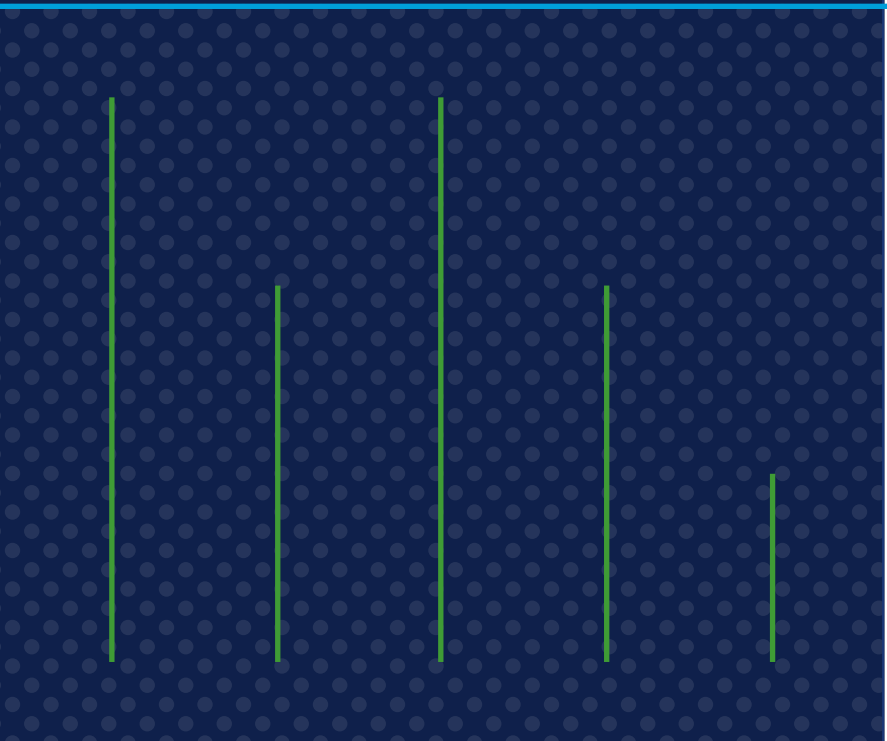
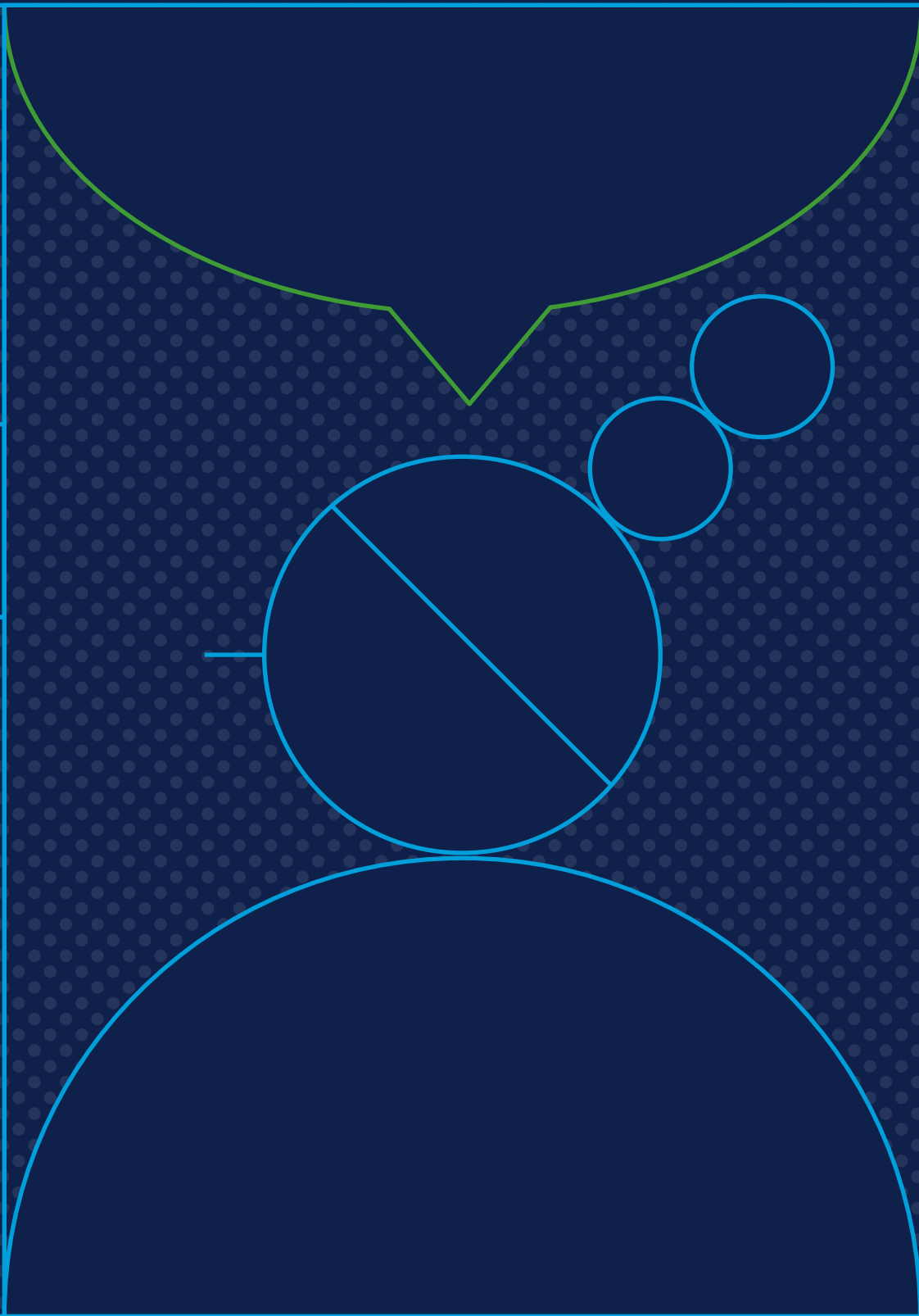
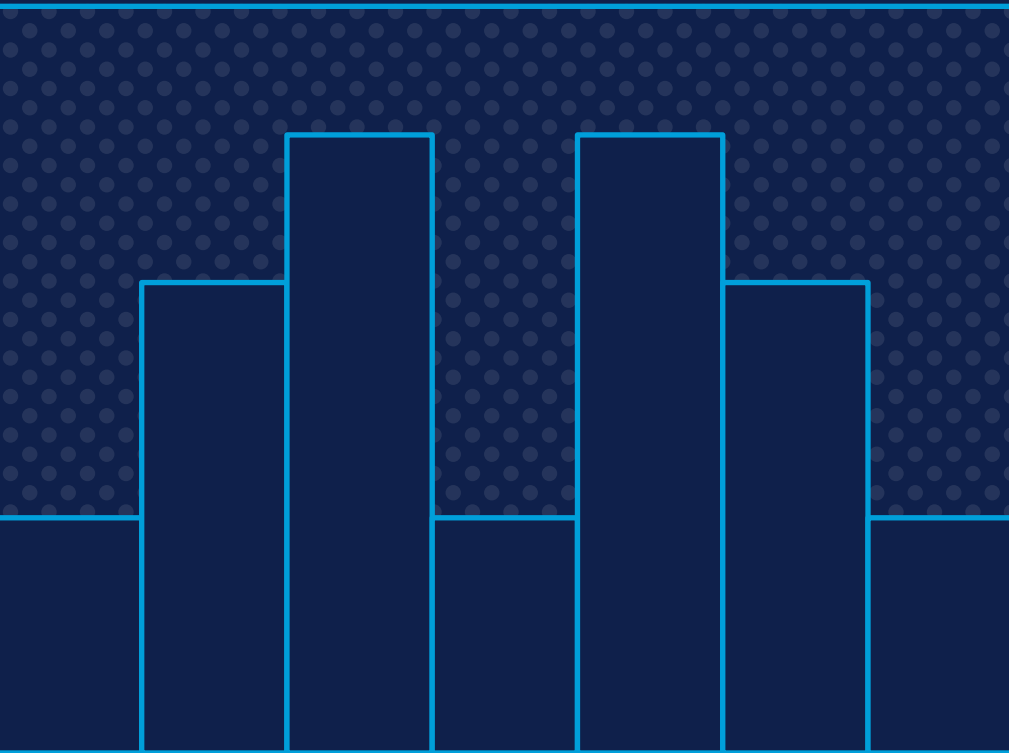


Are companies taking advantage of diversity & inclusion (D&I)?



ViewPoint, June 2022

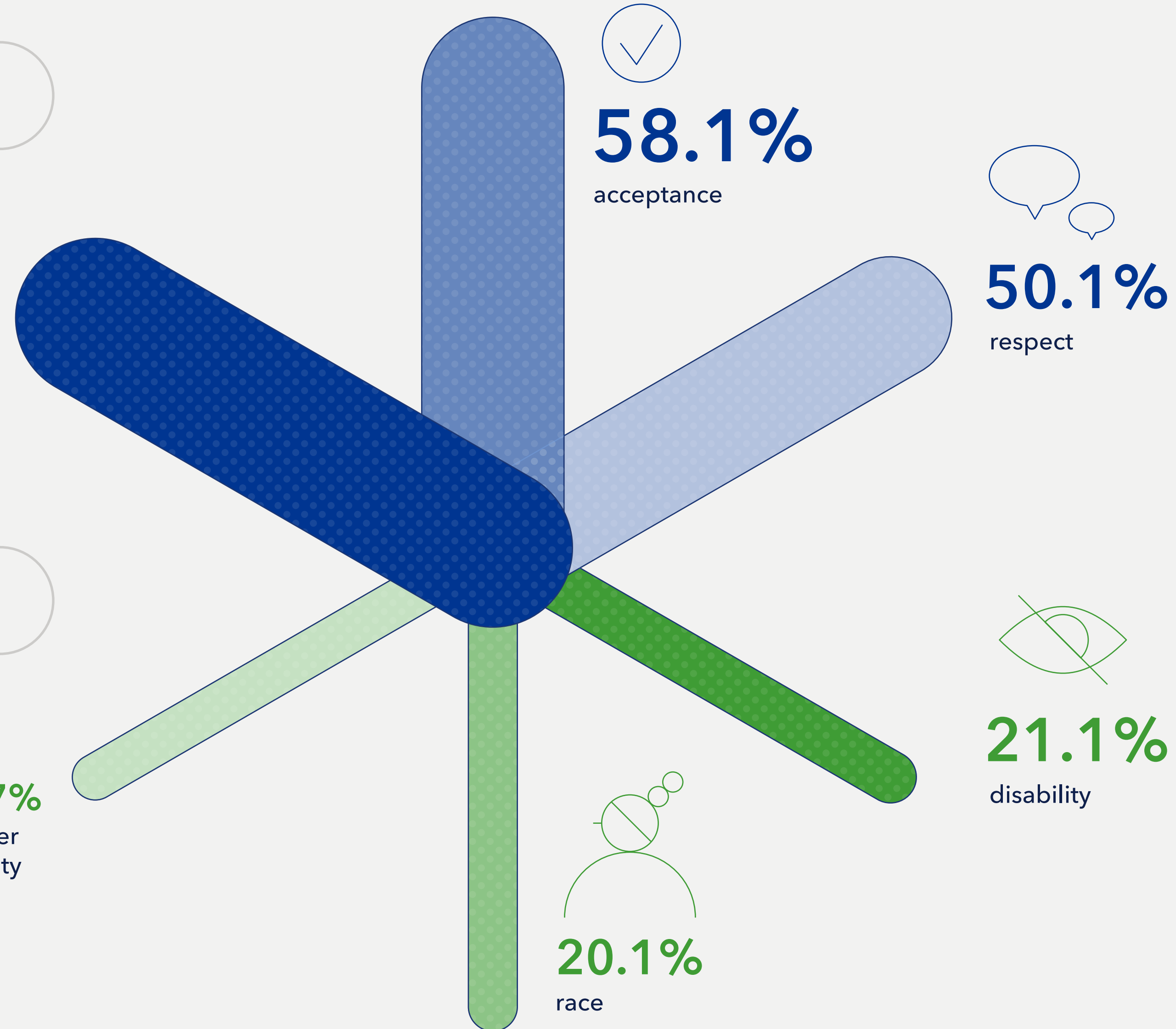
People connect D&I to a broad range of topics

Top 3 topics are general in nature:

 **65.2%**
equal opportunity
highest

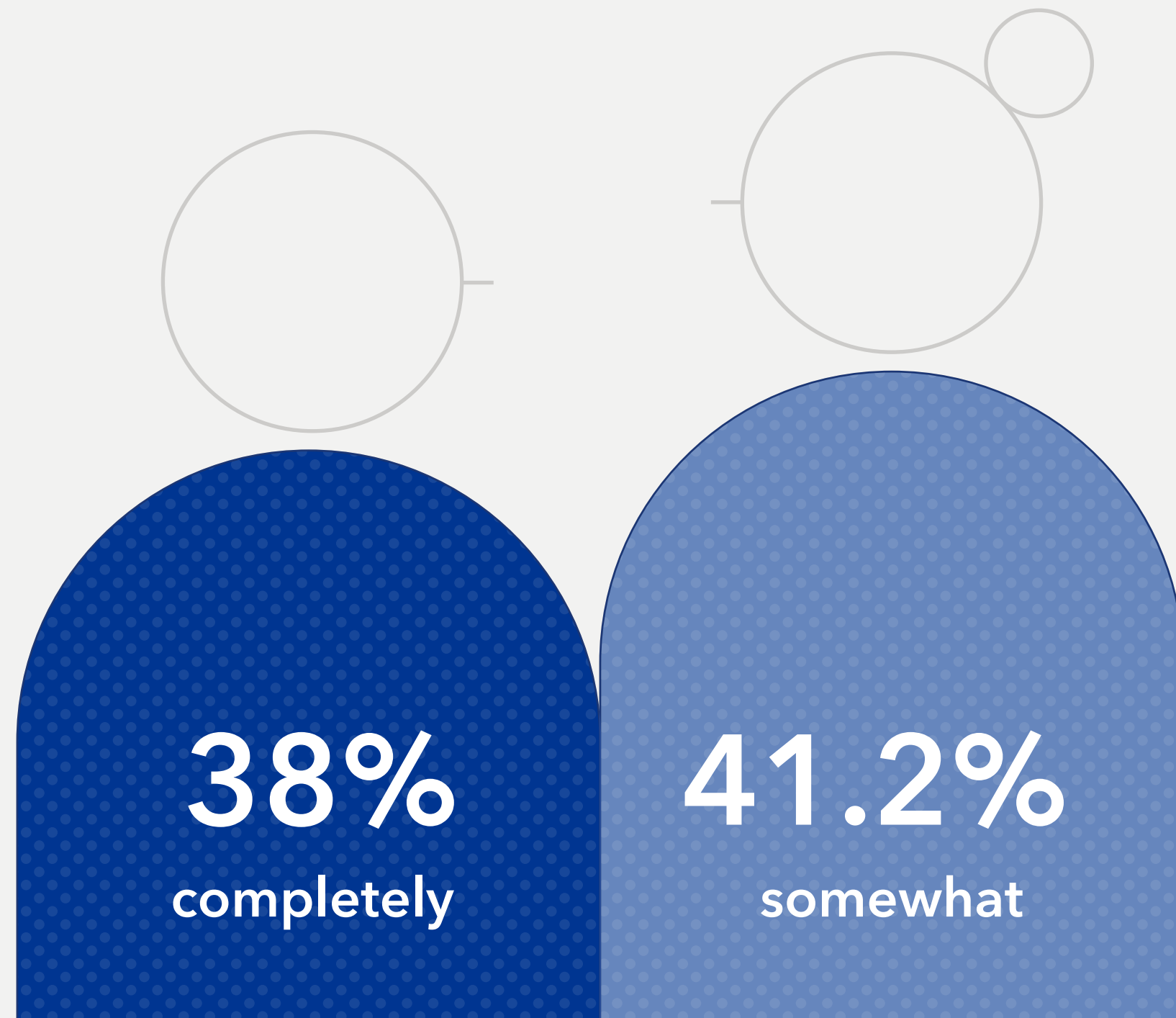
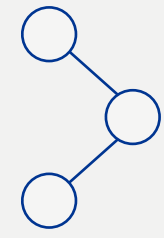
More specific topics, score lower:

 **18.7%**
gender
identity

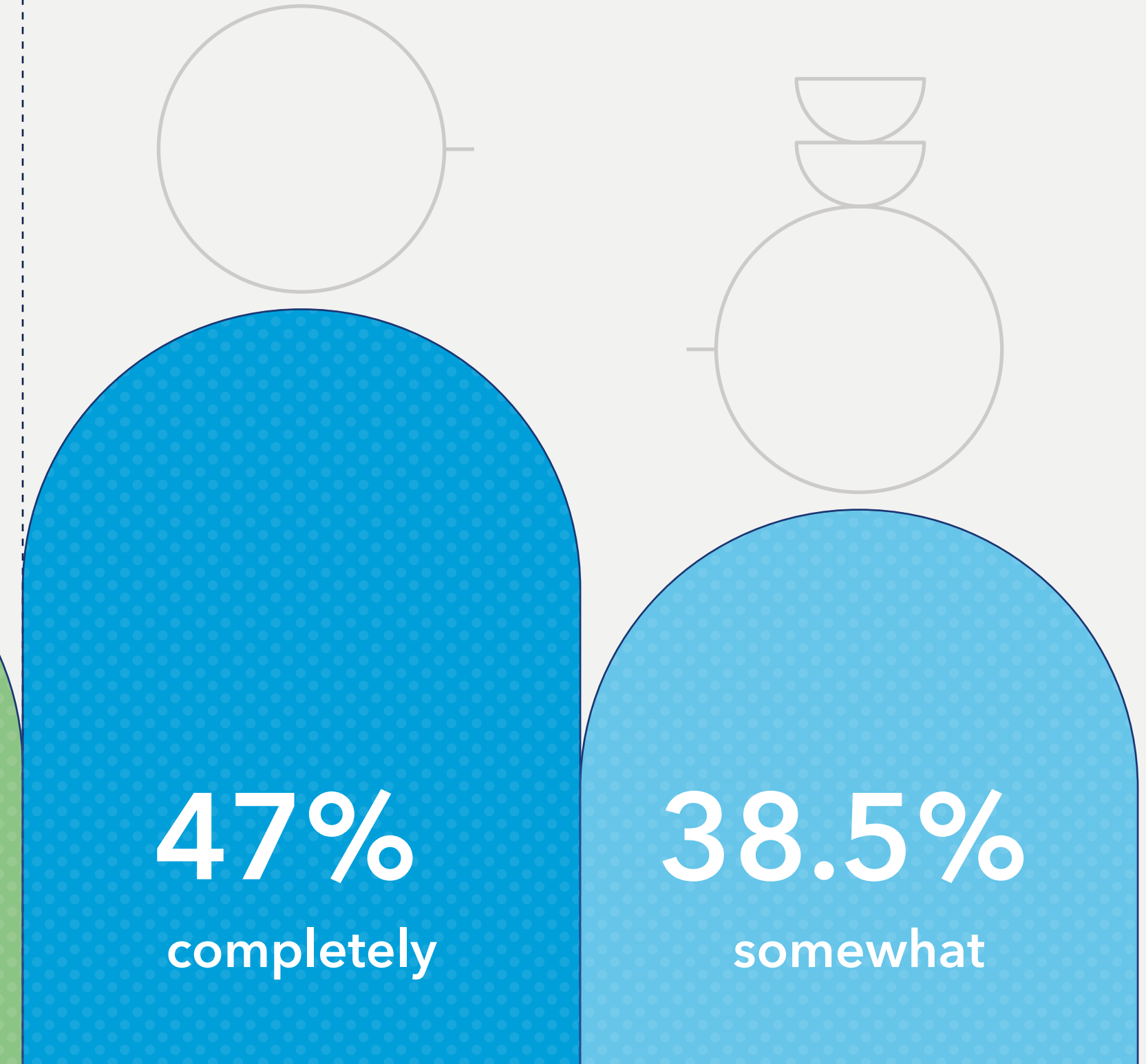
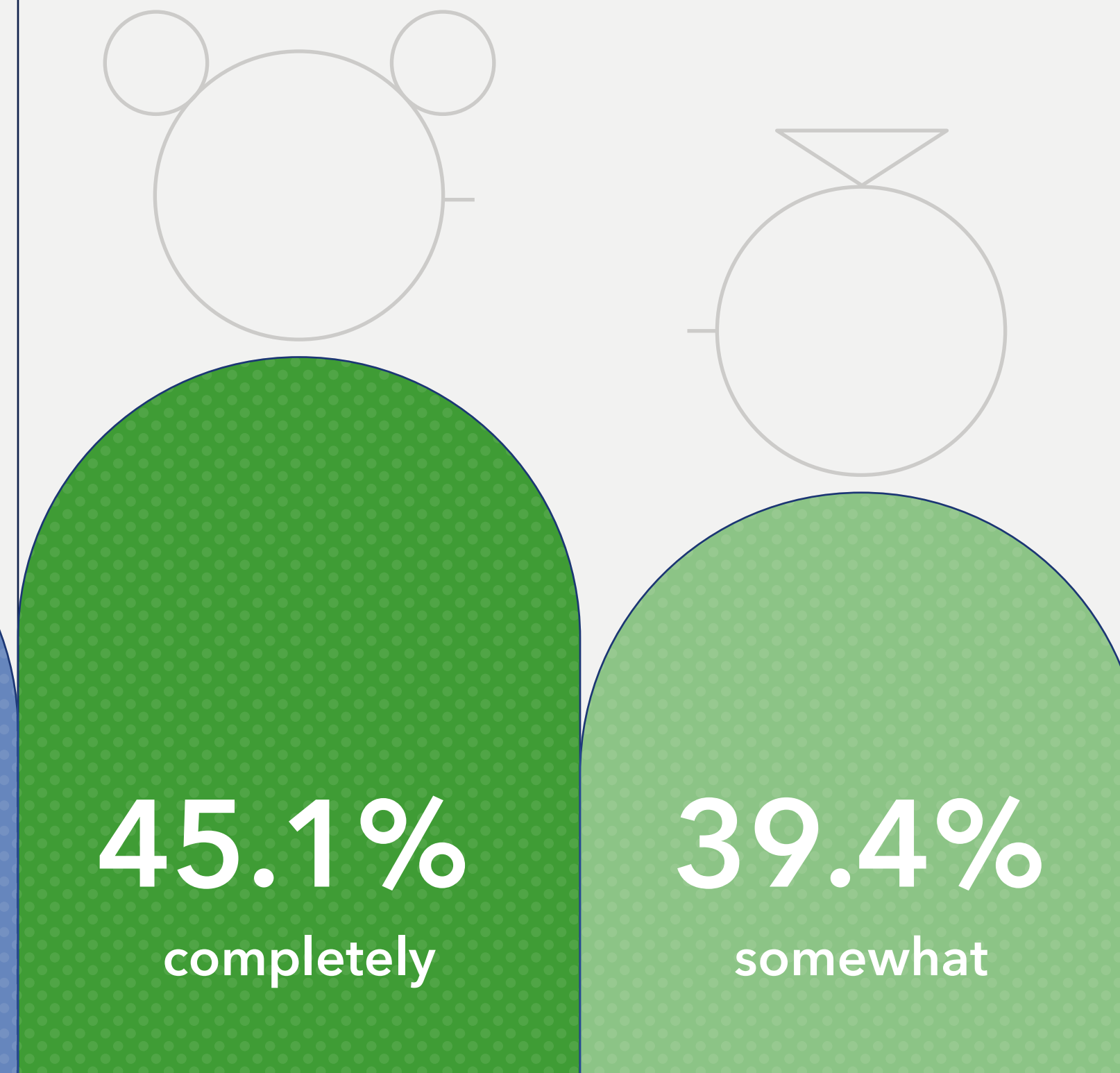


Topic is rising on corporate agendas

Companies with D&I incorporated
in the overall business strategy

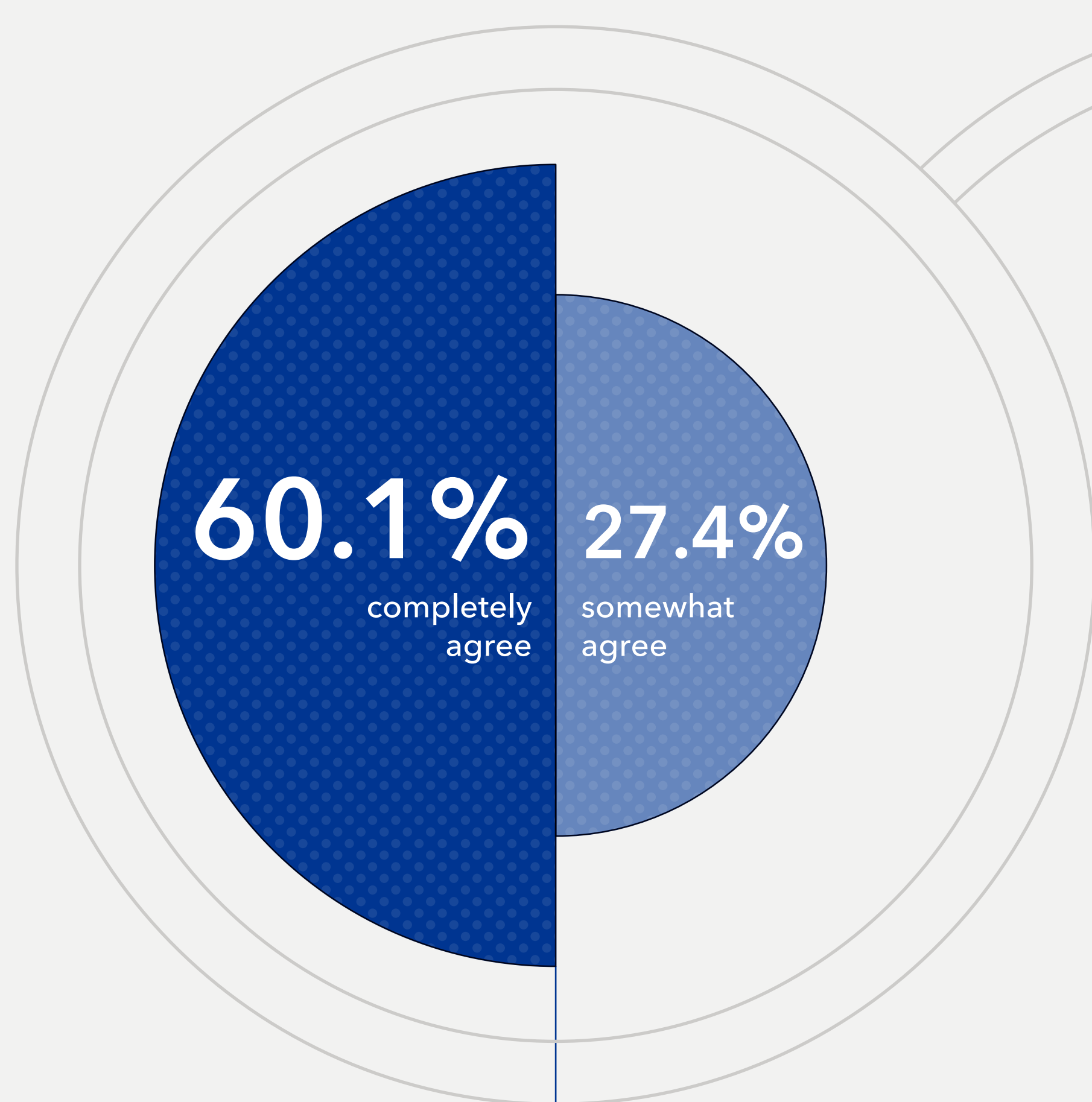


But there are variations
Large companies and Young companies

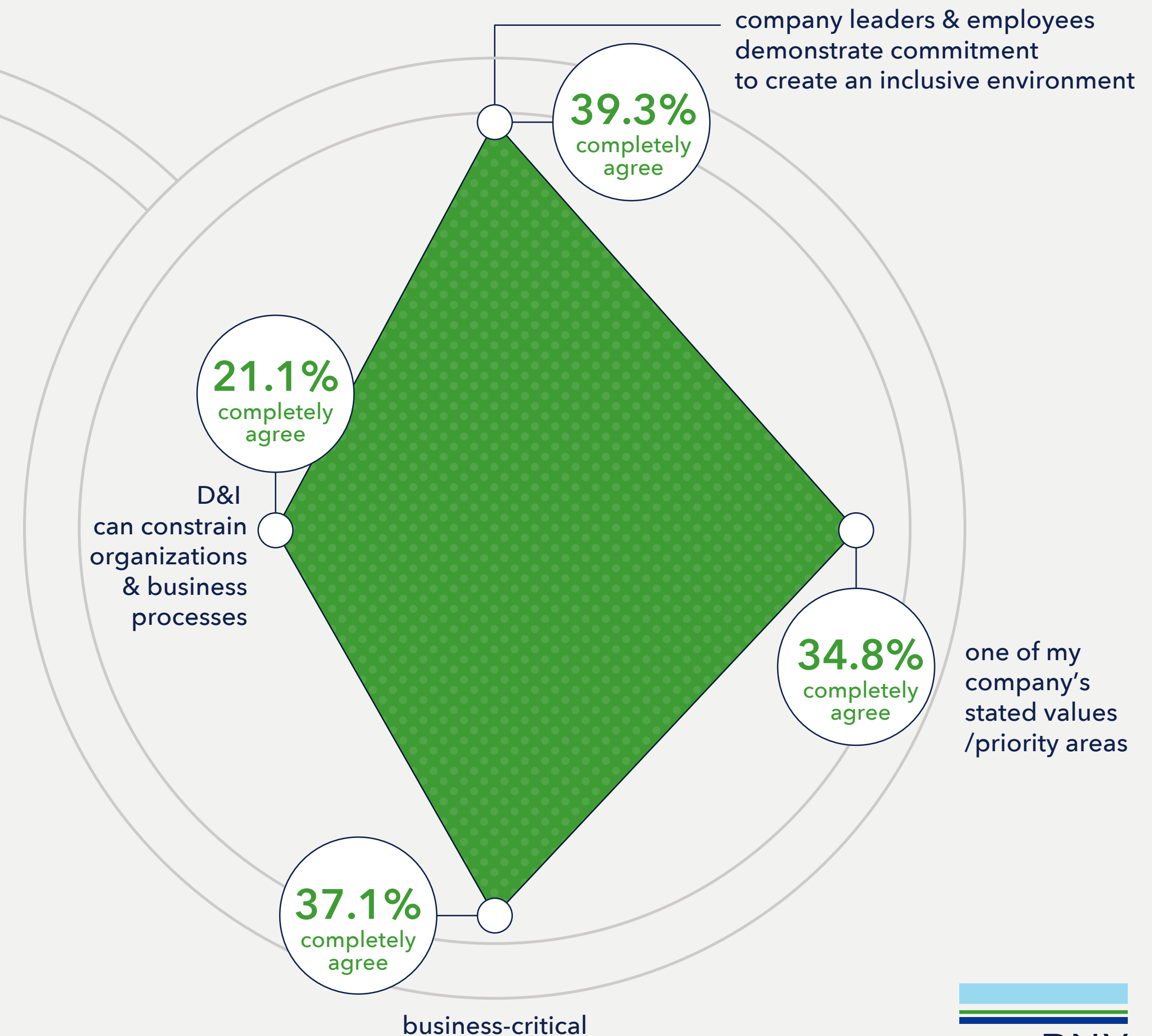


Perceived value is higher than commitment and actions

Most think a more diverse and inclusive company is also a better performing company?

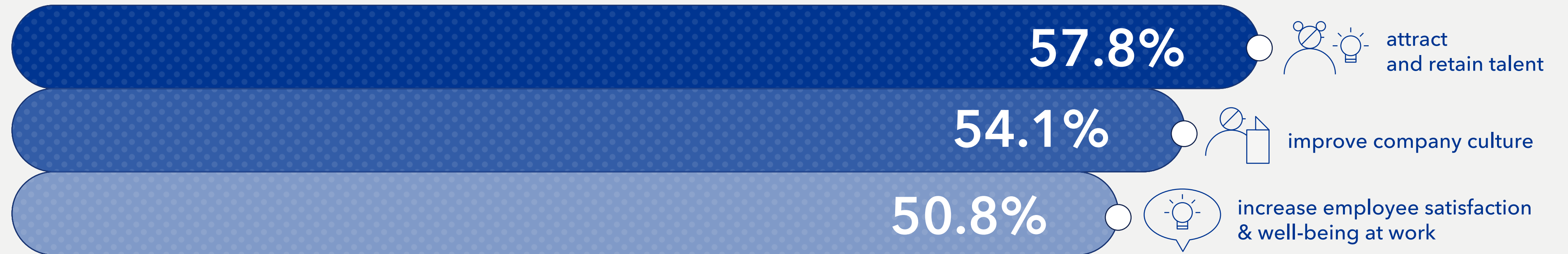


However, most companies have yet to advance

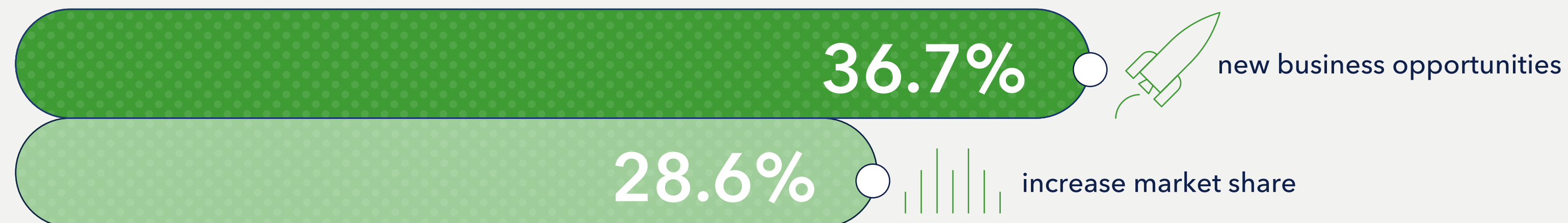


Drivers are primarily internal

The main reasons for applying D&I are

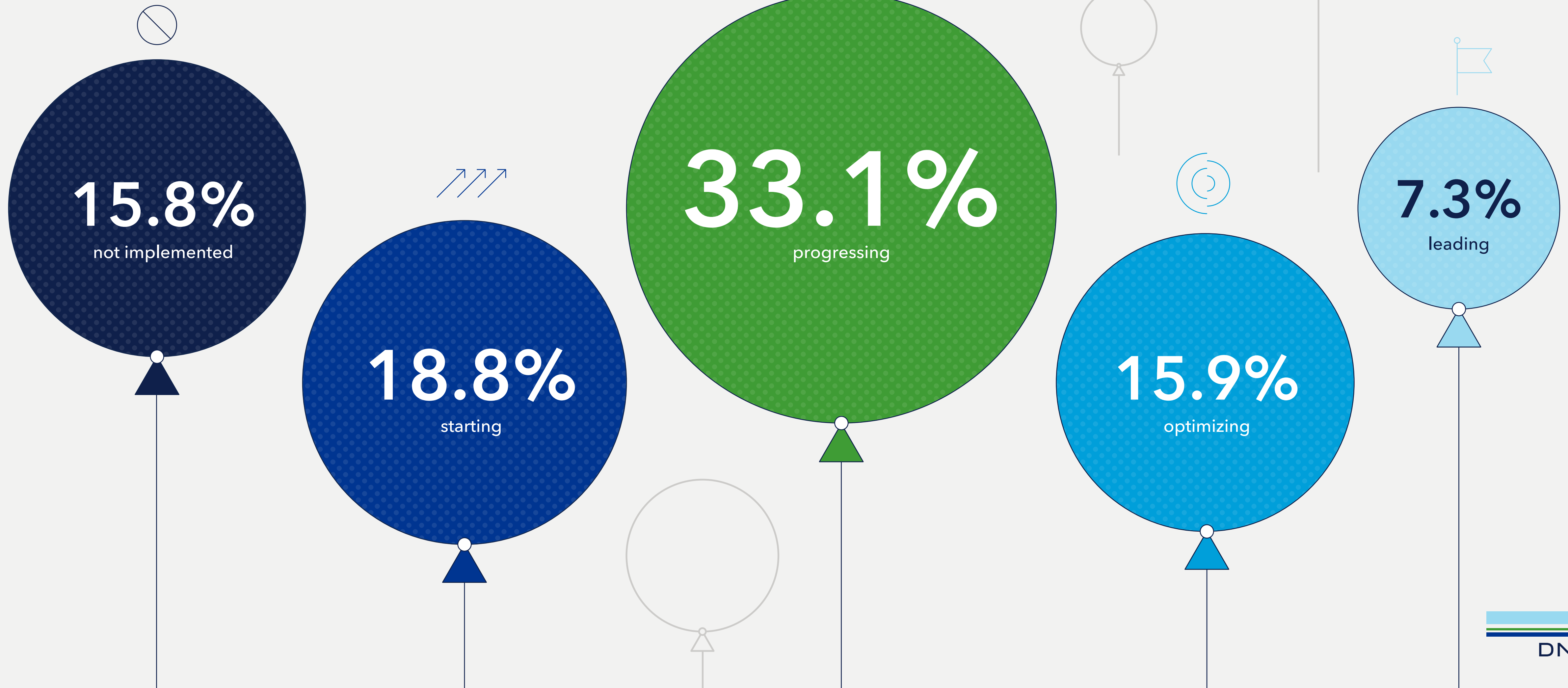


External drivers are trailing behind

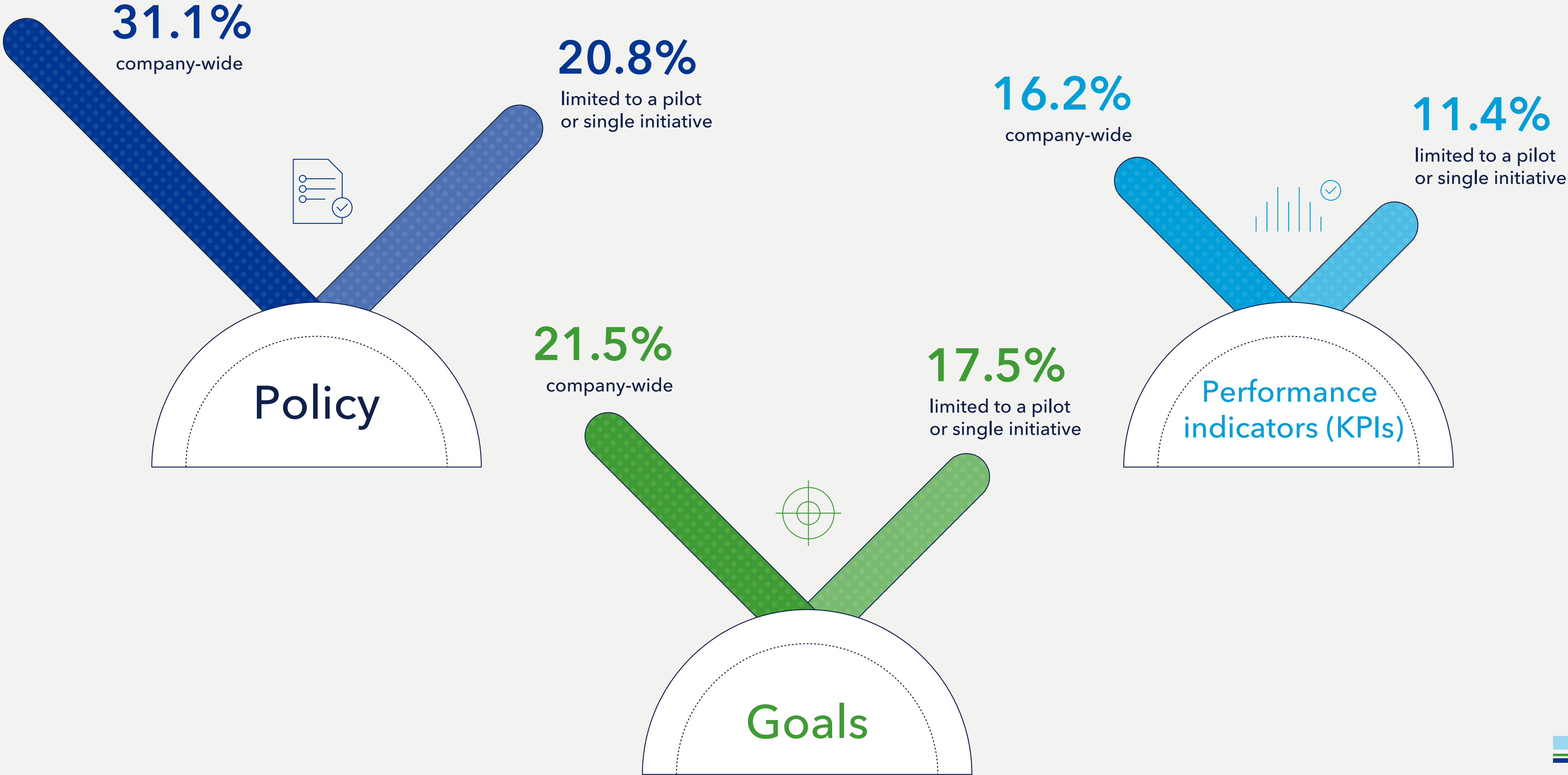


Most companies are starting their D&I journey

Self-assessing maturity, companies rate themselves

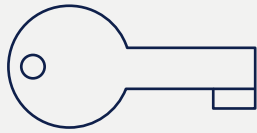


Few have set D&I policies and metrics



D&I often fall under human resources

Company D&I ownership



28.2%
human resources

15.6%
CEO or managing director

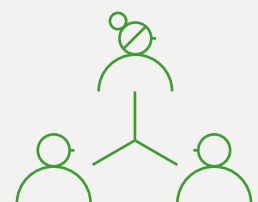
12.4%
senior leadership

7.5%
Board of Directors

2%
Dedicated D&I programme office

Delegation of responsibility

32.4%
HR Director



23.2%
CEO or managing director

Interestingly

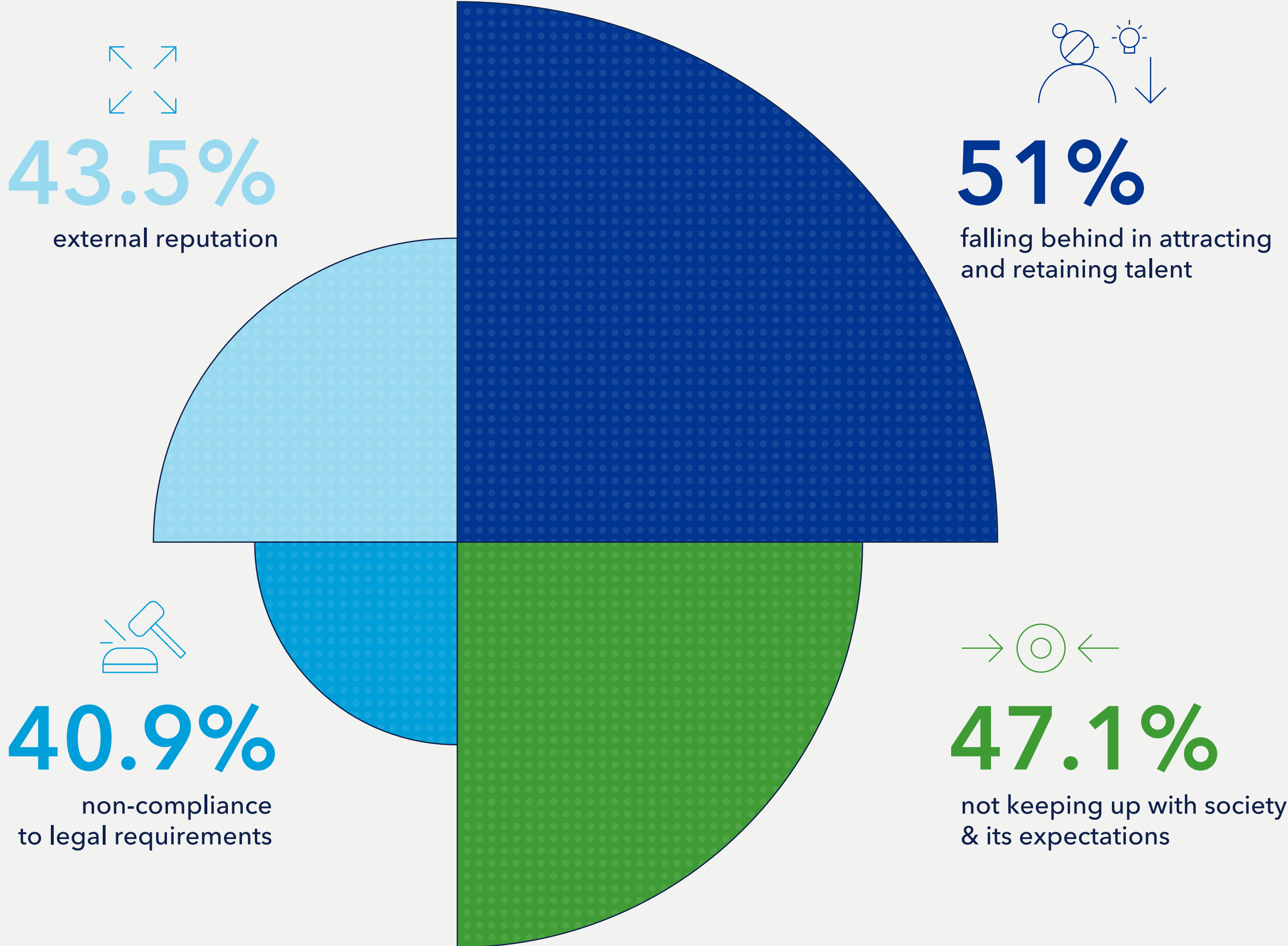


14.2%
my organization does not have a clear leader for D&I efforts

25.9%
do not know who is accountable

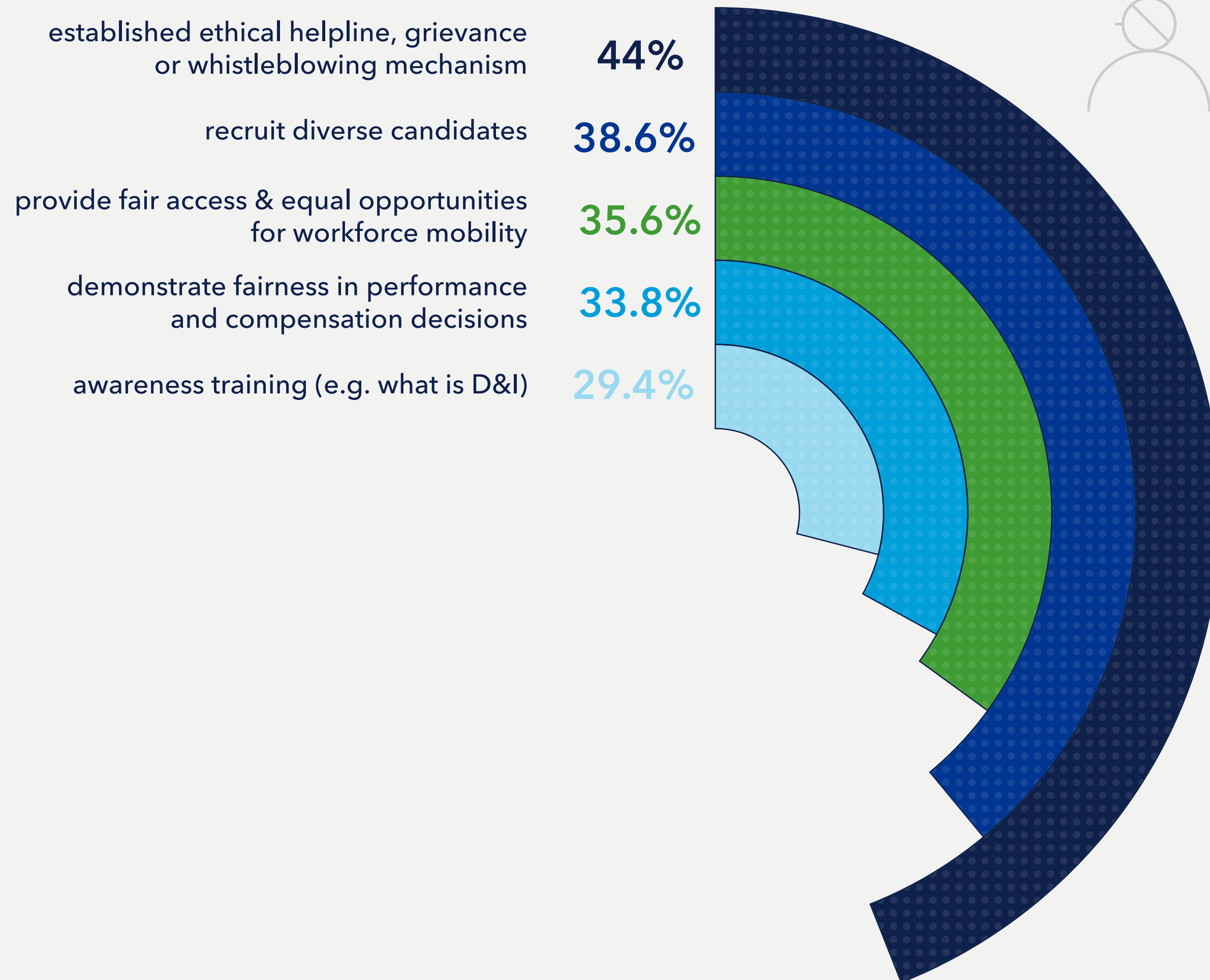
Recruitment and branding of greatest concern

Biggest risks for companies not managing D&I

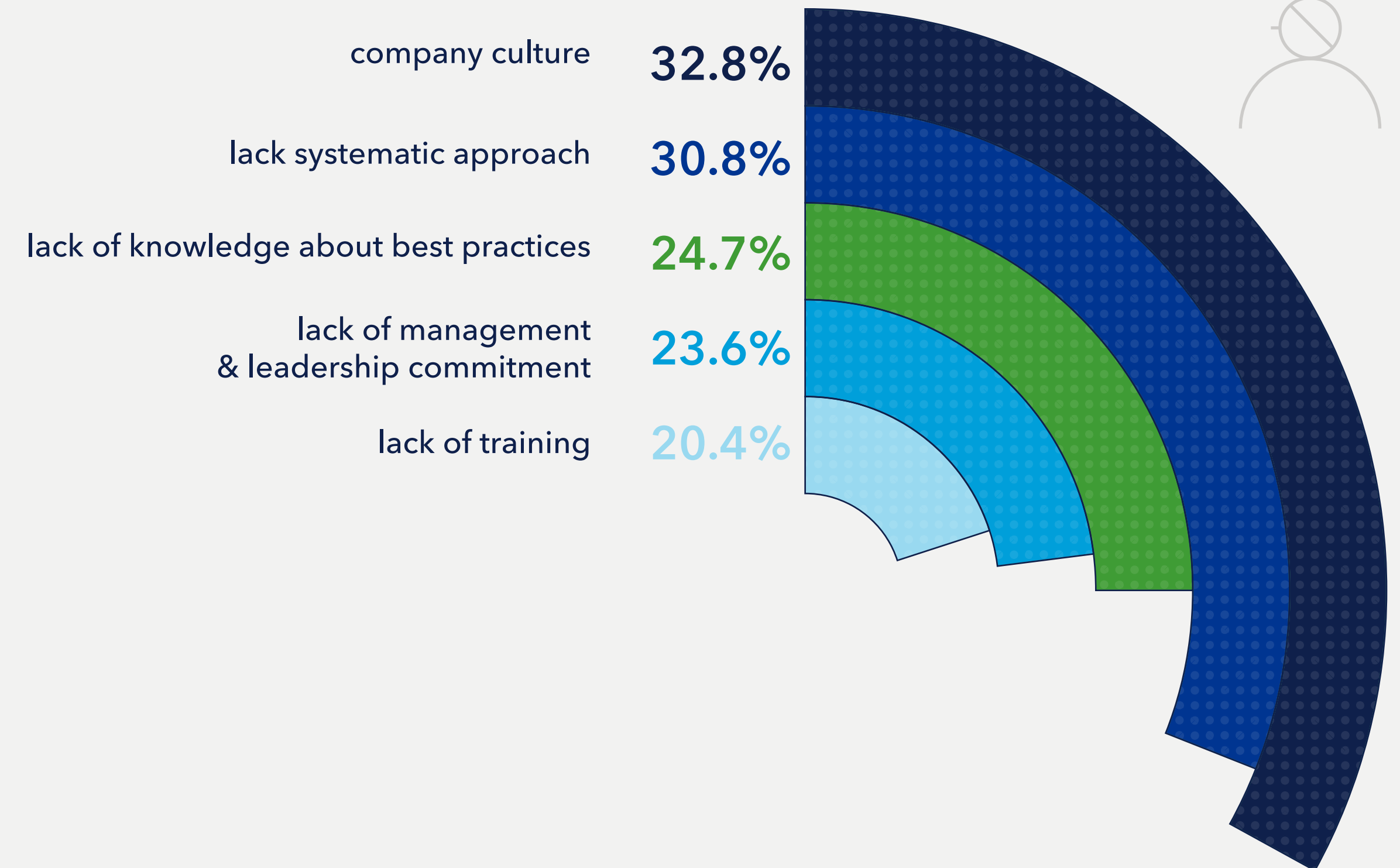


No single action or challenge truly stands out

Actions implemented

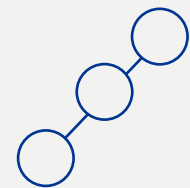


Key challenges

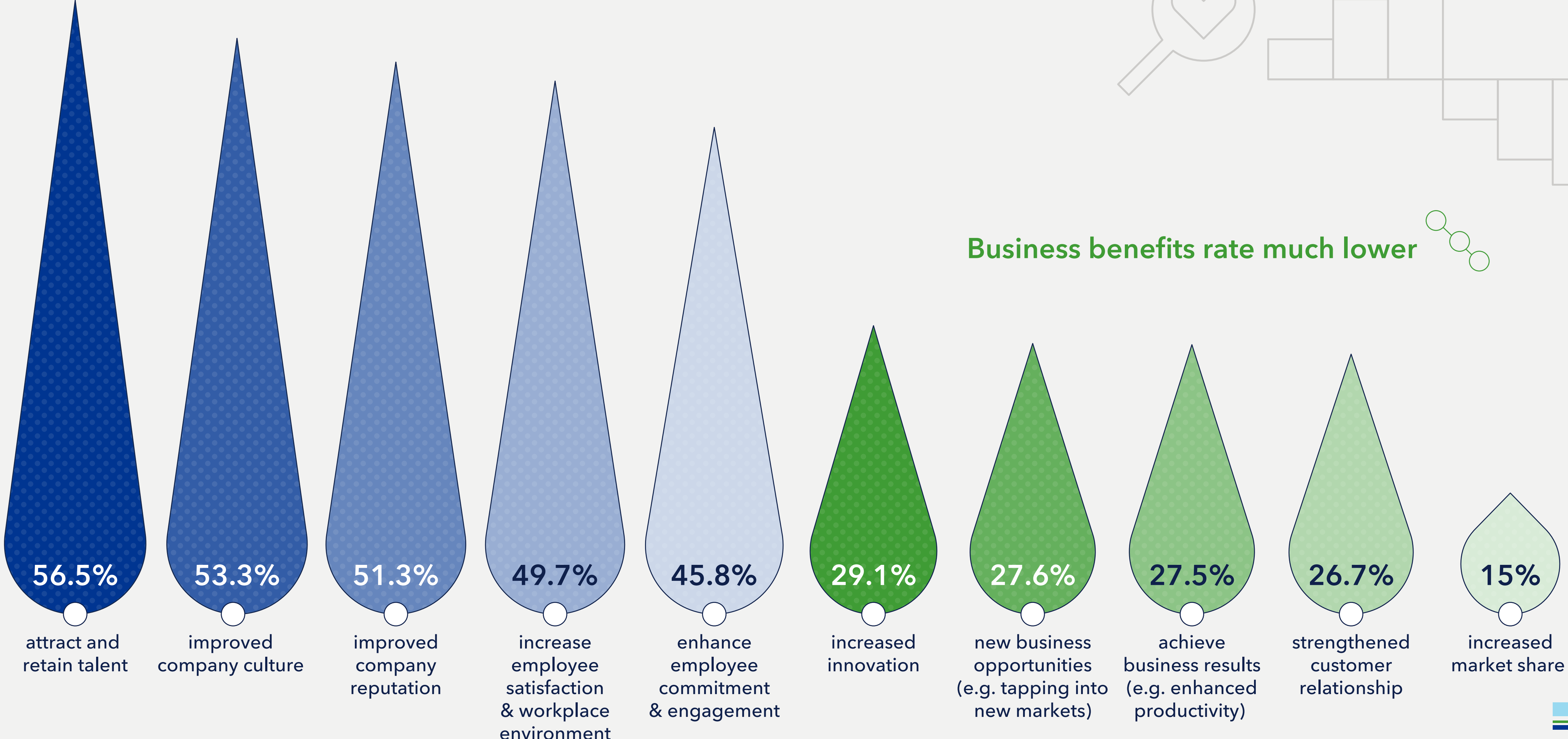
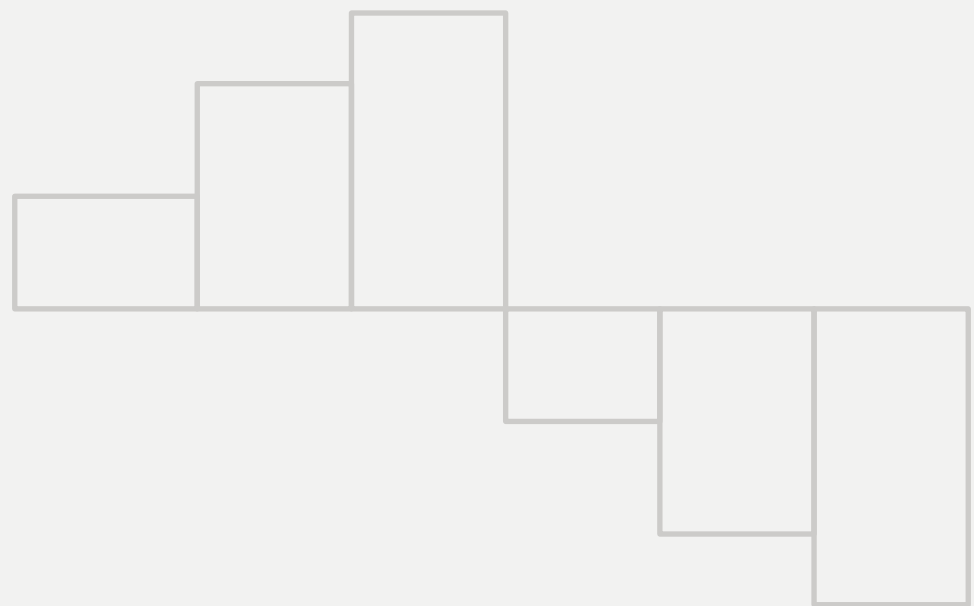


Interestingly, lack of budget is not a key challenge for most (13.5%)

Business gains out of reach for most



Main benefits of structured D&I implementation

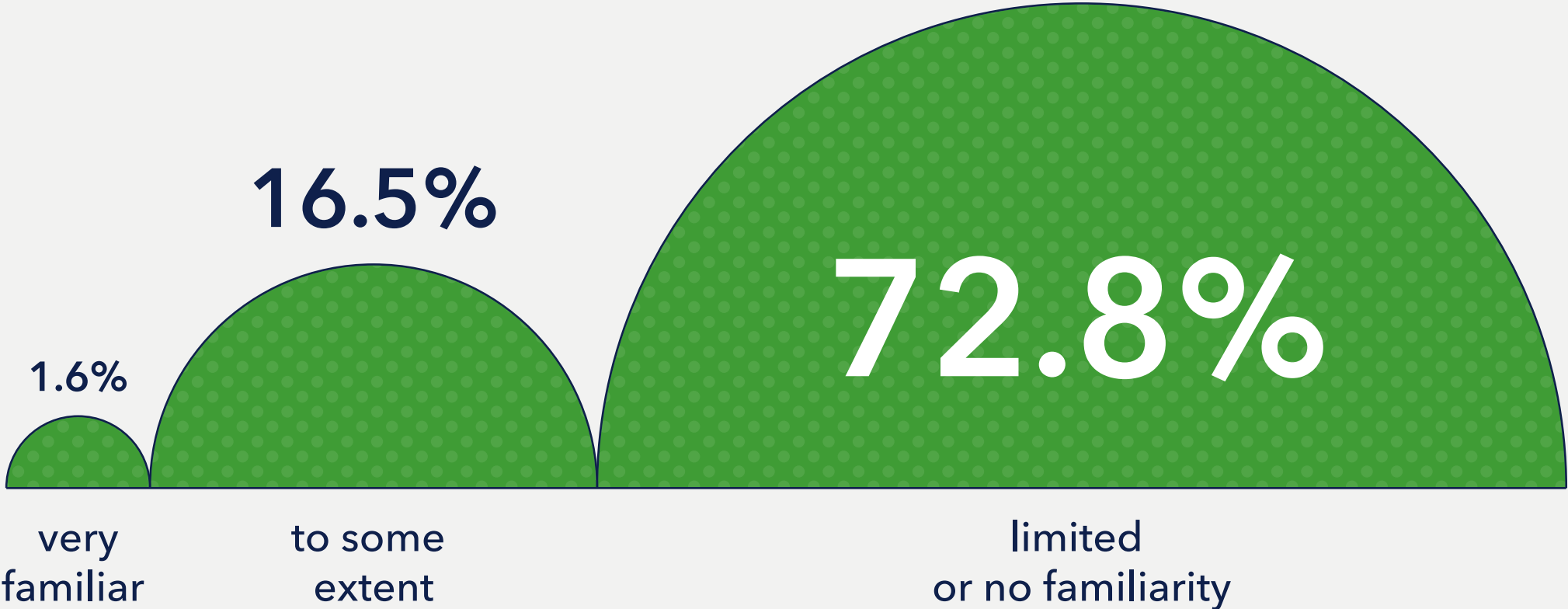


Business benefits rate much lower



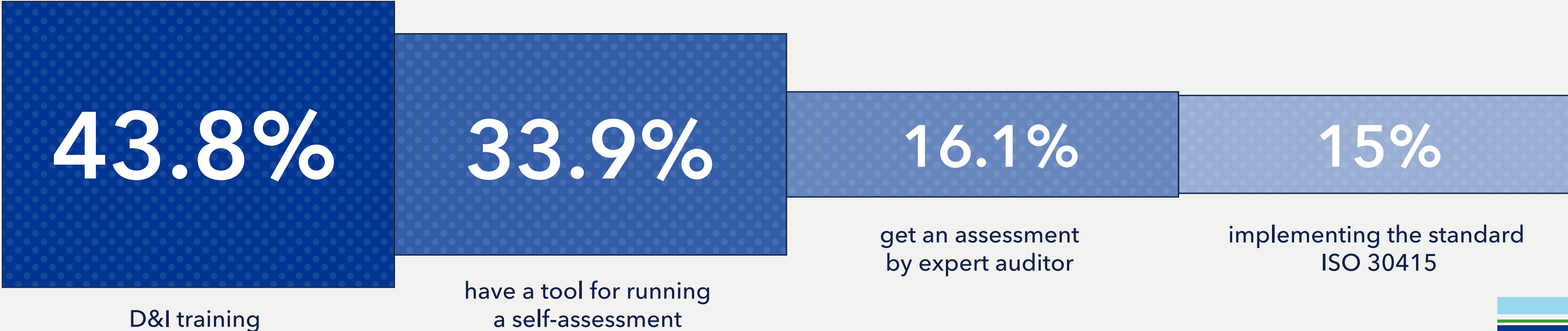
Low knowledge of standards addressing D&I

Familiar with ISO 30415 or other standards

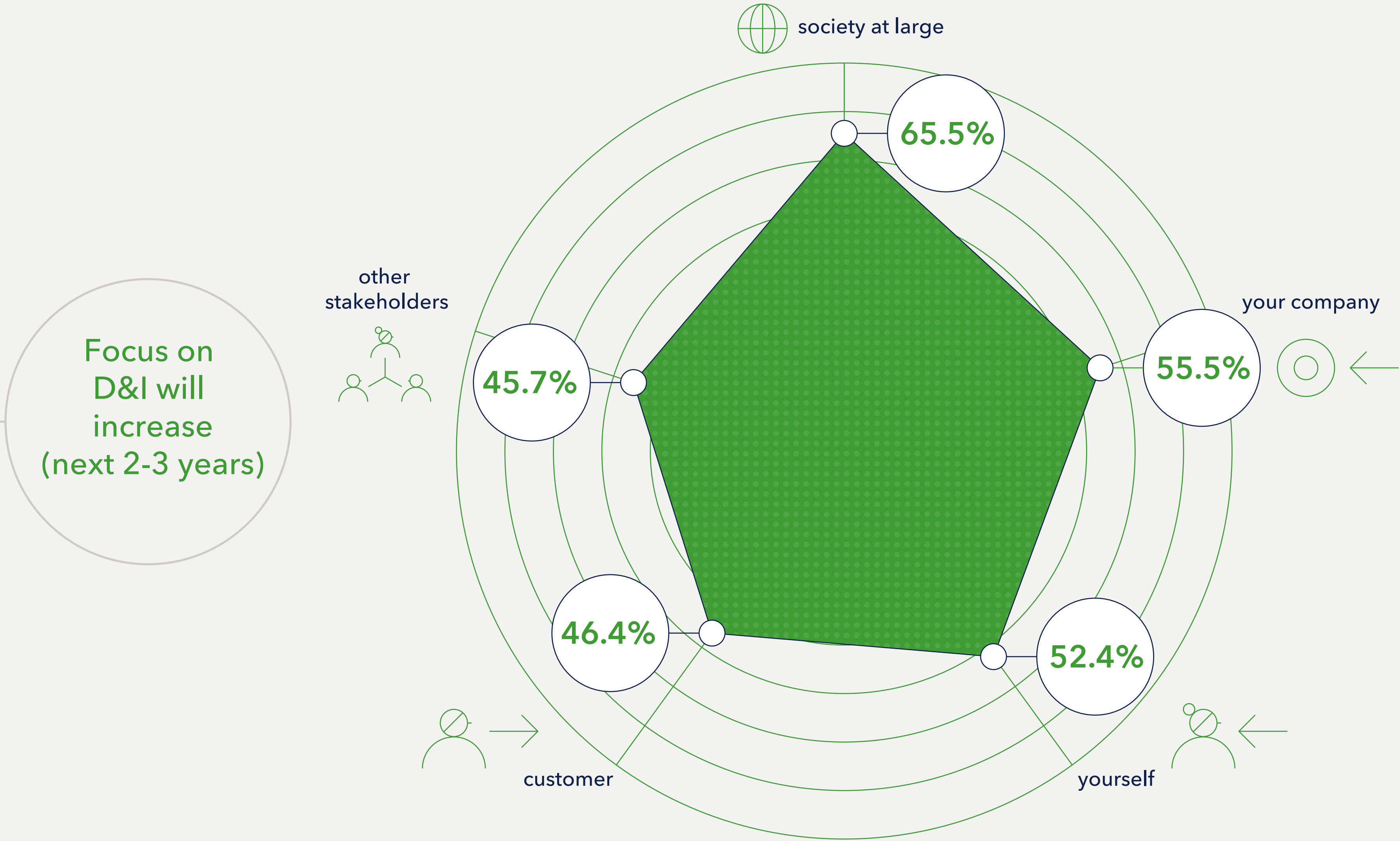


Improved understanding considered beneficial

Would best supports company's D&I efforts



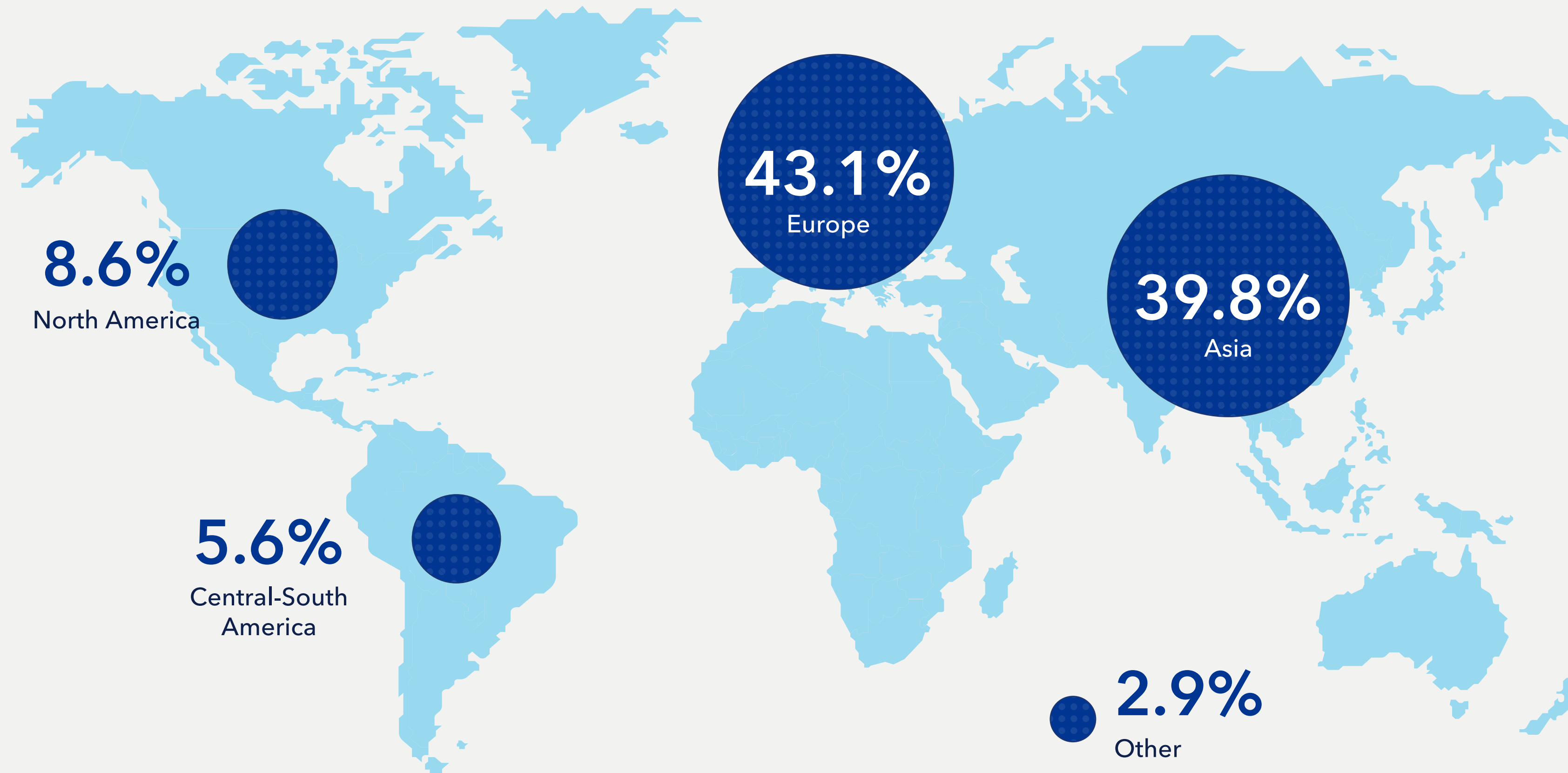
Expect societal push to escalate



Demographic & sample profile

568 respondents

Geographical distribution



Company size

