

MAKE IT MORE THAN A MANTRA

Inclusion and Diversity Survey

Building a more diverse and inclusive workplace has rapidly become a higher priority as companies compete to woo the future workforce.



UP TO 40% OF COMPANIES EXPERIENCE TALENT SHORTAGES IMPACTING THE ABILITY TO ADAPT AND INNOVATE.*

ACCENTURE HAS CONDUCTED A SURVEY TO UNCOVER HOW PEOPLE RANK THEIR COMPANY'S INCLUSION AND DIVERSITY INITIATIVES.

5 INDUSTRIES

RETAIL
LIFE SCIENCES
INDUSTRIAL
TRAVEL
CONSUMER GOODS AND SERVICES

10 COUNTRIES

INDIA
CHINA
JAPAN
CANADA
SOUTH AFRICA
US
UK
IRELAND
AUSTRALIA
GERMANY

GENDER SPLIT

40% MALE | 60% FEMALE

ETHNIC MINORITY

31% MINORITY | 66% NON-MINORITY

ROLE IN COMPANY

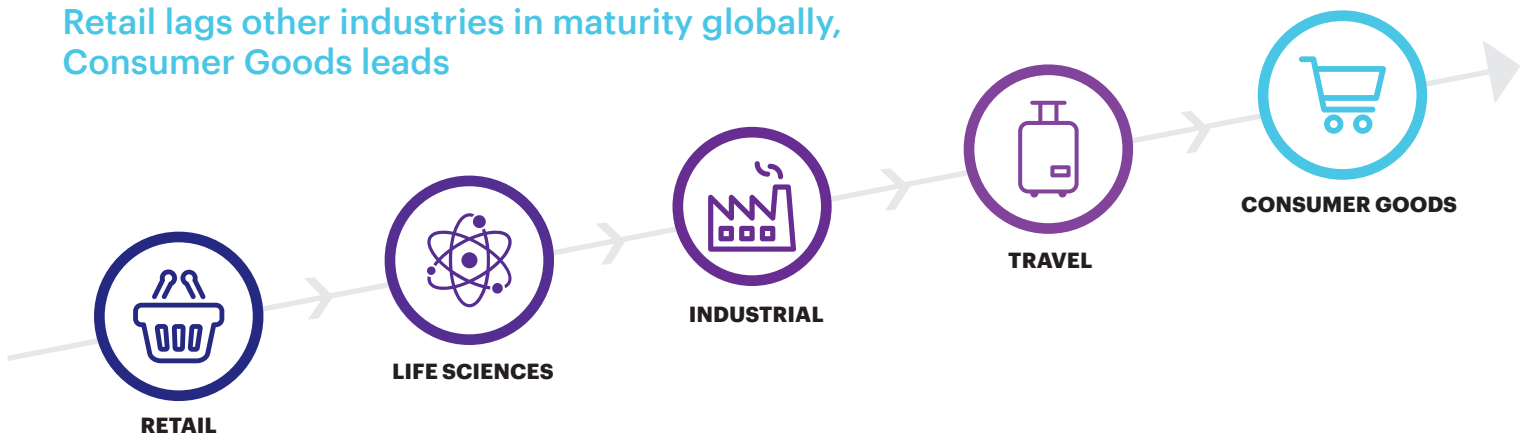
12% HUMAN RESOURCES | 88% NON-HUMAN RESOURCES

WE ASKED SURVEY PARTICIPANTS TO RANK THE IMPACT OF THEIR ORGANIZATION'S I&D PROGRAMS ACROSS FOUR CORNERSTONES



COMPANIES ARE MAKING STRIDES IN I&D, BUT VIEWS ON EFFECTIVENESS VARY DEPENDING ON WHO YOU ASK

Retail lags other industries in maturity globally, Consumer Goods leads



HR more inclined to rank maturity higher than others

HR Professionals are more likely to rank their company higher than non-HR professionals. Non-HR women identifying as ethnic minorities have even less favorable views.

North Americans are most concerned about leadership behavior

Leadership must ensure that those having different backgrounds are welcomed, treated equally in the organization and their voices are heard.

Ethnic minorities less likely to feel the impact of I&D efforts

People who identify as an ethnic minority are more likely to rank their organization as less mature.

Non-minority respondents globally would like to see more focus on attracting and retaining talent

Companies must work harder to attract, retain, develop and advance talent programs to build more diverse and inclusive teams at all levels of the organization.

Opinions differ by country.

At every level, all respondents in the North America region rate I&D initiatives as far less evolved than respondents overall.

North Americans viewed progress in building an inclusive culture as less successful than other regions. For ethnic minority women, this is even more pronounced.

An inclusive culture means that people of all backgrounds and cultures feel valued. Inclusion involves respecting individual differences and capturing the advantages they provide.

MAKE IT MORE THAN A MANTRA

Top four areas the workforce wants to see improvement in.

LEADERSHIP BEHAVIOR 01

Regular review of talent pipelines and/or monitor attrition and promotion rates for diverse talent

ATTRACTING TALENT 02

Employ a focused recruitment strategy that targets diverse populations

STRATEGIC INTENT 03

Clearly stating I&D in the global business strategy

LEADERSHIP BEHAVIOR 04

Leadership is aware of legal obligations and ambitions as it relates to I&D. Efforts are measured and rewarded on achieving results