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.

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.

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

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.

MAKЕ IT MORE THAN A MANTRA
Top four areas the workforce wants to see improvement in.

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

02 ATTRACTING TALENT
Employ a focused recruitment strategy that targets diverse populations

03 STRATEGIC INTENT
Clearly stating I&D in the global business strategy

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