

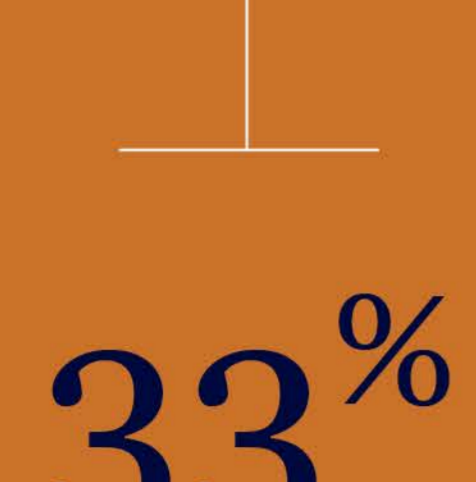
# Diversity, Equity, & Inclusion Status Update

SHRM partnered with Harvard Business Review Analytic Services and Trusaic to conduct a study on the extent to which DEI is a strategic priority in organizations and how successful organizations are in creating diverse, equitable, and inclusive workplaces. A total of 1,115 respondents completed the survey, which was fielded in April and May 2021.



**71%** of respondents somewhat/strongly agree that **THEIR ORGANIZATIONS ARE BEHIND WHERE THEY SHOULD BE** re: Diversity, Equity, & Inclusion (DEI) efforts.

Nearly two-thirds of organizations (65%) say that DEI is a high strategic priority, yet...



**33%**

only one-third describe themselves as being very successful in creating a diverse, equitable and inclusive workplace.



**38%**

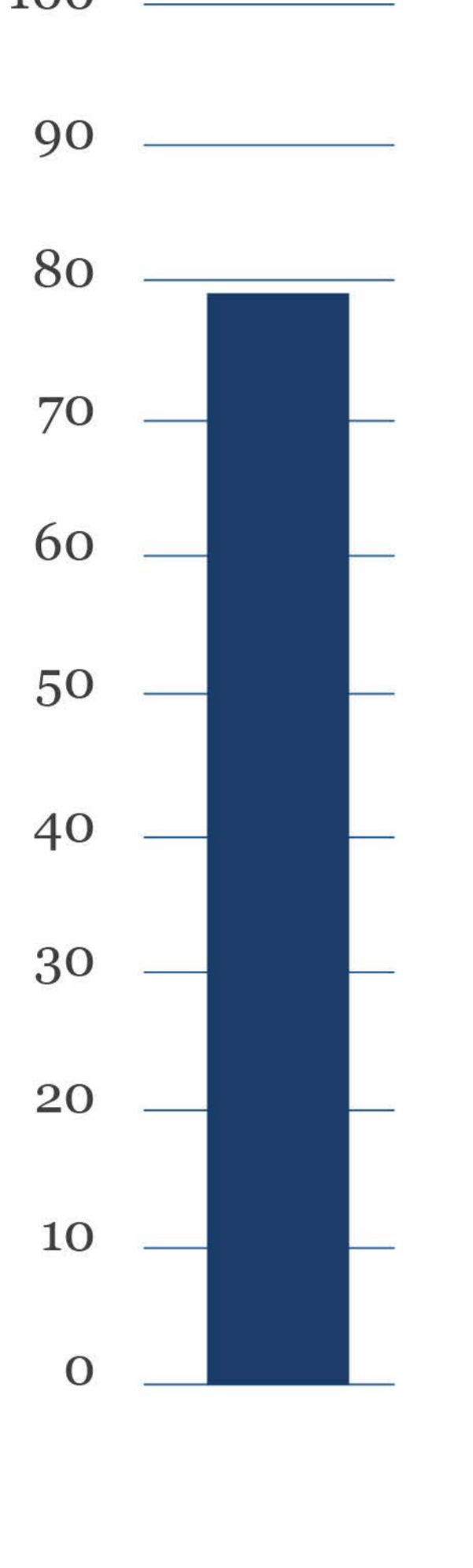
have achieved moderate success in creating diverse, equitable and inclusive workplaces.



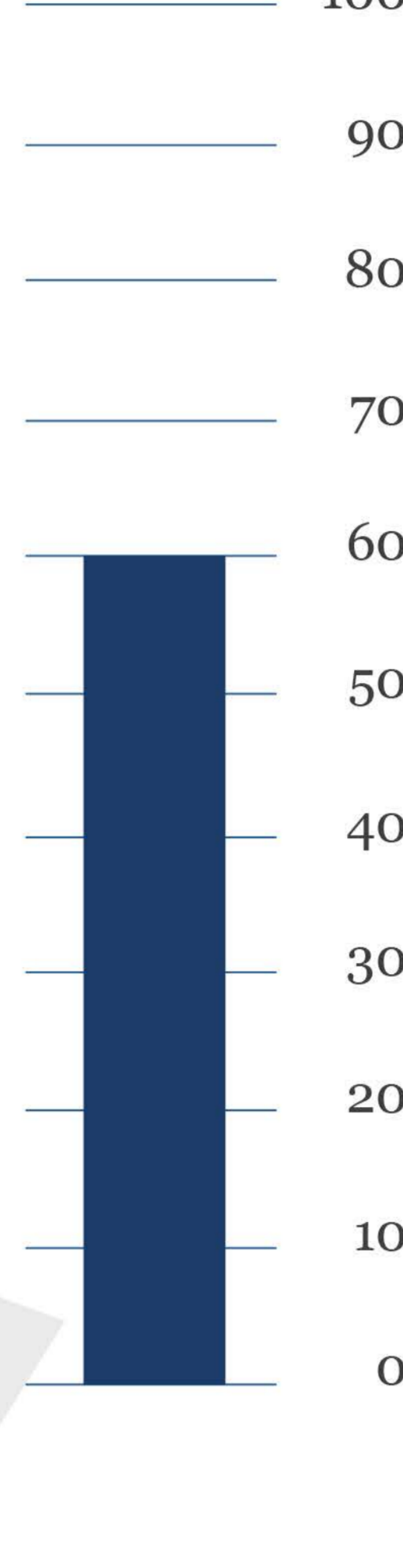
**29%**

have not achieved very much success.

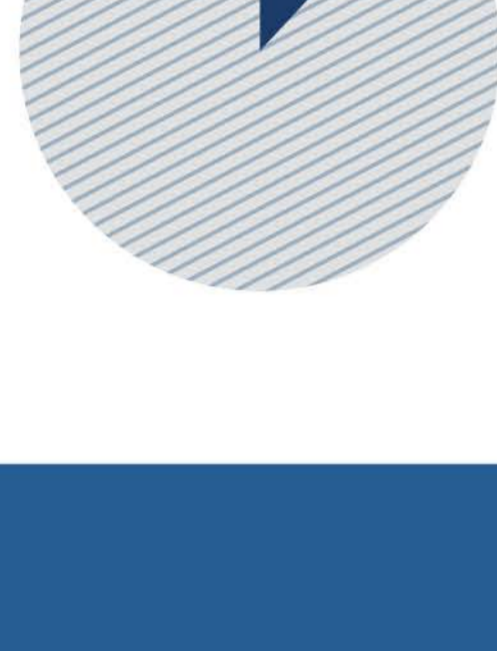
## DEI Accountability



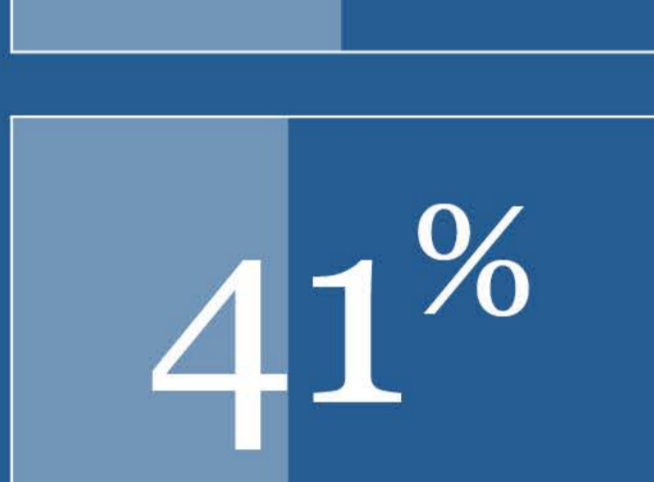
**79%** Over three quarters of organizations have **AT LEAST ONE PERSON ACCOUNTABLE FOR MEETING DEI OBJECTIVES**, but very few of those organizations incentivize DEI improvements (12%)



**60%** 60% of organizations **DO NOT HAVE A CHIEF DIVERSITY OR DEI OFFICER**



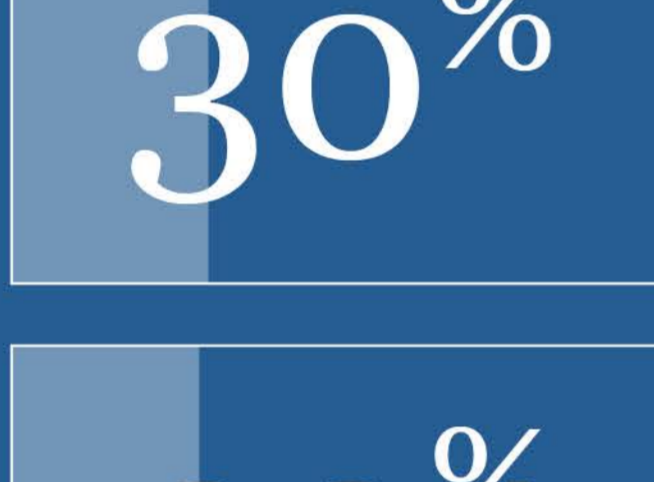
## What hinders DEI efforts at organizations?



**50%** **LACK OF DIVERSITY** at senior levels of the organization



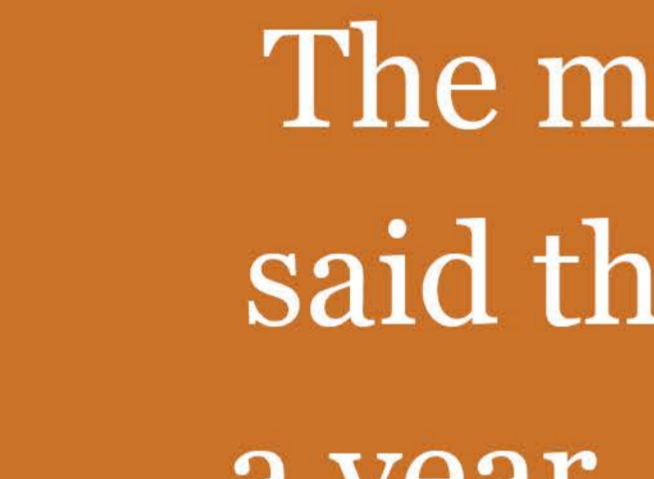
**41%** **LACK OF DIVERSITY** among candidates in current talent supply chain



**39%** **LACK OF ACCOUNTABILITY** for failing to implement DEI practices

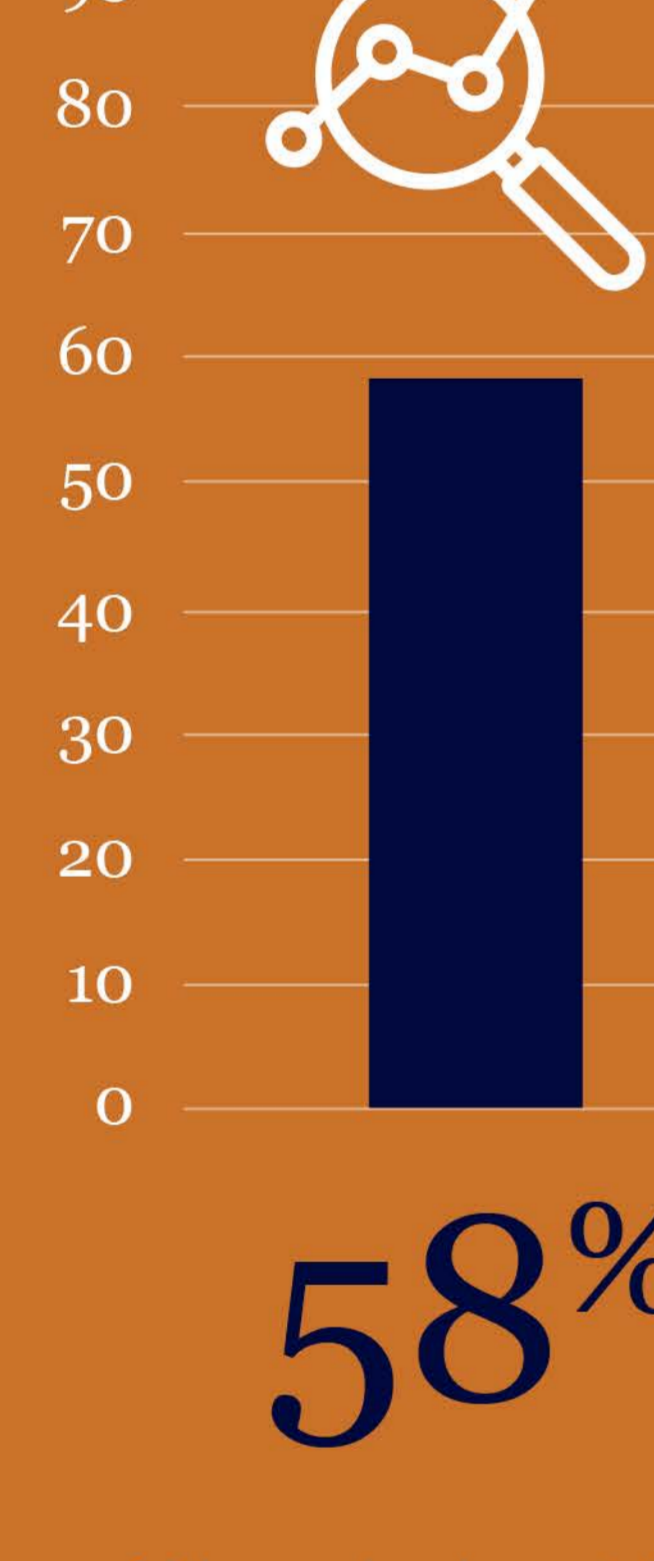


**30%** **LACK OF DEFINED, STAKEHOLDER-APPROVED STANDARDS** for measuring DEI

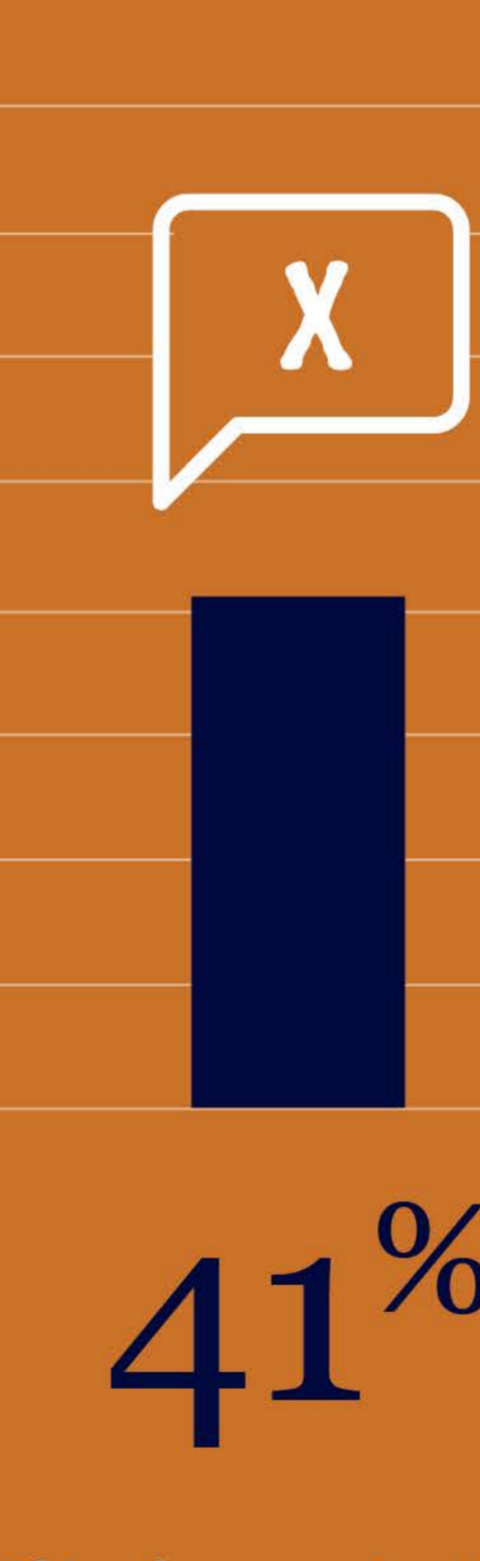


**29%** **LACK OF TOOLS** to gather the necessary data to measure DEI

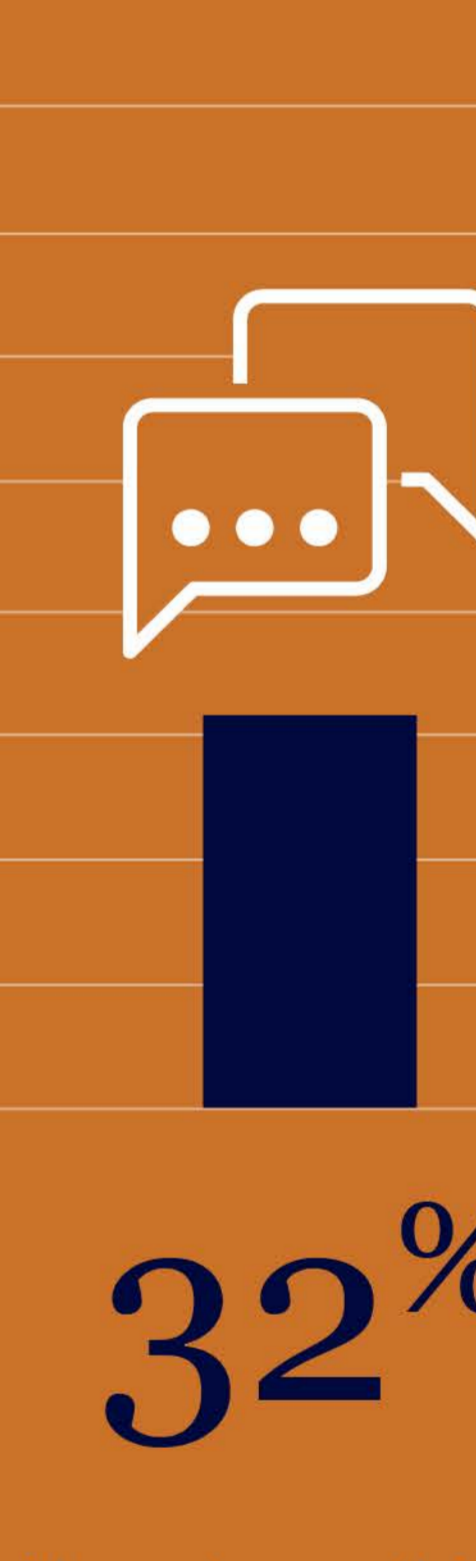
The majority of organizations (87%) said they track diversity at least once a year, if not more frequently, but are they tracking the actions that could impact those numbers?



Although almost three-fourths of organizations (74%) said they track diversity in hiring, **58%** of organizations **do NOT recruit from non-traditional geographies and colleges.**



41% of organizational **executives do NOT regularly communicate the value of DEI.**



Almost one-third of organizations (32%) **do NOT encourage and support open conversations** about DEI.

## What organizational support is available to improve DEI?

### MOST COMMONLY PROVIDED ORGANIZATIONAL SUPPORT RESOURCES



**59%**

Visible executive support (e.g., regular communications, leading by example)



**58%**

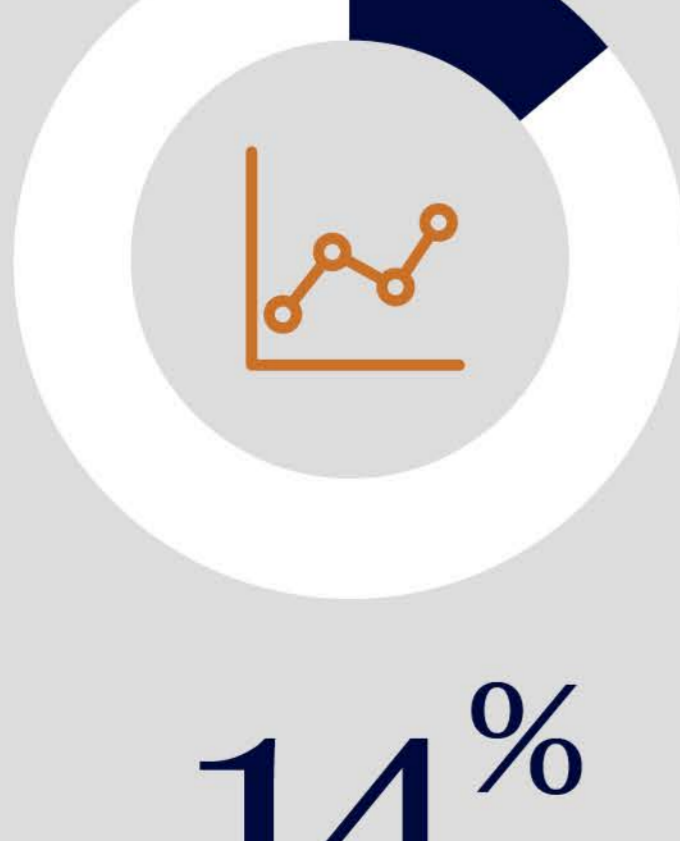
DEI training for managers



**55%**

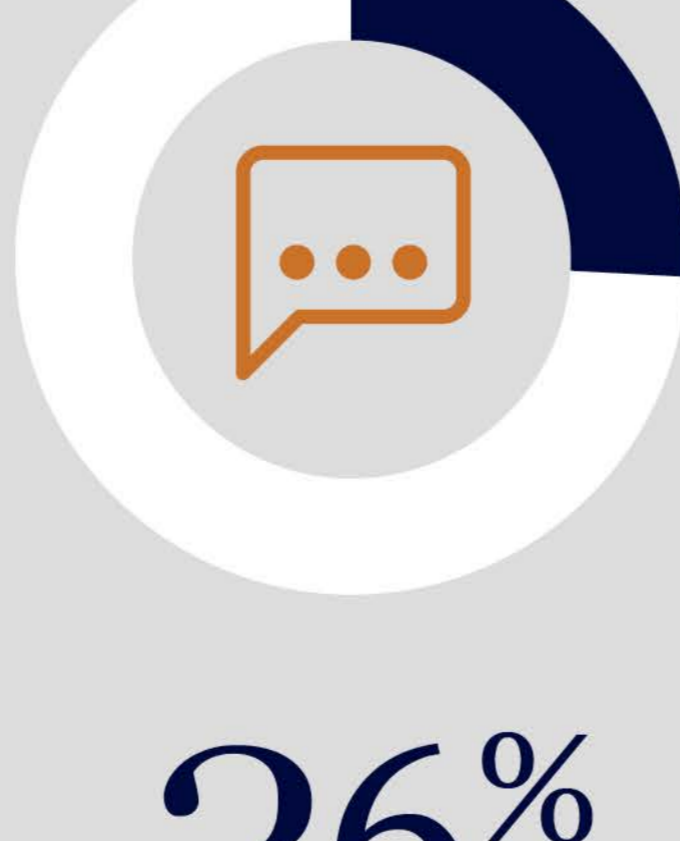
DEI training for employees

### WHERE ORGANIZATIONS HAVE THE MOST ROOM TO GROW



**14%**

DEI measurement solutions (software, consulting, etc.)



**26%**

Trends in DEI metrics shared with employees



**49%**

Both a culture that is consistently supportive of DEI across all divisions or geographies

**TIED WITH** Mechanisms for employees to report DEI related incidents without fear of reprisal



A total of 1,115 respondents drawn from the HBR audience (magazine/newsletter readers, customers, HBR.org users) and SHRM membership completed the survey. All respondents presently reside in North America. For the complete demographic breakdown, see full report.



Scan the QR code or visit [SHRM.CO/DEI](https://SHRM.CO/DEI) to read the full study.