

2018 STATE OF Diversity & Inclusion

In preparation for the second annual GQR Collaborative event – spotlighting Rosanna Durruthy, LinkedIn®'s Head of Global Diversity, Inclusion and Belonging – we sought to understand current attitudes around diversity and inclusion (D&I) in the workplace. We received over 200 responses from global business leaders across multiple business areas and industry sectors to gain insight into these sentiments.

Our results showed that while most people feel they have commitment from executive teams to pursue the business case around D&I, there was an overwhelming feeling that diversity

within their companies is not reflected at the executive level. In addition to the potential cultural

diversity hiring, which might imply that business leaders are looking at talent acquisition

“While most people feel they have commitment from executive teams to pursue the business case around D&I, there was an overwhelming feeling that diversity within their companies is not reflected at the executive level.”

impact of an unrepresentative executive team, studies run by McKinsey report the significant positive impact of diverse executive teams on a business' profitability. We also saw that the same people are most interested in learning about

as the starting point of a D&I strategy, rather than prioritizing initiatives that develop their existing employee base and company culture.

Read on to discover other key findings!

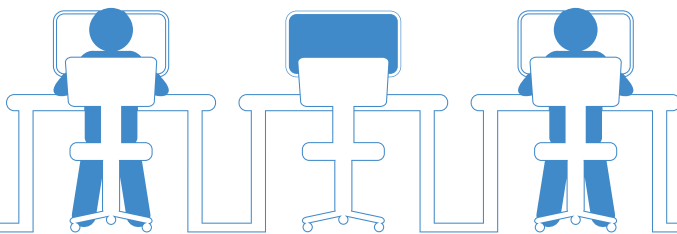
KEY FINDINGS

55%

*of respondents agreed that D&I is built into their company's **recruitment strategy**.*

*yet only **31%***

*of respondents agreed that their company has seen **measurable progress**.*



*Amongst respondents who felt that D&I is **NOT** a part of their company culture, “**diversity hiring**” ranked highest as the D&I subtopic they are most interested in.*

Additionally, **50% of all respondents who selected “diversity hiring,”** also reported that they are in the early stages of rolling out a D&I initiative at their company. Amongst this group, respondents reported that **“D&I is not a part of their company's culture” or “they have executive commitment and are beginning to pursue the business case.”**

Implications: People in the early stages of D&I are turning to diversity hiring as a potential solution.

Discussion: Should D&I begin at the acquisition phase or by adapting a company's existing culture?

66%

of respondents who feel their contributions are valued at work also feel a sense of **belonging** at their company.



***Implication:** Recognition and sense of value are important elements of belonging. Belonging is the next evolution of D&I – it's a basic human need which guides us more than rules and regulations.*

– yet –

24% of those who stated their contributions are valued at work **did not feel that their organization has seen measurable progress around D&I**, and similarly **nor do 21% of people who feel a sense of belonging at their company.**

***Implication:** There may be a disconnect between how people feel about diversity and inclusion at their organization and the ability of their organization to quantify that sentiment.*

A company's digital presence is critical to its employer brand.
40.7% of respondents use a company's digital presence to gauge their commitment to D&I, yet **25.3%** don't use it at all.

***Discussion:** What are some other ways companies can demonstrate their commitment to D&I?*

Agree/Strongly Agree **40.7%**

Neither Agree Nor Disagree **33.9%**

Disagree/Strongly Disagree **25.3%**

MORE KEY FINDINGS

53%

of HR Professionals did **NOT** agree that D&I is built into their recruitment strategy (strongly disagree, disagree and neither agree nor disagree).

While **55% of HMs, C-suite and individual contributors** felt D&I is built into their recruitment strategy.

65%

of respondents reported that diversity at their company is **NOT** reflected in their executive team and **49% of respondents** either disagreed or strongly disagreed.

Only 30%

of respondents who felt D&I is inherently a part of their **company's culture** report that diversity at their company is reflected at the executive level.

21%

of respondents feel that D&I is **NOT** a part of their company's culture whatsoever. Conversely, **21% of respondents** feel that D&I is inherently a part of their company's culture

ABOUT GQR

GQR is a global talent acquisition and advisory firm specializing in the procurement of rare talent to the world's most challenging industry sectors. **Advanced specialization, proactive talent acquisition and global access** form the centerpiece of our approach, enabling our people to collaborate with colleagues both locally and around the world to deliver highly skilled professionals to the most prestigious and technical industries.

Unparalleled market knowledge, unwavering drive and steadfast efficiency are what define our success. We are proud of our role as trusted ambassadors and advisers to elite institutions and aspirational leaders alike. Our strategic approach to talent acquisition, confidence in navigating uncharted territory and high standards of accountability are what make our success a reality. *Visit www.GQRGM.com to learn more!*

LOS ANGELES
AUSTIN
NEW YORK
LONDON
SYDNEY

GQR