The importance of diversity in leadership

The data proves the real and positive business impact of diverse leadership.

The initiative

Another fifth say they'll implement it as an action item going forward. One in five said they did so in 2020.

Let's go back to our own survey, where we asked respondents leadership diversity as an action item priority in their overall DEI strategy.

In DEI at work, Workable’s survey on Workable’s leadership and diverse management of companies introduced.

A recent Mercer study proves it: top level. Perfect diversity is one thing – the distribution of that diversity is another thing and inclusion in the workplace, there just isn’t enough diversity in leadership – namely, at the executive level.

We have a problem. While it’s great that the conversation is growing around diversity, equity and inclusion in the workplace, there just isn’t enough diversity in leadership – namely, at the executive level. Perfect diversity is one thing – the distribution of that diversity is another thing and inclusion in the workplace, there just isn’t enough diversity in leadership – namely, at the executive level.

Two things to get you started:

What can you do to increase diversity in leadership?

The action items

The action items

1. Establish clear, attainable goals by June 2022.

Example: Our executive team will be fully.

*Sources


2. Workable’s DEI at Work, Workable, 2020

3. Workable’s DEI at Work, Workable, 2020

The payoff can be immense. While there’s no arguing about the moral imperative of companies having a diverse workforce, there are still questions about why diversity is important.

The importance of diversity in leadership

85% of employees said they expect to feel truly equal included in the workplace – and that includes executives.

77% of employees expect to work with coworkers from diverse backgrounds.

64.8% of employees think that companies are not doing enough to hire people from diverse backgrounds.

25% of the world’s workforce are women.

The demographics

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29% of the world’s workforce are women.

53% of those in the survey are male, compared with 47% female.

71% of executives and senior managers are white, of US-based companies.

83% of executives are from.Given this stark lack of diversity in executive teams, looking at diversity in leadership at the executive level is even more relevant.

The payoffs

The payoffs

Companies in the top quartile for gender diversity are more likely to generate higher profits.

Companies in the bottom quartile for both gender diversity and ethnic/cultural diversity are less likely to be above average in profitability.

Your leadership sets the tone.

Your employees want to work for a company that values diversity, inclusion, and equity.

Your bottom line is at stake.

Think about your employees as an employee? How can you already feel underrepresented in everyday life.

Think about your employees. If you're not going to make real progress, you're not going to make real progress.

The employee experience is crucial. We're no longer in a society we live.

The employee experience is crucial. We're no longer in a society with a clear personal separation between work life and personal life. You want all and work life.

The payoffs

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