Diversity Pays Off

High-Potential Pools Lack Diversity for Future Benchmarks

Companies Fail to Follow Through on D&I

Best Companies to Work for: The Leading in D&I

Mind the Gender Gap: Women Struggle to Balance

Few Industries Show Progress in Leadership Diversity

Leadership Practices That Drive D&I

Minority Leaders at Greater Risk of Departure

Introduction

Most organizations have much to gain by capturing diverse and inclusive pools of talent. They achieve this by leveraging diverse perspectives within their organizations. Yet, most organizations are lacking gender diversity at all senior executive and C-suite roles. While leaders from minority backgrounds may be advancing, they have even set public goals for more diverse representation at top leadership levels. This was especially true at the C-level, with leaders from diverse racial/ethnic backgrounds. Despite these efforts, there is still a strong and diverse pool of candidates ready to succeed into senior executive and C-suite roles.

Our research demonstrates that organizations are not only missing out on diverse perspectives but sending a dangerous message to their younger talent that not all potential employees and women into senior positions doesn’t stop the advancement of diverse high-potential employees. Our study revealed just how deeply D&I efforts matter. Why? There are fewer models and mentors to encourage potential employees and women into senior positions. This also has critical implications for the future talent supply.

Isolating the Leadership Practices That Drive Diversity

Companies not following through on D&I efforts. Why? There are fewer models and mentors to encourage potential employees and women into senior positions. This also has critical implications for the future talent supply. Industries with bigger shortages of diversity often stall out on D&I efforts. Why? There are fewer models and mentors to encourage potential employees and women into senior positions.

Leadership Practices That Drive D&I

Our research demonstrates the importance of leadership practices in driving diversity and inclusion. We found that leadership practices that drive diversity include:

1. Commitment to diversity and inclusion as part of their organization’s culture and values.
2. Personalized development opportunities for all leaders, regardless of background.
3. Leadership development programs that are inclusive and diverse.
4. A focus on creating a diverse and inclusive workplace.
5. A commitment to diversity and inclusion in performance management discussions.

Few Industries Show Progress in Leadership Diversity

Leadership diversity is becoming more important than ever as companies continue to struggle to advance women. While leaders from minority backgrounds may be advancing, they have even set public goals for more diverse representation at top leadership levels. Over the past decade, there has been an increased effort to bring in and promote diverse talent. However, diverse leaders were also more likely to have key development opportunities. Organizations need to capture diverse and inclusive pools of talent.

Best Companies to Work for: The Leading in D&I

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