**Diversity & Inclusion Report 2020**

**TOP 5 FINDINGS:**

**#1 Diversity Pays Off**
- Organizations with above-average diversity are more likely to be in the Top 10% for financial performance of high-potential leaders.
- High-potential leaders from diverse racial/ethnic backgrounds are more likely to be in the Top 10% for financial performance of high-potential leaders.

**#2 Companies Fail to Follow Through on D&I**
- Fewer than 20% of companies follow through on their diversity initiatives.

**#3 High-Potential Pools Lack Diversity for Future Bench**
- Only 22% of women leaders are in the Top 10% for financial performance of high-potential leaders.

**#4 Women Struggle to Advance**
- Only 14% of women leaders are in the Top 10% for financial performance of high-potential leaders.

**#5 Best Companies to Work For Are Leading in D&I**
- Companies that are committed to diversity and inclusion are more likely to have higher financial performance.

**Companies are in the best financial position when they embrace diversity and inclusion.**

**What do the leaders in your organization do to instill this culture?**

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**Percentage of Leaders Who Selected “Definitely True”**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial performance</td>
<td>10%</td>
</tr>
<tr>
<td>High-potential leaders</td>
<td>10%</td>
</tr>
<tr>
<td>Women</td>
<td>21%</td>
</tr>
<tr>
<td>Racial/ethnic minority</td>
<td>14%</td>
</tr>
</tbody>
</table>

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**The infographic is from the Global Leadership Forecast Series**

**We asked leaders to rate their organizations on several key factors tied to advancing D&I.**

**Organizations have much to gain by capturing and leveraging diverse perspectives within their workforces.**

**Our study revealed just how deeply D&I efforts resonate throughout the organization’s workforce.**

**Inclusion is a strong component of our culture and values.**

**My organization recruits and promotes from a diverse pool.**

**We accelerate leaders from all functions and parts of the organization.**

**Leaders are promoted based on merit.**

**Leaders represent diverse backgrounds.**

**Leaders challenge self and others to recognize and eliminate biases.**

**Best Companies to Work For are Leading in D&I.**

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