

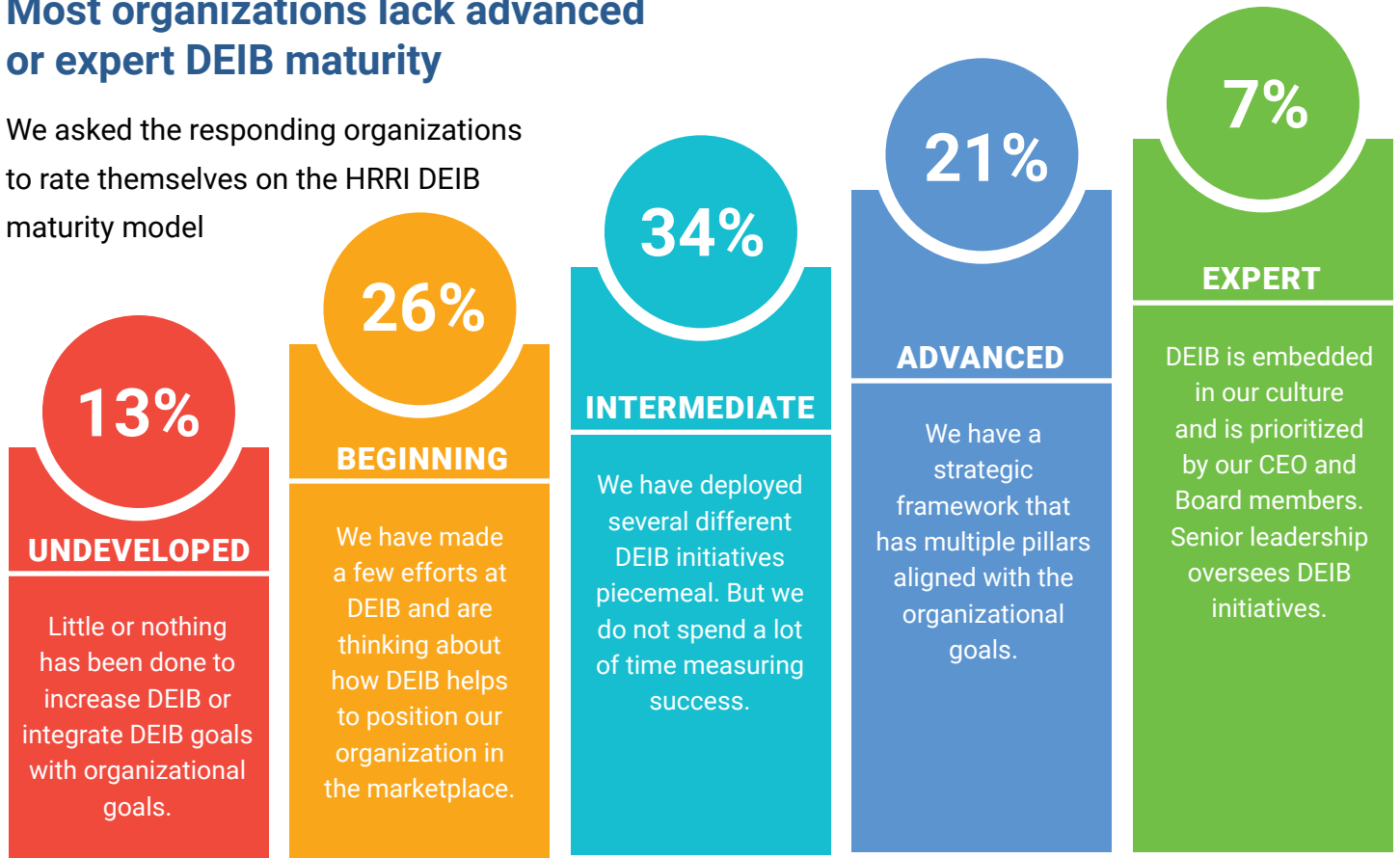
HR.com's Future of Diversity, Equity, Inclusion and Belonging 2024

Revive the commitment to DEIB through better strategic alignment



Most organizations lack advanced or expert DEIB maturity

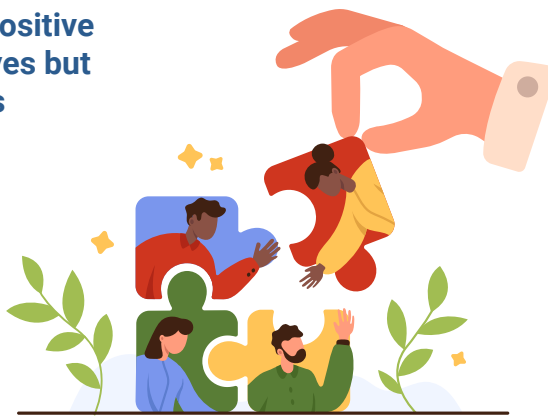
We asked the responding organizations to rate themselves on the HRRRI DEIB maturity model



Organizations aim for various positive outcomes through DEIB initiatives but must overcome various barriers

The primary **goals** of DEIB are to:

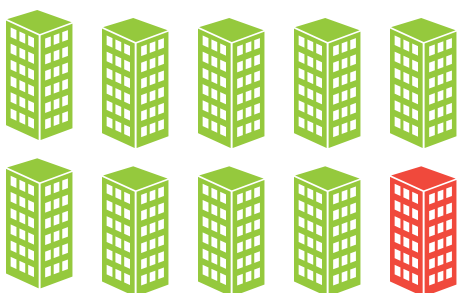
- 70%** Build a culture of trust
- 61%** Remove bias
- 60%** Retain the right talent



Top **barriers** to increasing effectiveness of DEIB are:

- Lack of budget **45%**
- Insufficient prioritization at leadership levels **42%**
- Lack of understanding of the potential benefits of DEIB **34%**

Many organizations measure the state of DEIB, but this often means using only basic data on legally protected classes



Almost **9 in 10** organizations measure DEIB in some way.



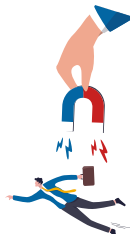
The most common characteristics tracked are:

- Race/ethnicity
- Disabilities
- Age
- Gender identity

However, **less than half** are measuring important metrics such as:



Pay equity data (e.g., gaps)



Employee retention



Recruiting outcomes



Diversity within leadership ranks

In fact, leadership teams seldom represent the gender and ethnic diversity of the larger society



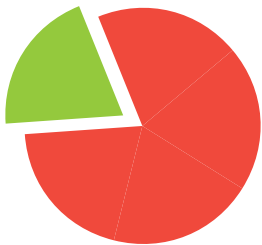
Over half of organizations say only **40% or less** of their top leadership are women



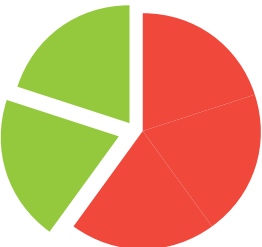
About two-thirds say only **20% or less** of their top leaders represent ethnic/racial minorities



Organizations could also do considerably better in their DEIB-related L&D



One-fifth of organizations have no DEIB-related L&D programs



About **two-fifths (42%)** offer DEIB-related L&D programs to all employees

Among organizations that offer such programs, the most common DEIB-related L&D initiatives are:



Unconscious bias training



Inclusion awareness training



Conversations training



How do DEIB leaders* differ?

Compared to DEIB laggards**, DEIB leaders are:

8X

less likely to say they don't have DEIB L&D initiatives

3X

more likely to say DEIB initiatives are quite visible to the workforce

2X

more likely to have sufficient metrics tied to DEIB

Close to **2X**

more likely to measure pay equity data

Consider these strategies



- **Make** proper use of DEIB-related data and metrics
- **Implement** mentoring programs to improve minority visibility, while recognizing and rewarding DEIB efforts
- **Integrate** DEIB into the strategic framework of the organization
- **Consider** getting expert help with DEIB initiatives

About the Survey:

HR.com's Future of Diversity, Equity, Inclusion and Belonging 2024 survey ran from February to April 2024. We gathered responses from 268 HR professionals in virtually every industry vertical. Respondents are located all over the world, but most of them reside in North America, especially the United States.

* **DEIB leaders:** Respondents who answered the question, "At what stage of development is diversity, equity, inclusion and belonging (DEIB) within your organization?" as "advanced," or "expert."

** **DEIB laggards:** Respondents who answered the same question as "undeveloped," "beginning," or "intermediate."



HR.com's Future of Diversity, Equity, Inclusion and Belonging 2024

[Read Full Report](#)

Thanks to our great sponsor:

