

Diversity & Inclusion Benchmarking Survey

North America Data Sheet



1000+ Corporate Respondents

3 Countries

25 Industries



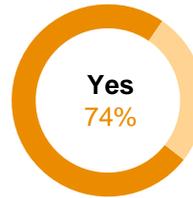
North America Data Sheet

North American organisations have publicly declared their commitment to Diversity & Inclusion (D&I) for some time now, but how have they translated strategy into execution and what impact is it having on the employee experience? PwC's D&I Benchmarking Survey seeks to find out.

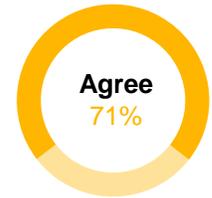
Organisations are making strides around diversity

North American organisations are making strides translating D&I strategy into action: D&I is a stated value or priority area for 74% of organisations, and a nearly equal percentage - 71% of respondents - do not feel diversity is a barrier to progression at their organisation.

D&I is a stated value or priority



Diversity is not a barrier to progression at my organisation



However, few D&I programmes reach full maturity

Only 5% of N. American organisations' D&I programmes reach the highest level of maturity when assessed against the four dimensions of PwC's D&I maturity model.



1. Understanding the Facts of Today (UFT): Initiating a continuous data-driven process for understanding the facts of what's happening in the organisation today



2. Building an Inspirational Strategy (BIS): Creating a business-focused vision and strategy for D&I that reflects the reality of today and the real potential of tomorrow

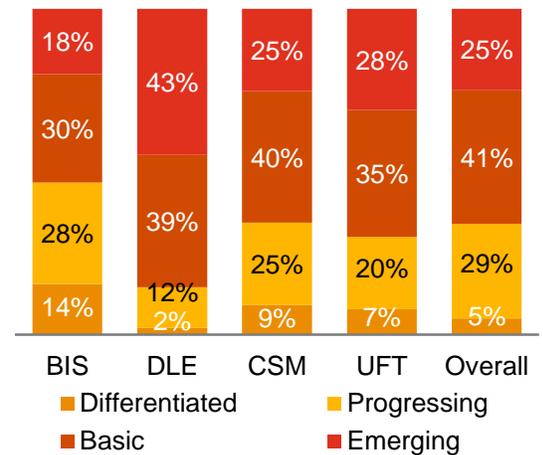


3. Developing Leadership Engagement (DLE): Engaging leadership around an inspirational D&I strategy by articulating the business case and establishing supportive governance



4. Creating Sustainable Movement (CSM): Executing the D&I strategy across all elements of the business

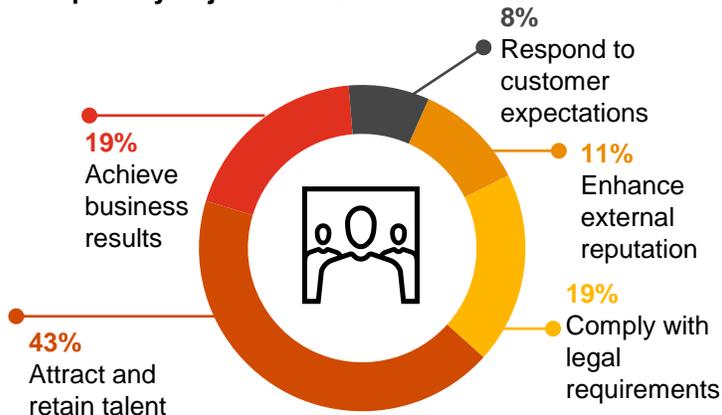
Degree of programme maturity



D&I programme goals

While more than half the organisations surveyed (62%) leverage their D&I programme to attract talent or comply with legal requirements, a much smaller group (19%) are leveraging D&I to achieve business results, such as innovation or improved financial performance.

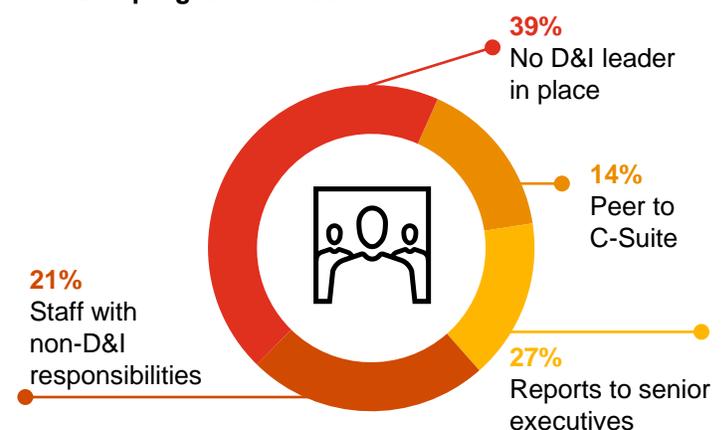
The primary objective of D&I is to...



Programme oversight

While D&I survey data indicates that having a dedicated C-Suite D&I leader is one of the elements that differentiates organisations where diversity is not seen as a barrier to progression and those where it is, only 14% of organisations have adopted this programme structure.

The D&I programme leader is...





Accountability for D&I results

Tasking leaders with specific D&I goals is key to driving results. Despite this, a quarter of North American organisations have adopted this practice (25%) and fewer measure progress towards the achievement of these goals.

How does your organisation drive accountability for D&I results?

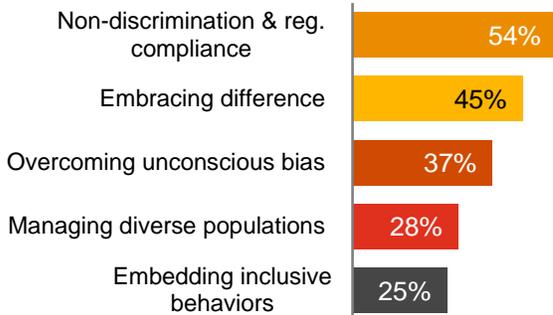
Leaders are tasked with specific D&I goals	25%
Leaders' progress toward meeting their D&I goals is measured	19%
D&I goals influence performance evaluation and compensation outcomes for leaders	11%
D&I goals influence performance evaluation and compensation outcomes for all employees	13%
None of the above	34%



Training programmes in place

Over half of North American organisations (54%) provide training on non-discrimination and regulatory compliances, and a significant portion focus on embracing differences in the workplace. Yet, there's opportunity to expand training on embedding inclusive behaviours and managing diverse populations.

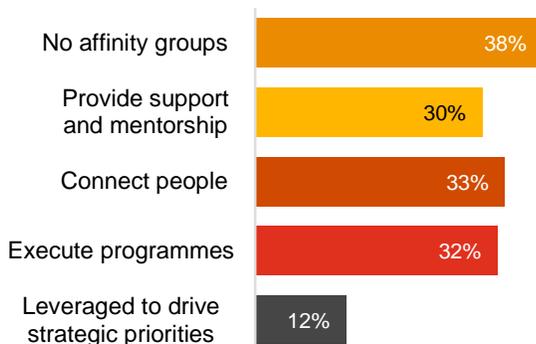
Training programmes focus on...



Role of affinity networks/ resource groups

While the majority (62%) of North American organisations have affinity groups, they are mostly used to foster networks and execute programmes, rather than to inform decision-making and drive business priorities.

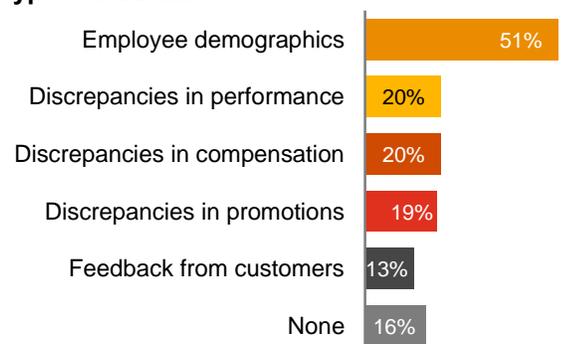
Affinity groups at my organisation...



Leveraging data

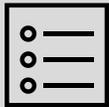
Driving sustainable change requires effective monitoring efforts. Most organisations track employee demographics (e.g., gender), but significantly less measure discrepancies in compensation, performance, or promotions based on these attributes.

My organisation gathers and analyses the following types of data...



Take the D&I Benchmarking Survey

Diagnose the maturity of your organisation's D&I programme, and see how your organisation compares to others in your region and industry.



pwc.com/diversity-survey



Additional reading

[Preparing for tomorrow's workforce today](#): How we work, the place of work within our lives and even what we mean by work are being transformed. What are organisations doing to prepare? And where do they need to step up?

[Out to Succeed](#): Find out what high potential LGBT+ employees want from employers. Are businesses delivering? What more should organisations do to enable LGBT+ talent to succeed?

[Mandatory UK Gender Pay Reporting](#): What do gender pay disclosures tell us? Through first year of required gender pay reporting, we are able to get a detailed sense of the gender pay gap that sits within the UK's key employers.

For a deeper discussion, contact:



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