

# Diversity & Inclusion Benchmarking Survey

**APAC Data Sheet**



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493 Corporate Respondents

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10 Countries and Regions

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25+ Industries



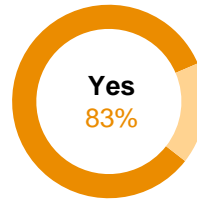
# APAC Data Sheet

Many organisations in APAC have publicly declared their commitment to Diversity & Inclusion (D&I), 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.

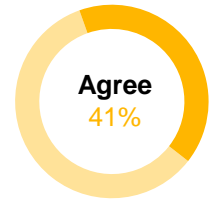
## Diversity still a barrier to progression

Organisations in APAC are struggling with translating D&I strategy into action. While D&I is a stated value or priority area for 83% of organisations, 41% of respondents still feel diversity is a barrier to employee progression.

D&I is a stated value or priority



Diversity is a barrier to progression at my organisation



## Few D&I programmes reach full maturity

By taking the Global D&I Benchmarking Survey, D&I programmes were assessed against the four dimensions of PwC's D&I maturity model. Globally, only 13% of organisations' D&I programmes reach the highest level of maturity.



1. Understanding the Facts of Today (UFT): Initiating a data-driven continuous 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



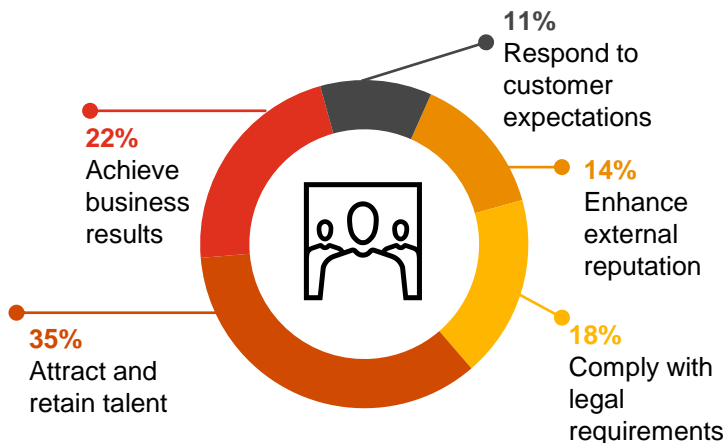
4. Creating Sustainable Movement (CSM): Executing the D&I strategy across all elements of the business



## D&I programme goals

Of those surveyed, the largest percentage leverage their D&I programme to attract talent (35%). Less than a quarter (22%) are connecting them directly to the achievement of business results, such as innovation or improved financial performance.

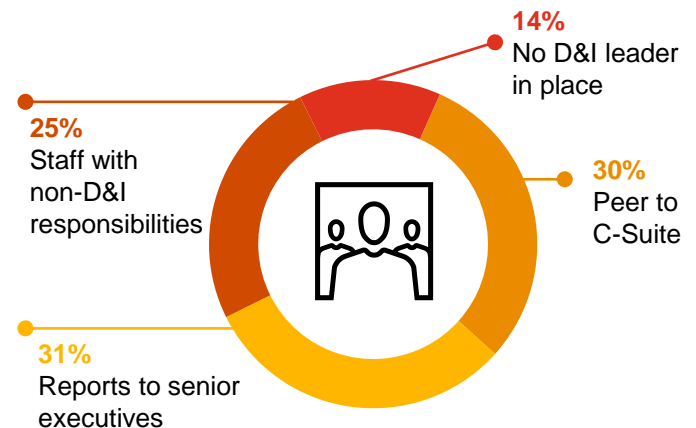
The primary objective of D&I is to...



## Programme oversight

While D&I survey data indicates that having a C-Suite D&I leader is one of the biggest differentiators between organisations where diversity is not considered a barrier to progression and those where it is, only 30% of organisations have adopted this programme structure.

The D&I programme leader is...





## Accountability for D&I results

Having clear D&I goals – and holding leaders accountable for achieving them – is critical to driving successful D&I programmes. Despite this, just over a third of organisations in APAC have adopted this practice (34%), and fewer measure progress towards the achievement of these goals.

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

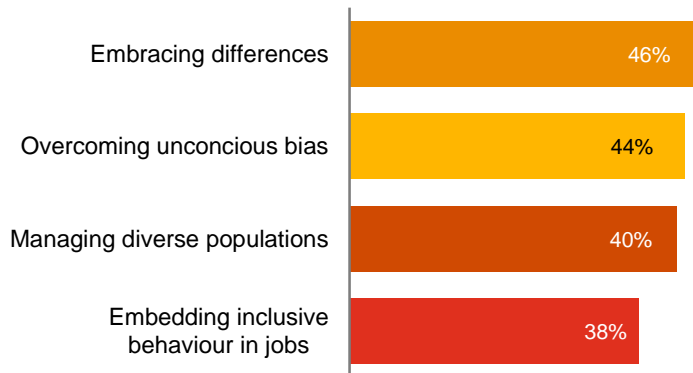
Leaders are tasked with specific D&I goals	34%
Leaders' progress toward meeting their D&I goals is measured	33%
D&I goals influence performance evaluation and compensation outcomes for all employees	24%
None of the above	16%



## Training programmes in place

While nearly half (46%) of organisations offer training on embracing differences, fewer are going a step further by providing leaders with training on managing diverse populations or on embedding inclusive behaviours in jobs.

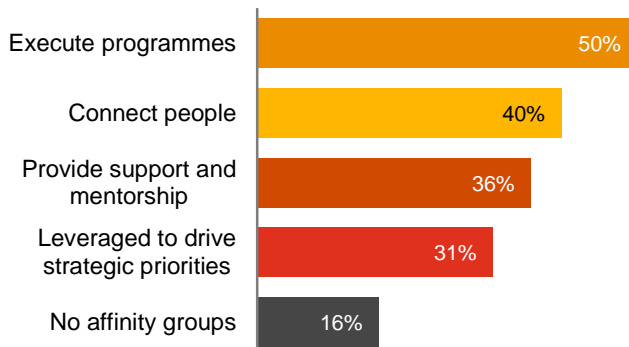
### Training programmes focus on...



## Role of affinity networks/ resource groups

While the majority (84%) of organisations in APAC have affinity groups, they are mostly used to execute programmes (e.g., Speaker's Series), rather than to inform decision-making and drive business priorities.

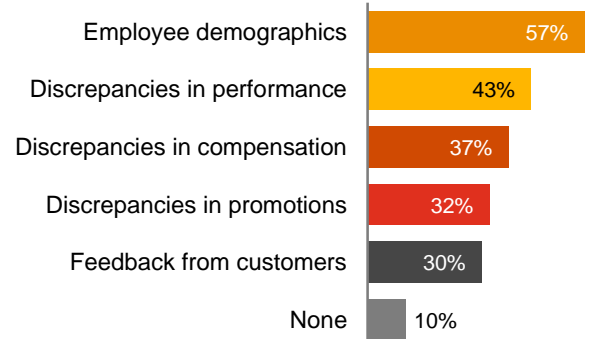
### Affinity groups at my organisation...



## Leveraging data

Driving sustainable change requires effective monitoring efforts. Over half of organisations track employee demographics (e.g., gender), but far fewer measure discrepancies in compensation, promotions, or customer feedback 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](https://pwc.com/diversity-survey)



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### Additional reading

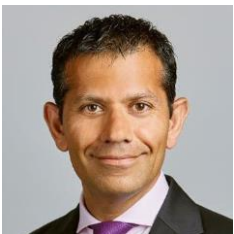
[Preparing for tomorrow's workforce today](#): How we work, the place of work within our lives and even what we mean by work are being transformed. What are organisations doing to prepare? And where do they need to step up?

[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.

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### For a deeper discussion, contact:



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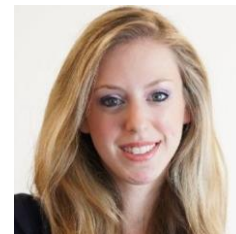


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