

Diversity & Inclusion Benchmarking Survey

Financial Services Data Sheet



350+ Corporate Respondents

5 Regions

26+ Countries



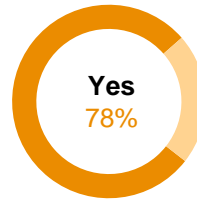
Financial Services Data Sheet

Many FS 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 finds out.

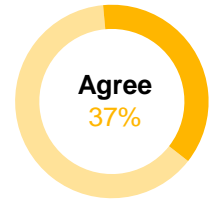
Diversity still a barrier to progression

FS organisations are struggling to help translate D&I strategy into action. While D&I is a stated value or priority area for 78% of organisations, 37% of respondents still feel their individual 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

Only 4% of surveyed FS 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

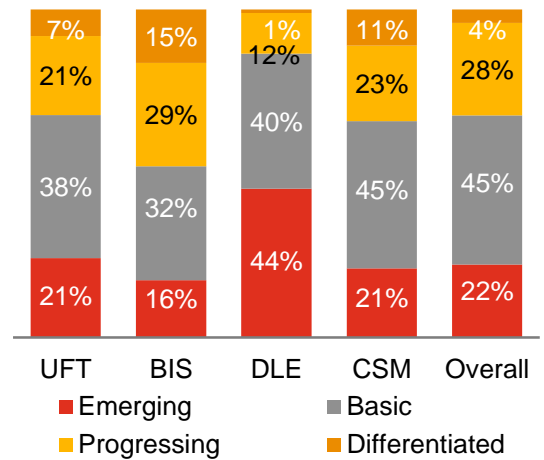


3. Developing Leadership Engagement (DLE): Engaging leadership around an inspirational D&I strategy by articulating the business case and establishing supportive governance



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

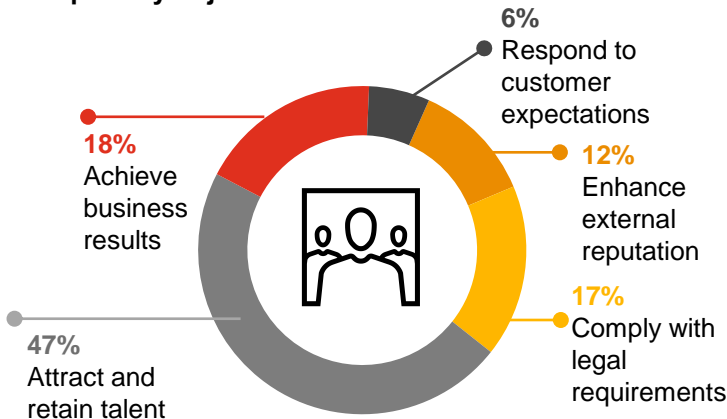
Degree of programme maturity¹



D&I programme goals

While more than half of the FS organisations surveyed (64%) leverage their D&I programme to attract talent or comply with legal requirements, a smaller percentage are leveraging D&I to achieve business results or respond to customer expectations..

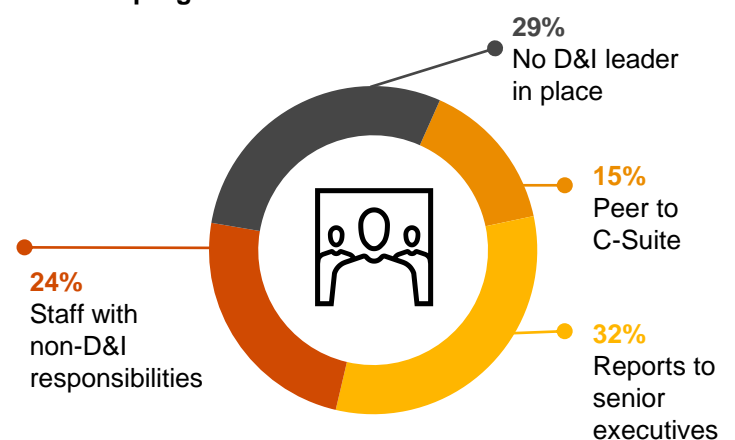
The primary objective of D&I is to...



Programme oversight

While D&I survey data indicates that having a dedicated C-Suite D&I leader can be a differentiator among organisations where diversity is not considered a barrier to progression, only 15% of FS organisations surveyed have adopted this programme structure.

The D&I programme leader is...





Accountability for D&I results

Tasking leaders with specific D&I goals should be key to driving results. Despite this, just under a third of FS organisations surveyed have adopted this practice (29%) and fewer measure progress towards the achievement of these goals.

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

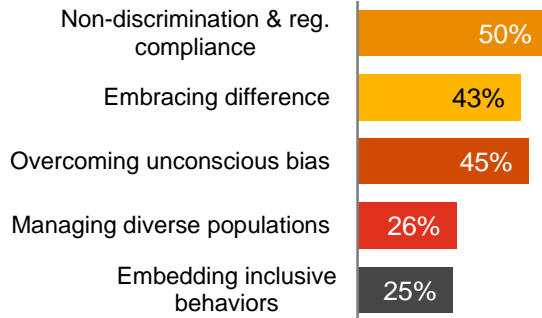
Leaders are tasked with specific D&I goals	29%
Leaders' progress toward meeting their D&I goals is measured	20%
D&I goals influence performance evaluation and compensation outcomes for leaders	14%
D&I goals influence performance evaluation and compensation outcomes for all employees	13%
None of the above	28%



Training programmes in place

A leading practice is to provide training on how to embed inclusive behaviours into everyday job responsibilities. Yet, only 25% of surveyed FS organisations adopt this practice.

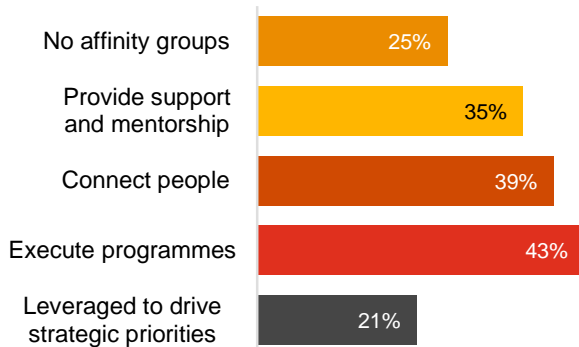
Training programmes focus on...



Role of affinity networks/ resource groups

While the majority (75%) of FS organisations 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.

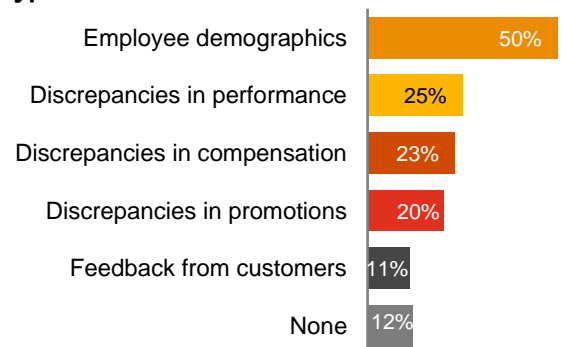
Affinity groups at my organisation...



Leveraging data

Driving sustainable change requires effective monitoring efforts. 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 year three 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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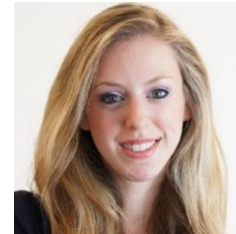


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Source: PwC: Global D&I Data, 05/31/2020 based on 350+ responses across 5 regions and 26 countries

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