

Diversity & Inclusion Benchmarking Survey

Technology Data Sheet



224 Corporate Respondents

5 Regions

15 Countries



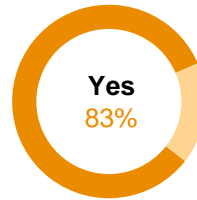
Technology Data Sheet

We have seen a surge of technology organisations publicly declare 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.

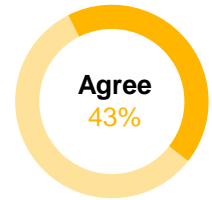
Diversity still a barrier to progression

Technology organisations are struggling with translating D&I strategy into action. While D&I is a stated value or priority area for 83% of organisations, almost half of (43%) 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

Only 10% of technology 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

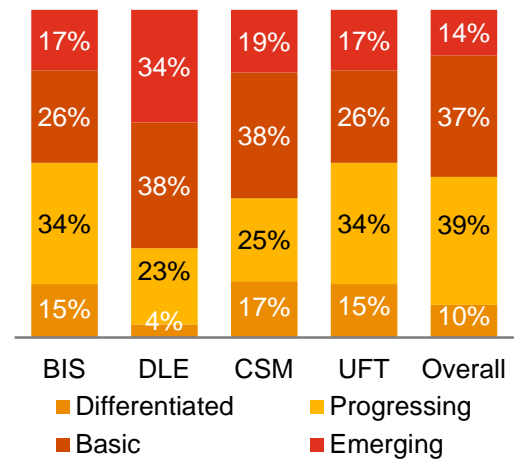


3. Developing Leadership Engagement (DLE): Engaging leadership around an inspirational D&I strategy by articulating the business case and establishing supportive governance



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

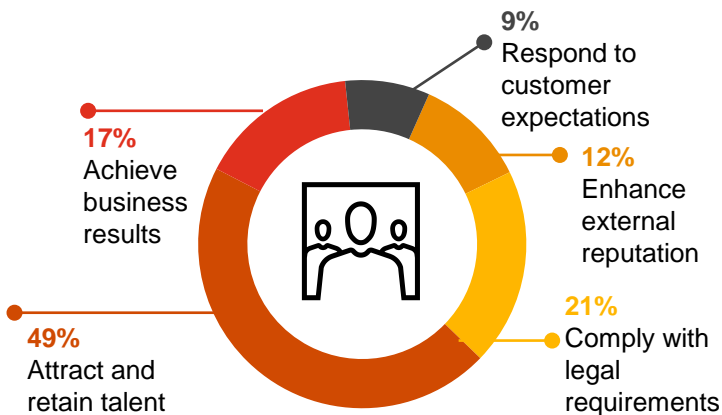
Degree of programme maturity



D&I programme goals

While the majority of technology organisations surveyed (70%) view their D&I programmes as mechanisms for legal compliance or talent attraction, a smaller percentage are connecting D&I directly to the achievement of business results, such as innovation or improved financial performance.

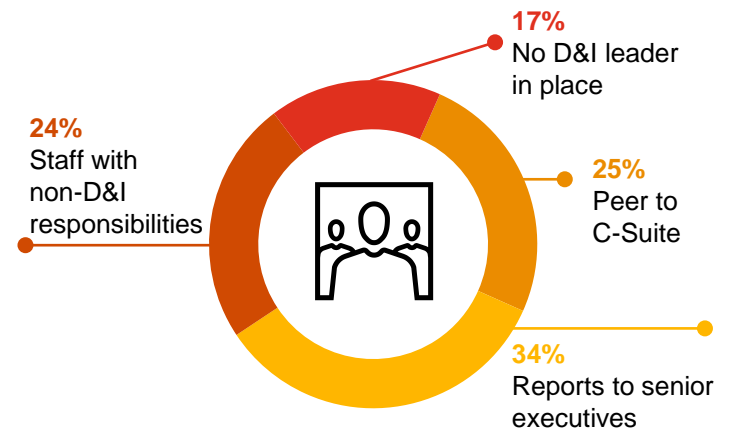
The primary objective of D&I is to...



Programme oversight

While D&I survey data indicates that having a dedicated C-Suite D&I leader is a differentiator among organisations where diversity is not considered a barrier to progression and those where it is, only a quarter of organisations have adopted this programme structure.

The D&I programme leader is...





Communicating the Vision

Clear communications around D&I goals is key to creating a culture of inclusion. Yet, over half (53%) of organisations communicate infrequently or on an ad hoc basis about D&I, and only 18% discuss D&I as part of their broader strategy and goals.

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

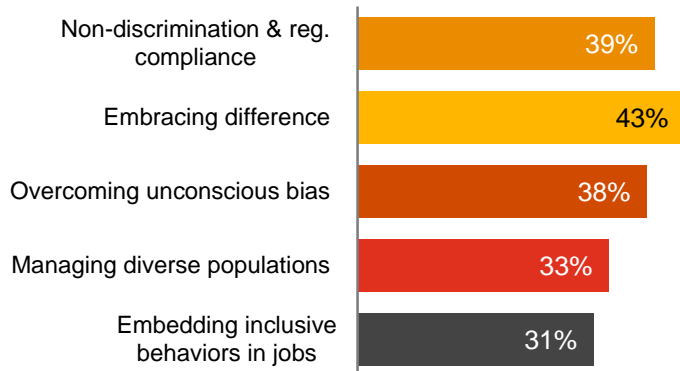
Very infrequently or not at all	20%
On an ad hoc basis	33%
In regular communications that focus on D&I	29%
Whenever discussing our business strategy & goals	18%



Training programmes in place

A leading practice is to provide training on how to embed inclusive behaviours into everyday job responsibilities. Yet, less than a third of technology organisations (31%) have adopted this practice.

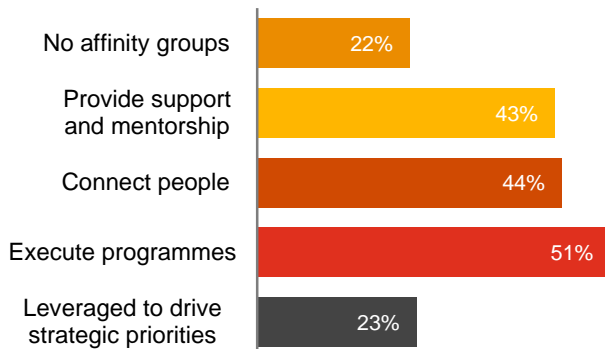
Training programmes focus on...



Role of affinity networks/ resource groups

While the majority (78%) of technology organisations have affinity groups, they are mostly used to foster networks and execute programmes, rather than to inform decision-making and drive business priorities.

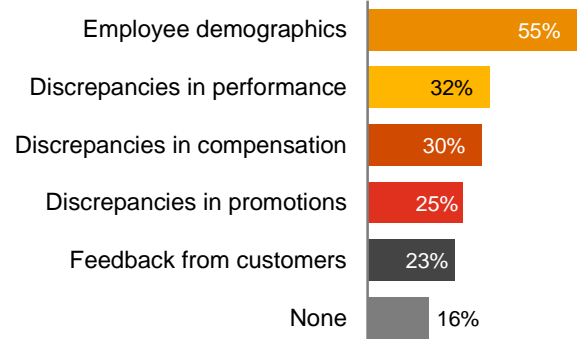
Affinity groups at my organisation...



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



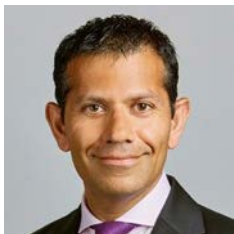
Additional reading

[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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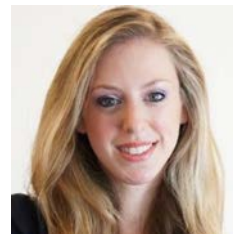


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