How effective is your diversity & inclusion programme?
PwC launches new tool to help organisations find out

- Companies with engaged Diversity & Inclusion (D&I) leader achieve the best diversity results
- D&I is a stated value or priority for the vast majority of organisations (91%)
- PwC’s newly appointed Global D&I Leader Sharmila Karve says diversity drives innovation

4 January 2017 – Today, PwC launches a new tool to help companies around the world measure the maturity of their D&I programmes. By taking an online survey – available here – they can compare their programme to others in their industry and region, and analyse their responses to understand how mature the components of their D&I programme are: Emerging, Basic, Progressing or Differentiated.

Sharmila Karve, PwC’s newly appointed Global Diversity and Inclusion Leader, says:

“Diversity is all about including & involving and thus invigorating the workplace. This helps drive Innovation. Decades of research have shown that diversity is good for business. Many organisations are focusing on creating a more inclusive work environment – but these efforts aren’t always successful. Our new online tool will help organisations find out why and what they can do to improve their D&I programmes.”

Survey reveals diversity disconnect
While companies around the world are increasingly committed to creating a diverse and inclusive work environment, respondents to a new PwC survey – largely diversity and HR practitioners – say that diversity is still a barrier to employee progression.

The global, cross-industry PwC survey of 500 business, D&I, and HR leaders who develop and execute their organisation’s D&I strategies is aimed at understanding what programmes they have in place, and the impact these are having.

While 91% of respondents agreed that D&I is a priority for their organisation, 48% said that from an employee perspective, diversity is a barrier to progression at their organisation. This is in part because their D&I programme has not effectively achieved its objectives. Respondents from local companies were significantly less likely to see diversity as a barrier (25%) than their peers at companies with a global footprint (43%).

Bhushan Sethi, PwC Principal, People & Organisation, says:

“While companies have made public commitments and significant investments in D&I, there continues to be gaps between strategy and execution. Closing this gap requires that business leaders focus on the next frontier for D&I: embedding D&I into not only people strategy, but broader business decisions about customers, products, brand, and location.”

Leadership engagement is key
An organisation’s stated commitment to D&I – while a key part of the programme – has minimal impact on whether respondents state that equal opportunity actually exists. So what does? Our data shows that organisations where diversity isn’t seen as a barrier to employee progression had a few key
elements in common. Most significantly, they have a dedicated D&I programme leader who is a C-Suite executive and can drive the agenda forward.

Bob Moritz, Chairman of PwC International, says:

“When it comes to diversity, words are not enough. People need to see tangible actions and results to feel they are working in a diverse and inclusive environment. It’s not surprising that organisations that score best on diversity and inclusion have a dedicated leader who is part of the C-suite and having impact in the organisation.”

Brittany Chong, Partner and Diversity & Inclusion leader, PwC Vietnam, says:

“At PwC Vietnam, we promote diversity through a combination of social and educational events. For example, we promote women leadership and LGBT rights via various talks and awareness programmes. We believe having a diverse group of people with different points of view and experiences can bring value for our clients, people and society.

More survey findings include:

- 80% of organisations said they are focused on developing a pipeline of diverse leaders, while 43% are focused on recruiting more diverse candidates.
- 56% of organisations said they provide targeted development opportunities for diverse employees.
- Organisations are focusing on increasing dimensions of difference, 16% of respondents said their organisational D&I programme has a strong focus on one or two dimensions of diversity compared with 55% who said their focus is on a broad range of diversity dimensions.

Notes to editors
To take the D&I maturity test, click here. The survey measures D&I programmes against four components which are critical to success:

- **Understanding the facts of today**: Are you capturing and understanding your organisation’s diversity data?
- **Building an inspirational strategy**: Is there a business-focused vision and strategy for diversity & inclusion?
- **Developing leadership engagement**: Are senior leaders engaged and champions of the diversity & inclusion strategy?
- **Creating sustainable movement**: Have you implemented the strategy across all elements of your business and talent ecosystem?

About PwC
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About PwC Vietnam
PwC Vietnam established offices in Hanoi and HCMC in 1994. Our team of more than 750 local and expatriate staff has a thorough understanding of the business environment in Vietnam and a wide knowledge of policies and procedures covering investment, tax, legal, accounting and consulting matters throughout Vietnam. We also have a foreign law company in Vietnam, licensed by the Ministry of Justice with a head office in Ho Chi Minh City and a branch office in Hanoi.

We go the extra mile to help our clients achieve their objectives. We possess skill sets and industry knowledge that our clients require at a local level across our network. We offer an integrated service, bringing a breadth of skills and depth of resources to our clients wherever they do business, throughout Asia and in the rest of the world. Visit our website for further information: www.pwc.com/vn.

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