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## News release

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### **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

At PwC, our purpose is to build trust in society and solve important problems. We’re a network of firms in 157 countries with more than 223,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at [www.pwc.com](http://www.pwc.com).

#### 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](http://www.pwc.com/vn).



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