How Employers Address DEI

Top 6 most common tactics to achieve greater diversity in hiring:
- Hiring strategic in diversity
- Embracing diversity during recruitment
- Embracing diversity in the workplace
- Embracing diversity in the hiring process
- Embracing diversity in the workplace
- Embracing diversity in the workplace

Employers also made strides in transforming their inclusion initiatives:
- 51% have formulated a DEI strategy for their organization
- 47% have created or reviewed their existing DEI policies and have communicated them to employees
- 44% have made actionable changes for hiring metrics

Communication Efforts Around DEI

How employers convey their ongoing DEI initiatives to employees:
- 64% add descriptions of their DEI efforts to their homepage
- 51% share change across company-wide channels
- 45% update their employees handbook to reflect changes

Challenges to increasing DEI efforts + Measuring for Success

Top 3 challenges employers face in meeting DEI goals:
- 57% Difficulty finding time on top of assigned work responsibilities
- 55% Difficulty finding diverse applicants / lack of interest
- 48% Budget restrictions

Metrics employers use to measure effectiveness of DEI efforts:
- 44% Hiring results
- 32% Employees engagement
- 55% Employee demographics

Future DEI Efforts

How employers evaluate their 2021 DEI efforts:
- 35% We made significant improvements and plan to keep progressing
- 5% We’re doing really well around DEI
- 29% We’re initiated some changes, but have a long way to go
- 31% We’re satisfied with where we are

Top 3 areas for improvement when it comes to DEI:
- 58% Communicating DEI goals and progress to employees
- 54% Setting internal goals for DEI
- 49% Measuring the effectiveness of DEI efforts

What’s critical to remember is that DEI is not a project or a problem to solve—it’s an ongoing, evolving effort that involves every employee at an organization and tackles many systemic and structural issues. To sustain meaningful change, we need to keep moving forward, measure results, learn from past results, and course-correct as needed.