



DEI Benchmarking Study

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INTRODUCTION



This presentation provides the results of Icarus Consulting's benchmarking research on creating an inclusive, diverse, equitable, accessible, and learning (I.D.E.A.L.) organization conducted in June 2022.

It provides a snapshot of 358 organizations' strategies to leverage diversity and inclusion for competitive advantage.

The purpose of this report is to provide information, insight, and analysis based on benchmarking of current efforts in the field of diversity, equity, and inclusion.



KEY FINDINGS



About three-quarters of organizations are deploying a strategic plan for diversity, equity and inclusion (DE&I) or are developing one.

That's good news. Most organizations understand that DE&I is not an initiative nor a program but a business strategy that involves cultural change. But 57% of organizations have had a strategic plan for two years. Most organizations are still shifting from short-term activities to a long-term strategy.

Strategic DE&I leadership is still an opportunity in most organizations; only **about one-third** have a chief diversity officer or another senior leader whose primary responsibility is DE&I strategy and execution.



RESPONDENT DEMOGRAPHICS

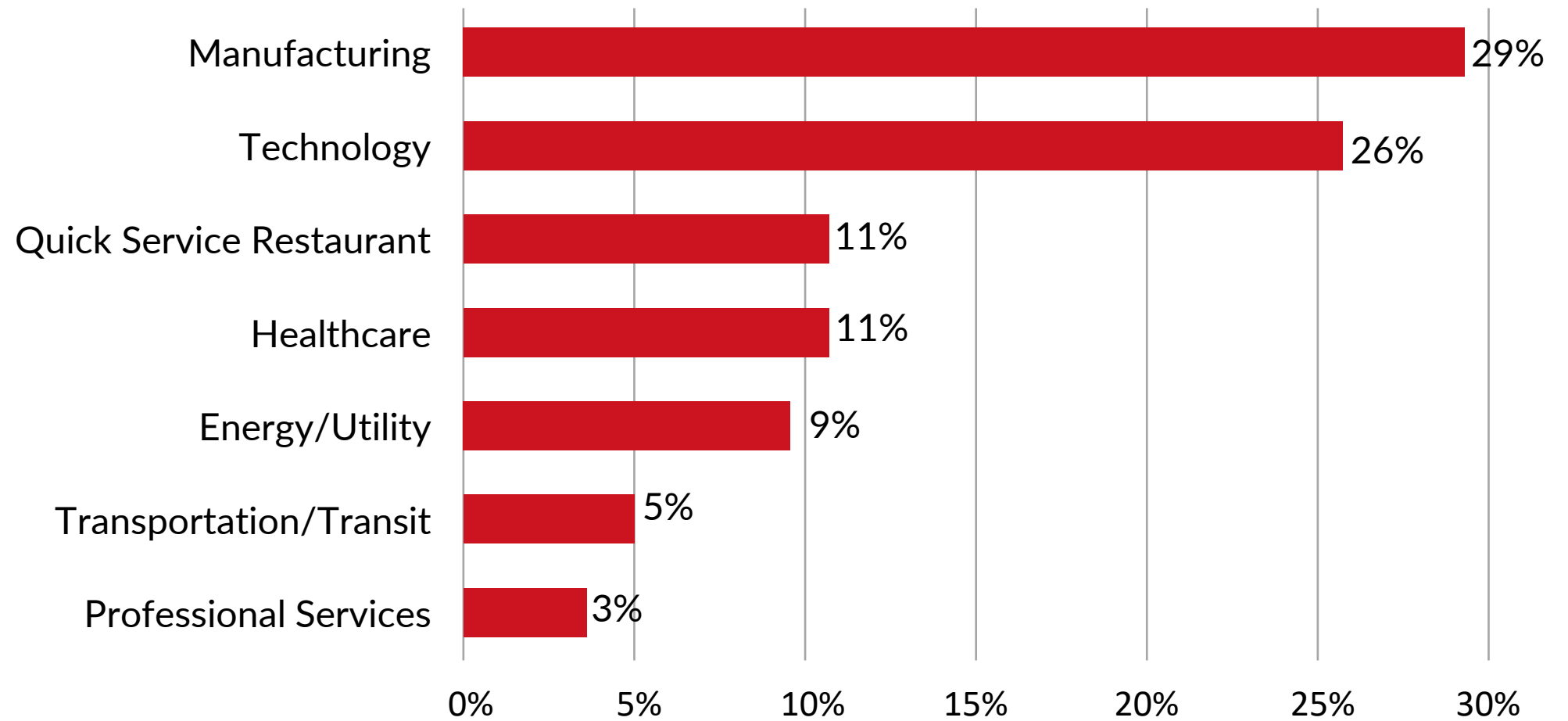


COMPANY REPRESENTATION BY INDUSTRY

358
Respondents

13
Industries Represented

42 Statistical Metropolitan
Areas Represented



RESPONDENT PROFILE

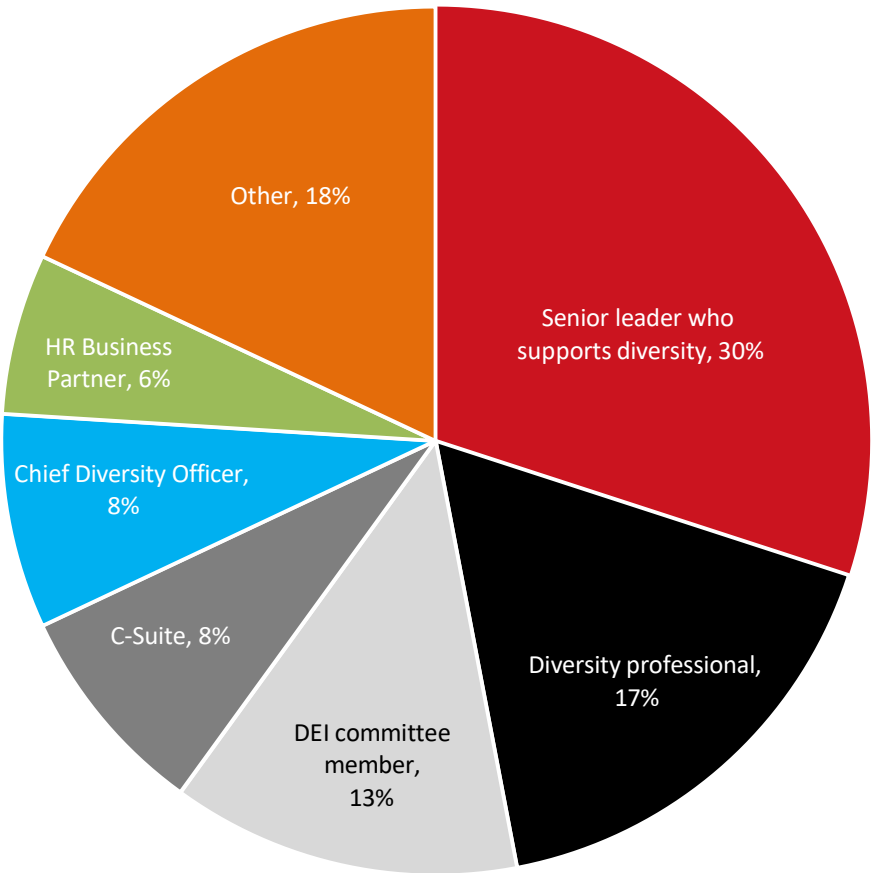


**83% Reported to Chief
Human Resource Officer**

**15% Reported to CEO, COO,
or President**

**2% Reported to Board of
Directors**

N = 358
Respondents Noted Their Role in Their Organization



HIGHEST AND LOWEST RATED AREAS



Top 3 “Yes” Answers:

- “The company has a formal DEI policy that is approved and supported by senior leadership/management/board of directors” – 85%
- “The company annually assess its DEI policies and practices” – 77%
- “The company has integrated DEI in its mission and vision statements” – 77%

Bottom 3 “Yes” Answers:

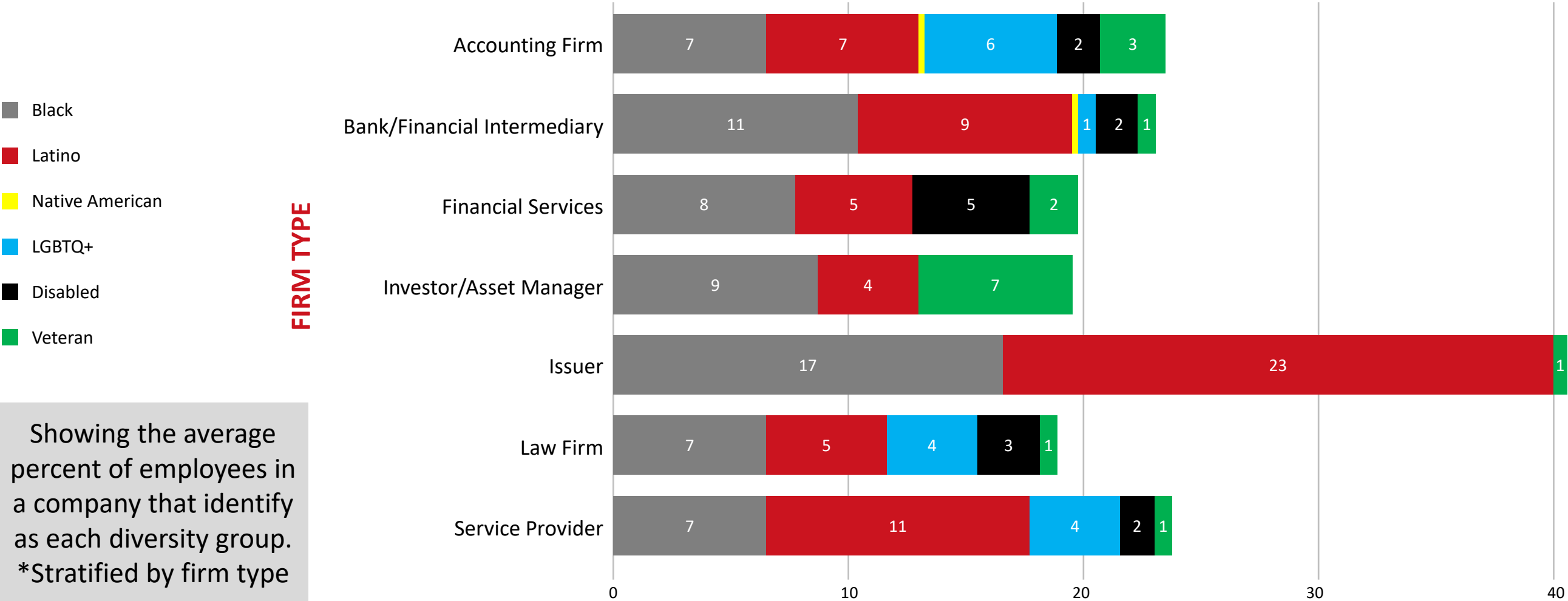
- “Interview questions are designed to measure diversity and cultural competence” – 27%
- “The company tracks, sets targets, and reports on the percentage of Black and Latinx employees in senior roles (e.g. Manager, VP, Director, etc.)” – 35%
- “The company tracks, sets targets, and reports on the percentage of employees who are Black and Latinx” – 36%



EMPLOYEE REPRESENTATION BY FIRM



What percentage of the company's population is considered diverse as of December 31, 2021



Showing the average percent of employees in a company that identify as each diversity group.
*Stratified by firm type

RESPONDENT DEI SURVEY INTERESTS



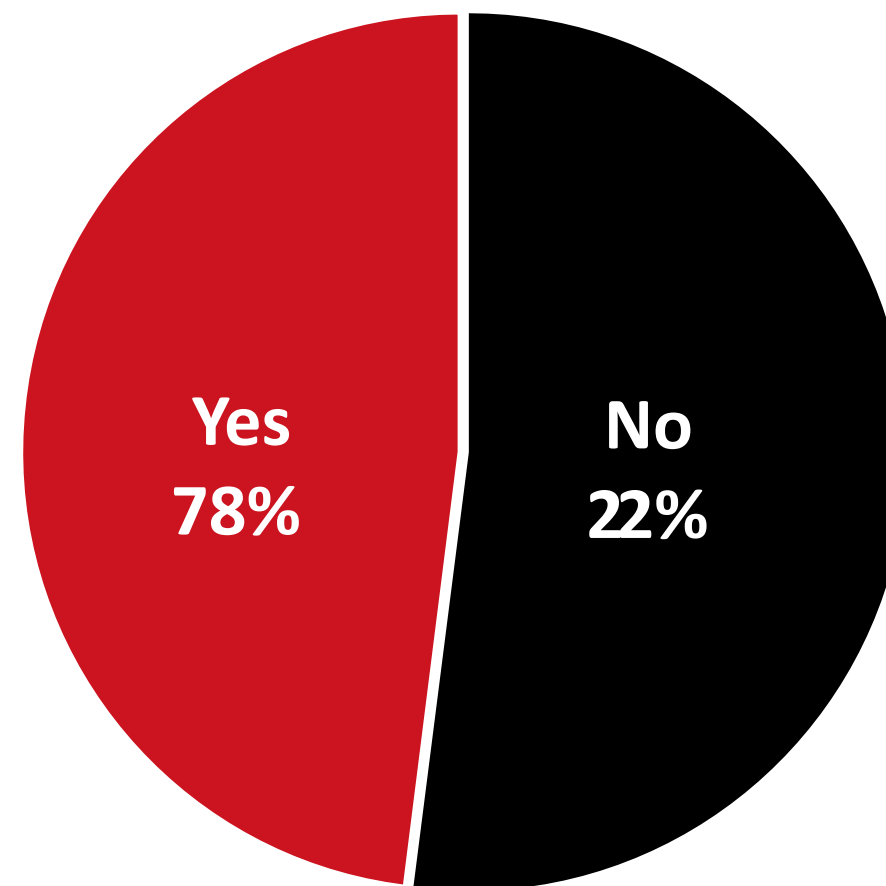
358 Respondents

**47% Interested in ERG
Benchmarking**

**23% Interested in Supplier
Diversity Benchmarking**

**22% Interested in
Metrics and Measurement**

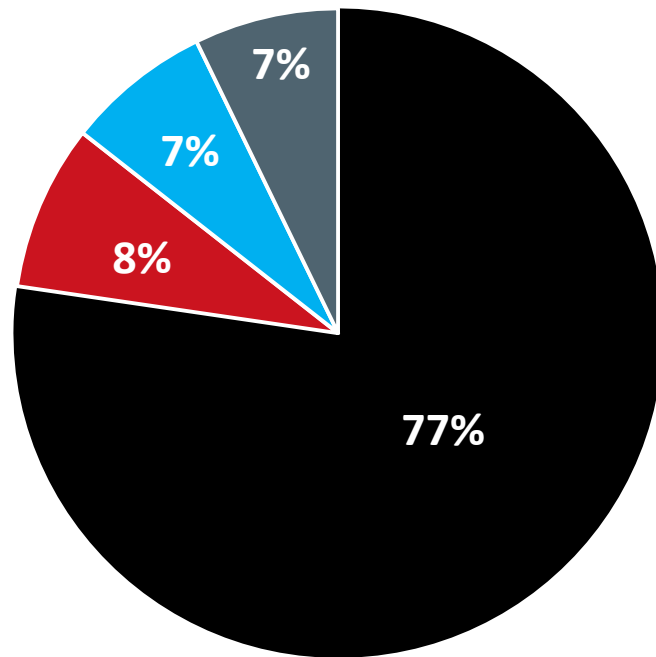
Interest in Future Benchmarking Data



VISION & MISSION

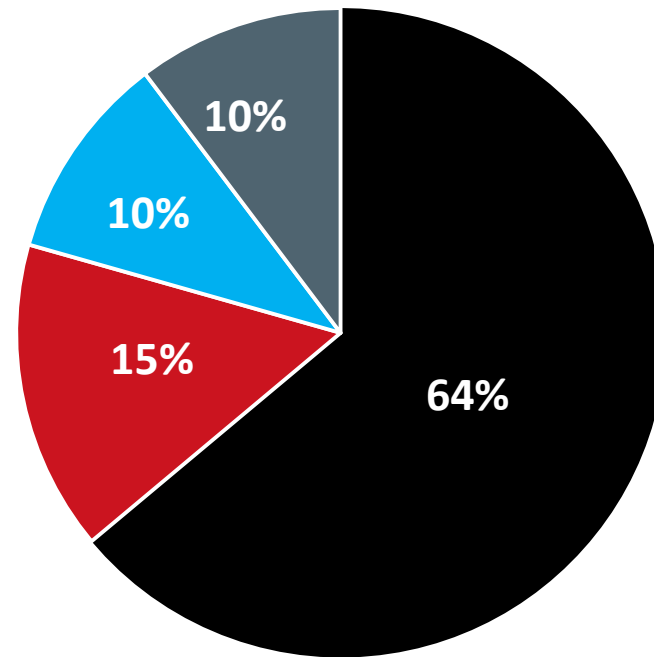


Company has Integrated DEI in its Mission & Vision Statement



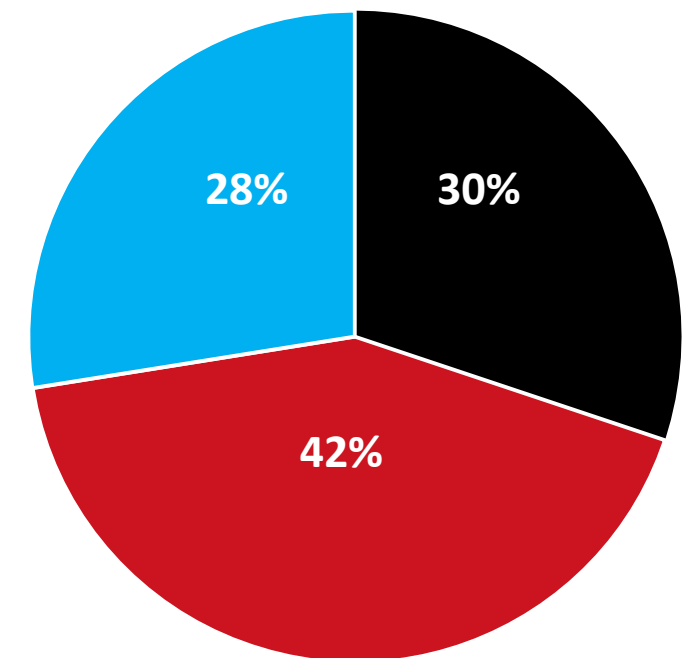
■ Yes ■ No Answer ■ No ■ Unsure

Company's Strategic Plan Features DEI Components, Including Specific Goal & Objectives



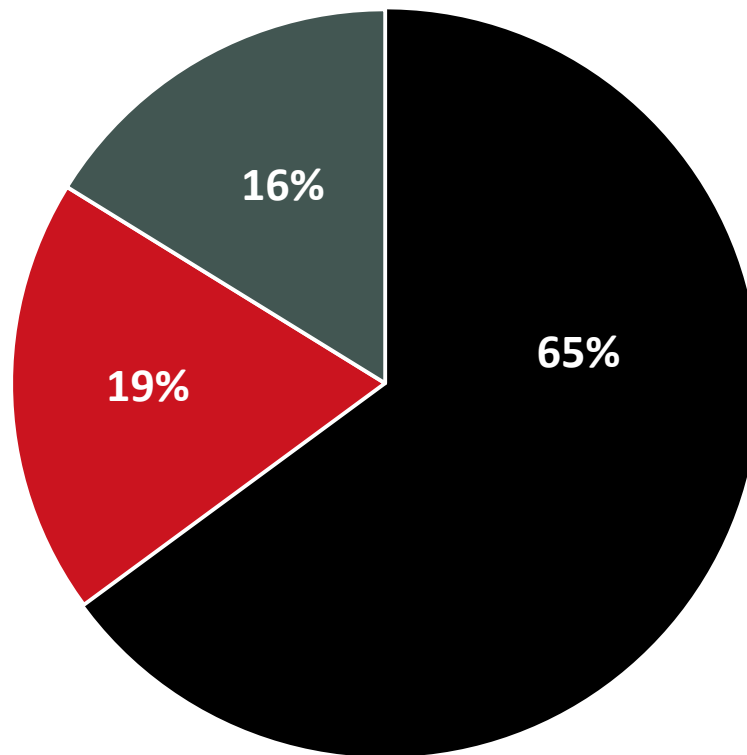
■ Yes ■ Unsure ■ No ■ No Answer

Company has Posted/Easily Accessible on its Website:



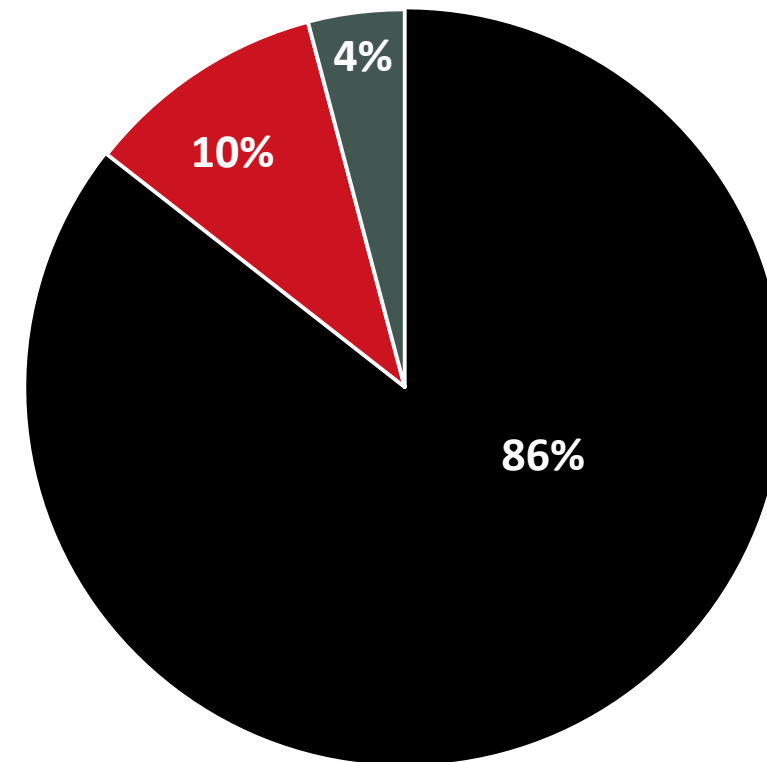
■ Its Commitment to DEI
■ Its DEI Strategic Plan
■ Its Diversity, Inclusion, & Non-discrimination Policies

Company has a formal DEI Business Case that is approved by Senior Leadership or BOD



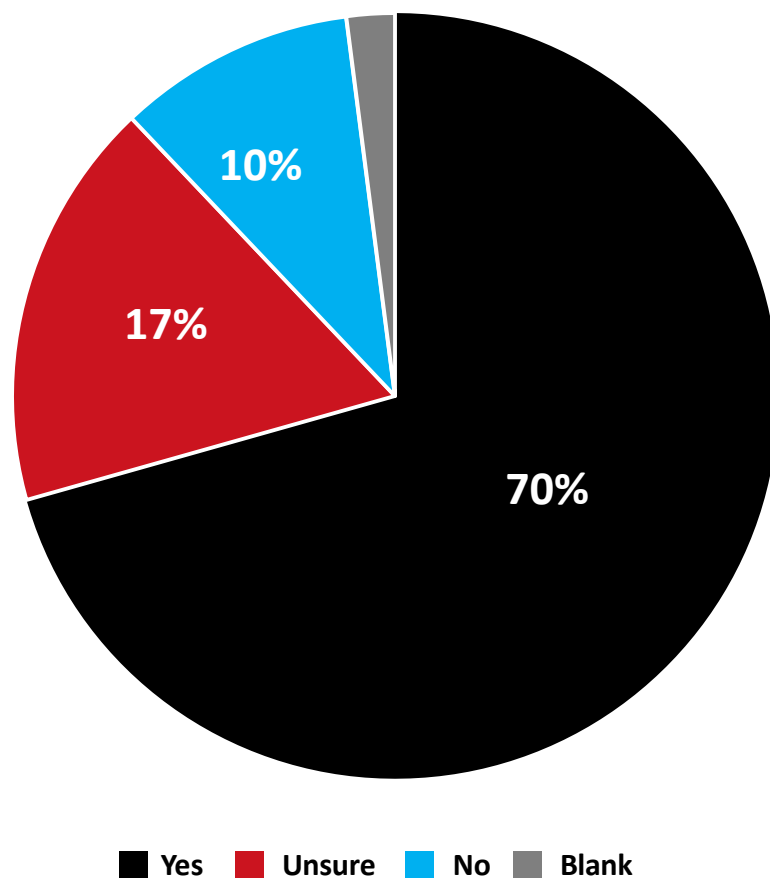
■ Yes ■ No ■ Unsure

Company has a formal DEI Strategy that is approved by Senior Leadership or BOD

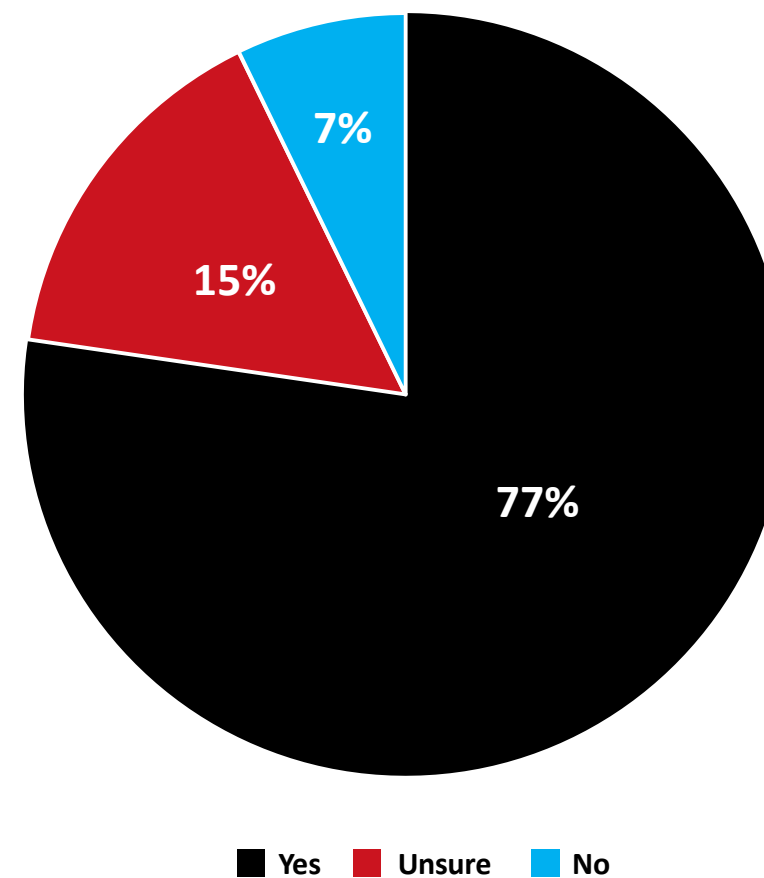


■ Yes ■ No ■ Unsure

Company has conducted a DEI Assessment



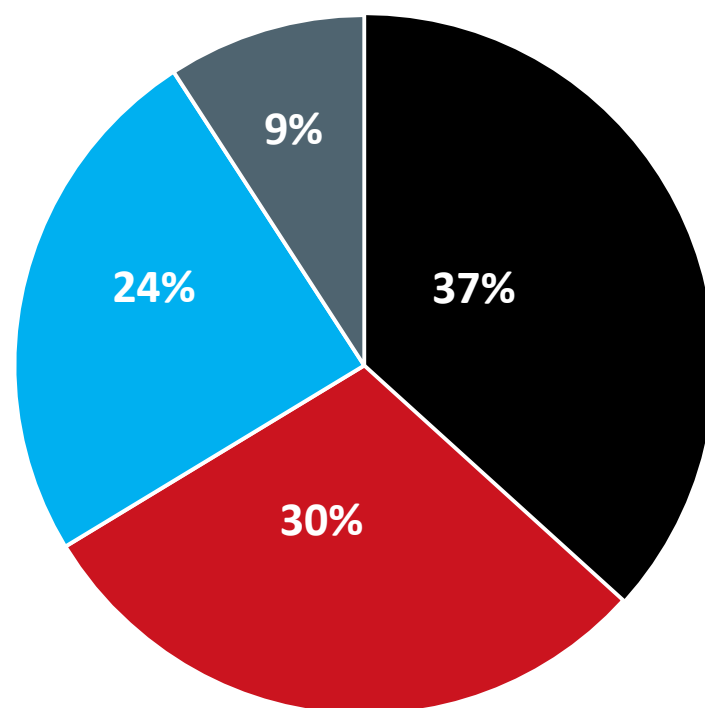
Company's Assessment results are share with all employees



ACCOUNTABILITY

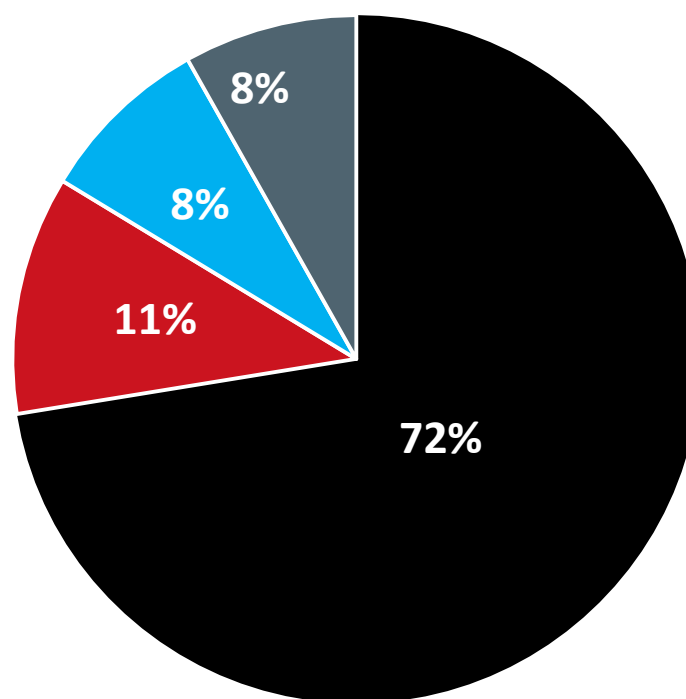


Company's Job Description Include DEI Statements



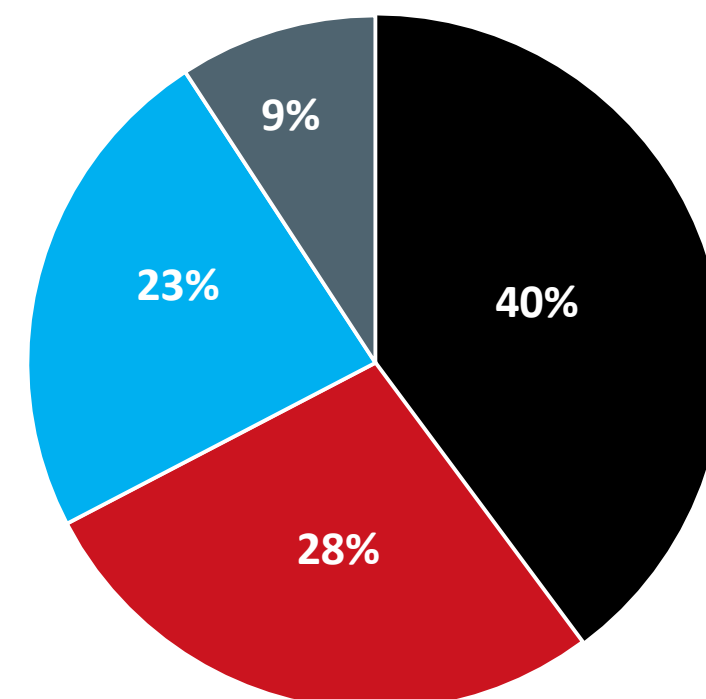
■ Yes ■ Unsure ■ Yes ■ No Answer

Company Holds Leadership Accountable for DEI Efforts



■ Yes ■ Unsure ■ No ■ No Answer

Company Publishes Information about its Progress Toward Achieving DEI in its Workforce

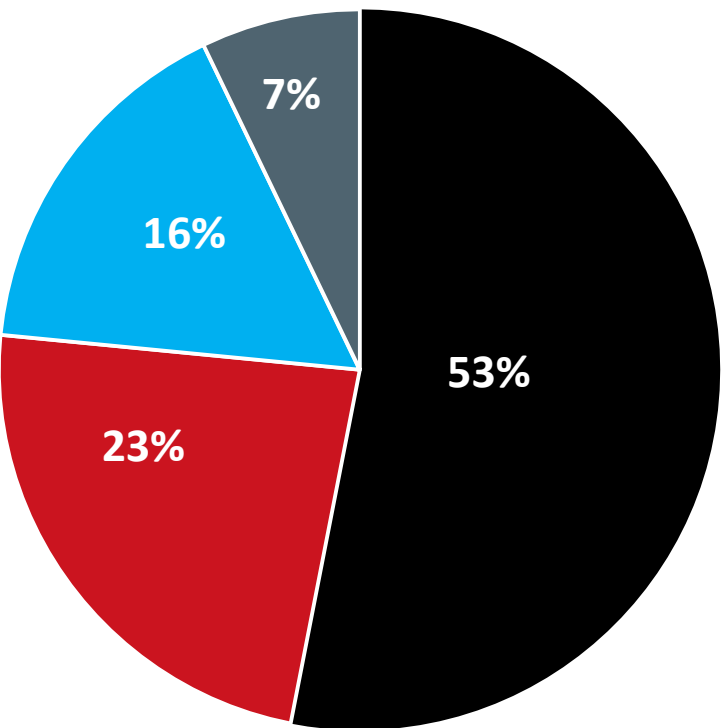


■ Yes ■ No ■ Unsure ■ No Answer

RECRUITMENT & HIRING

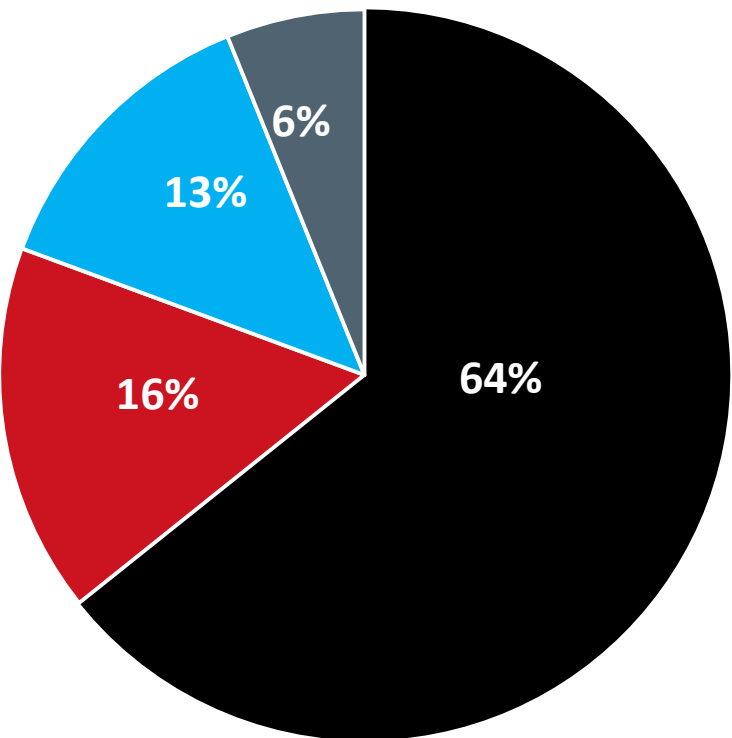


Progress on DEI Initiatives is Tied to Compensation



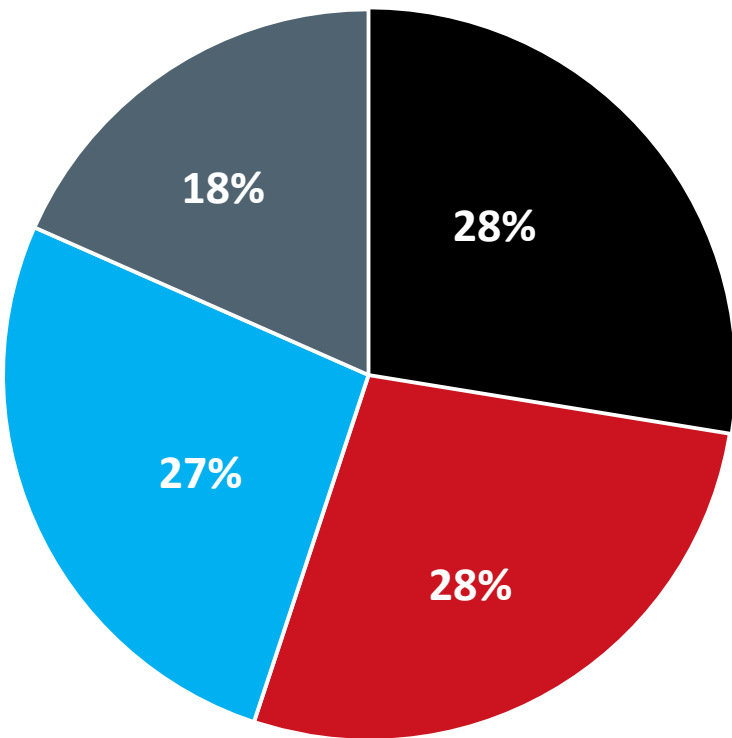
■ No ■ Unsure ■ Yes ■ No Answer

Company Tracks, Sets Targets, & Reports on the Percentage of Employees who are Black & Latinx



■ Yes ■ Unsure ■ No ■ No Answer

Interview Questions are Designed to Measure DEI & Cultural Competence

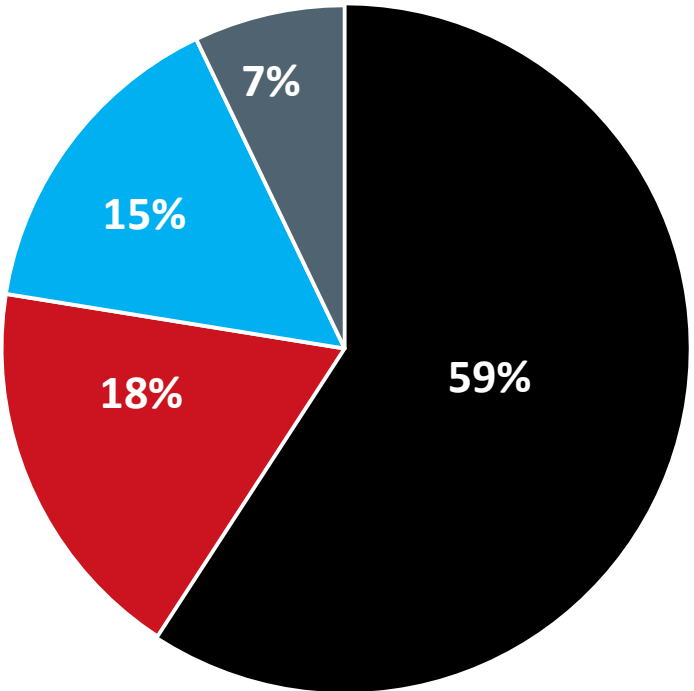


■ Yes ■ No ■ Unsure ■ No Answer

METRICS & MEASUREMENTS

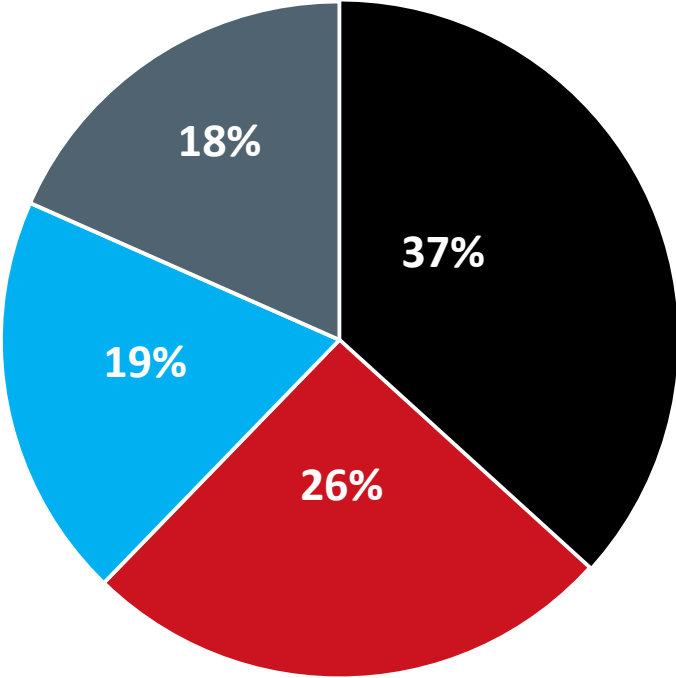


Company Routinely Collects & Analyzes Demographics Data to Assess its Recruitment & Retention Efforts



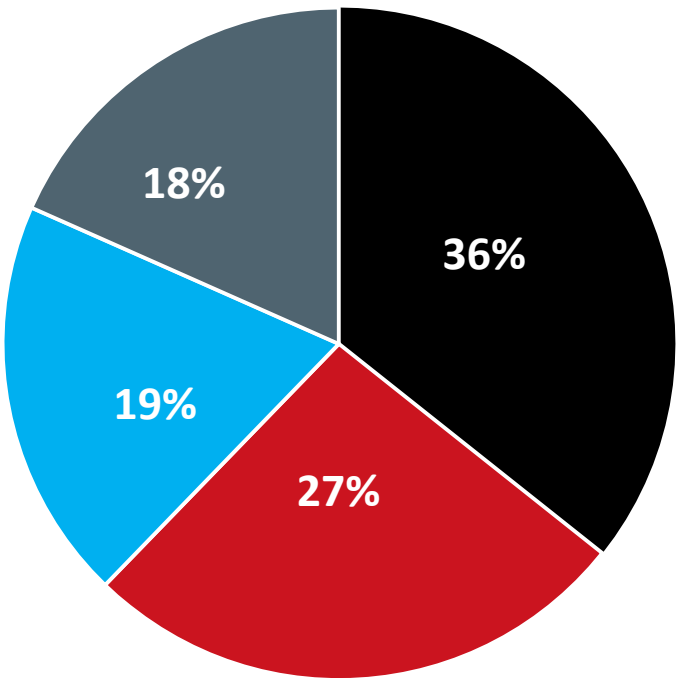
■ No ■ Unsure ■ Yes ■ No Answer

Company has Established DEI Protocol for its Recruiting, Hiring, Promotion, & Retention Efforts



■ Yes ■ Unsure ■ No ■ No Answer

Company Tracks, Sets Targets, & Reports on the Percentage of Black & Latinx Employees in Senior Roles (e.g. Manager, VP, Director, etc.)

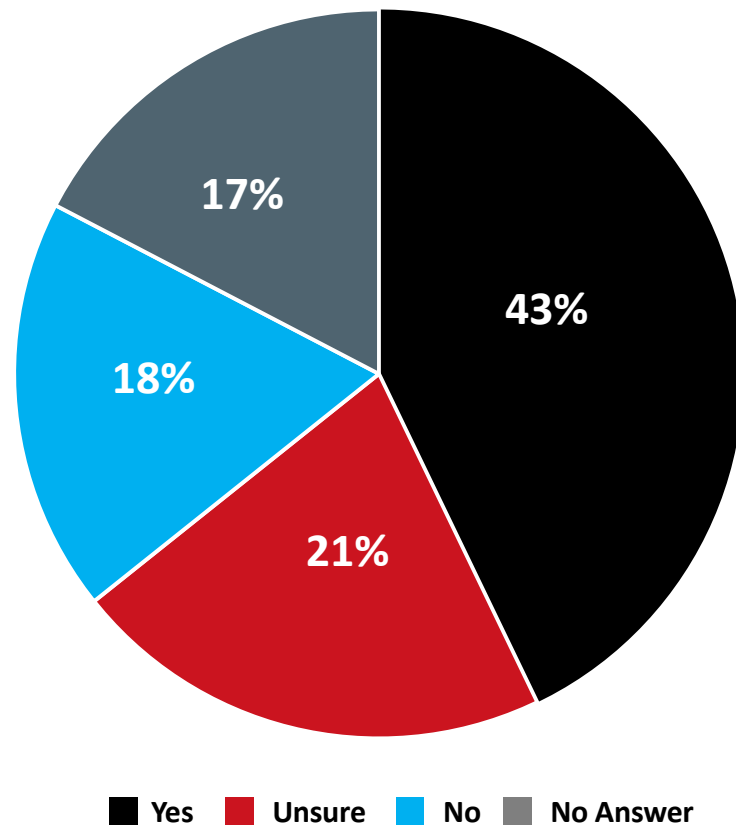


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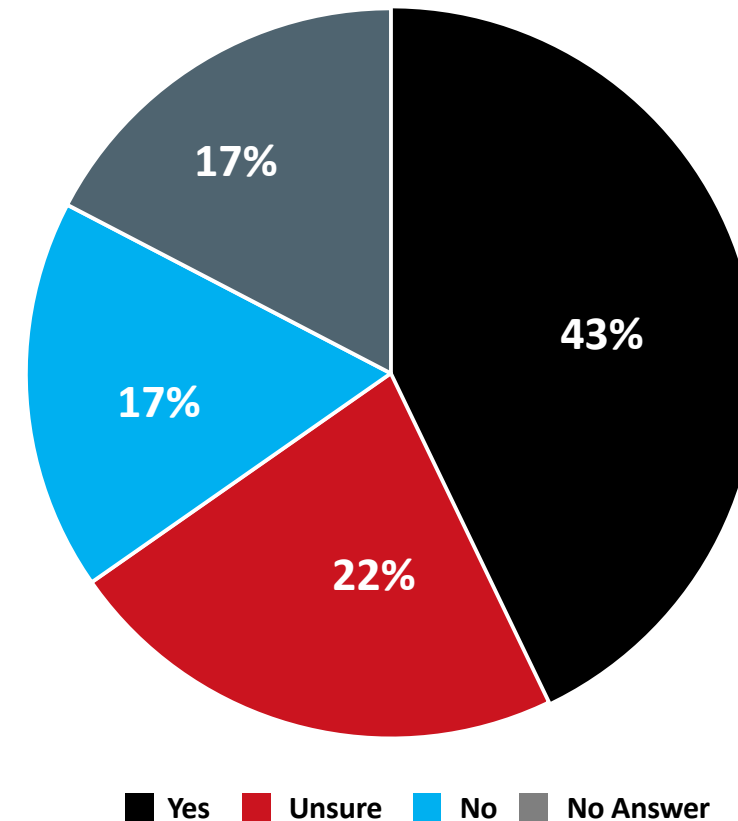
TALENT MANAGEMENT PROCESSES



Company Has Established DEI Processes for its Selection of Senior Leadership Positions, Including Senior Management



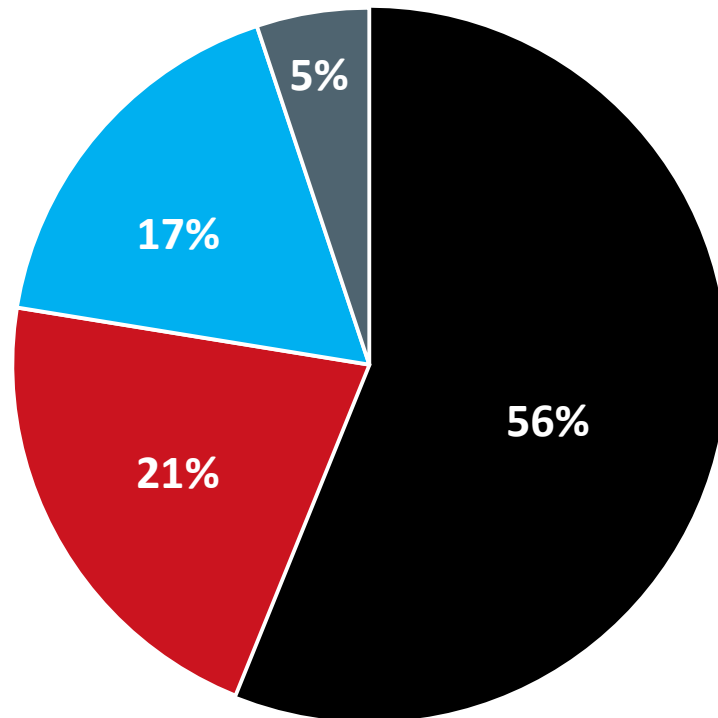
Company Conducts Regular Internal Reviews of Pay Equity Across Demographics



DEI TRAINING

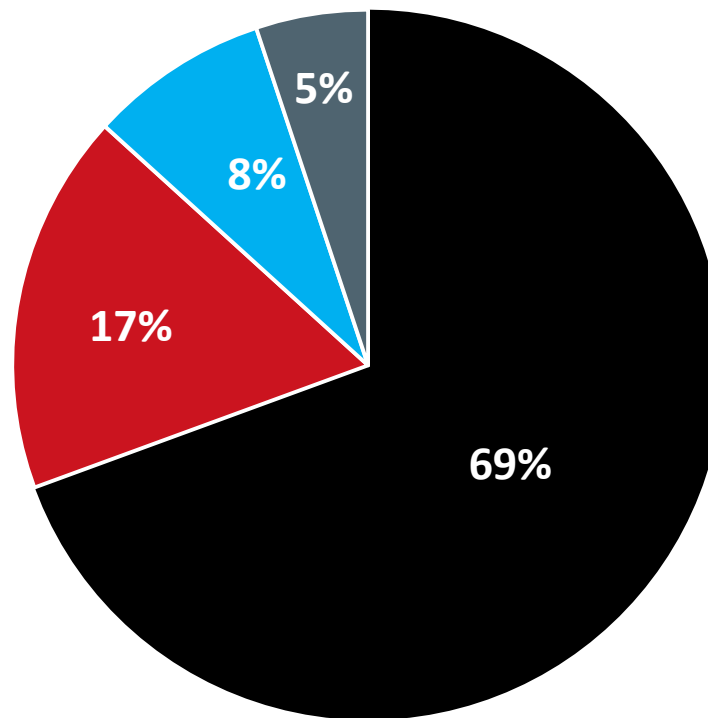


Company Provides Mandatory Unconscious Bias Training for all Employees, Including Senior Management



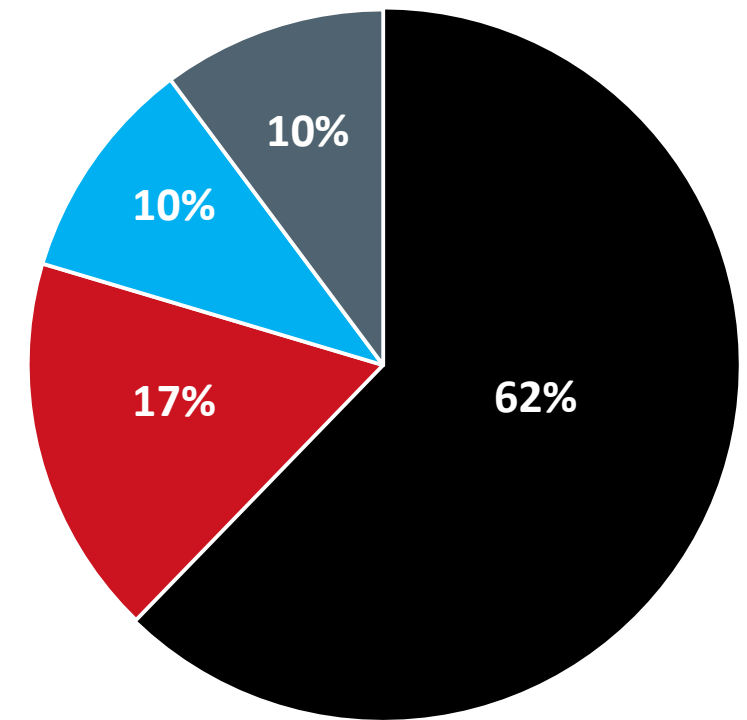
■ Yes ■ No ■ No Answer ■ Unsure

Company Regularly Conducts Training & Provides Educational Opportunities on DEI



■ Yes ■ No Answer ■ No ■ Unsure

Company's Employees have Participated in at Least One DEI Training in the Past 12 Months

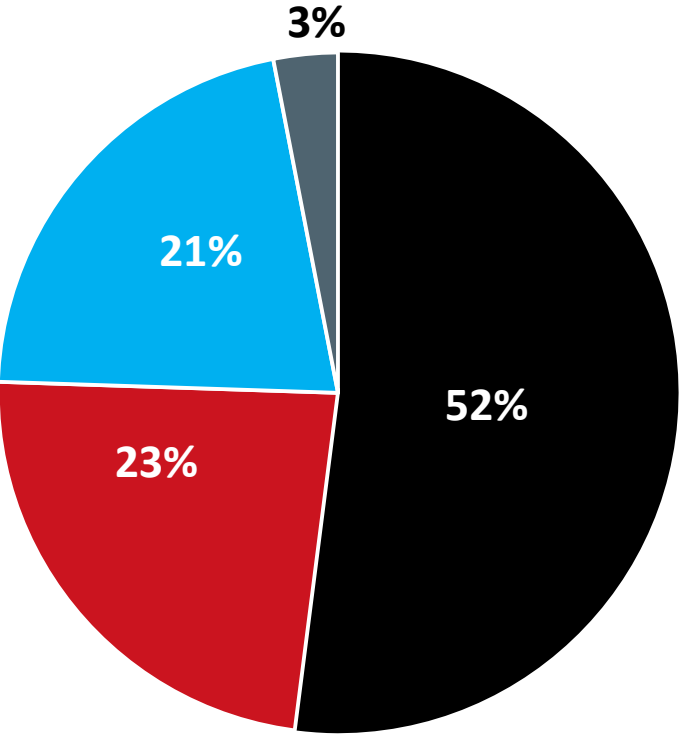


■ Yes ■ No Answer ■ No ■ Unsure

LEADERSHIP & RESOURCES

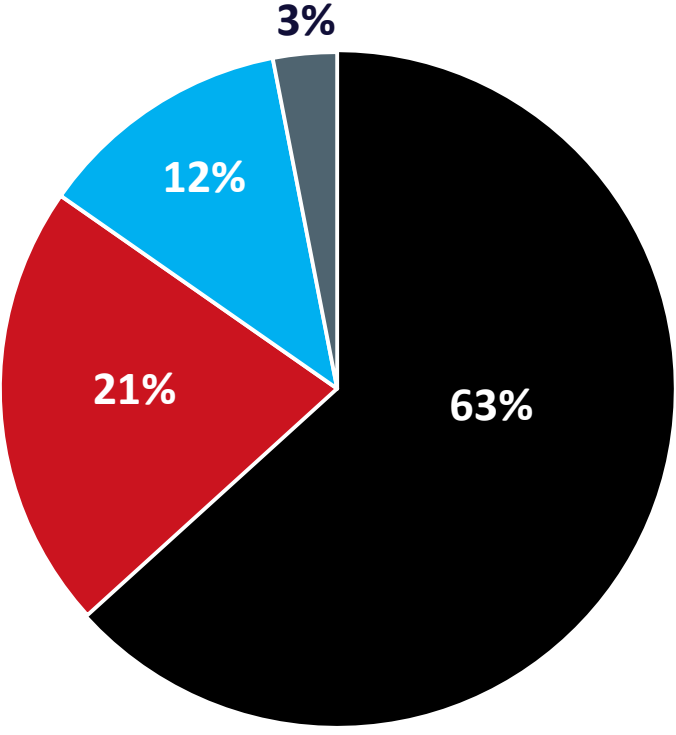


Company has an Executive-Level Chief Diversity Officer (or Equivalent Position) with Dedicated Resources to Support DEI Strategies & Initiatives



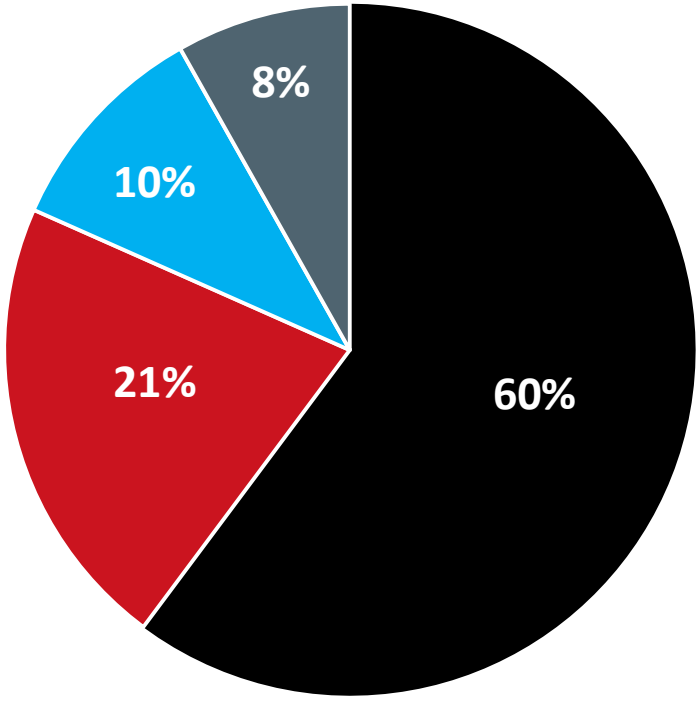
■ Yes ■ No ■ No Answer ■ Unsure

Company has Dedicated Staff to Oversee & Implement the Organization's DEI Efforts



■ Yes ■ No Answer ■ No ■ Unsure

Company's DEI Committee/Council Meets on a Regular Basis

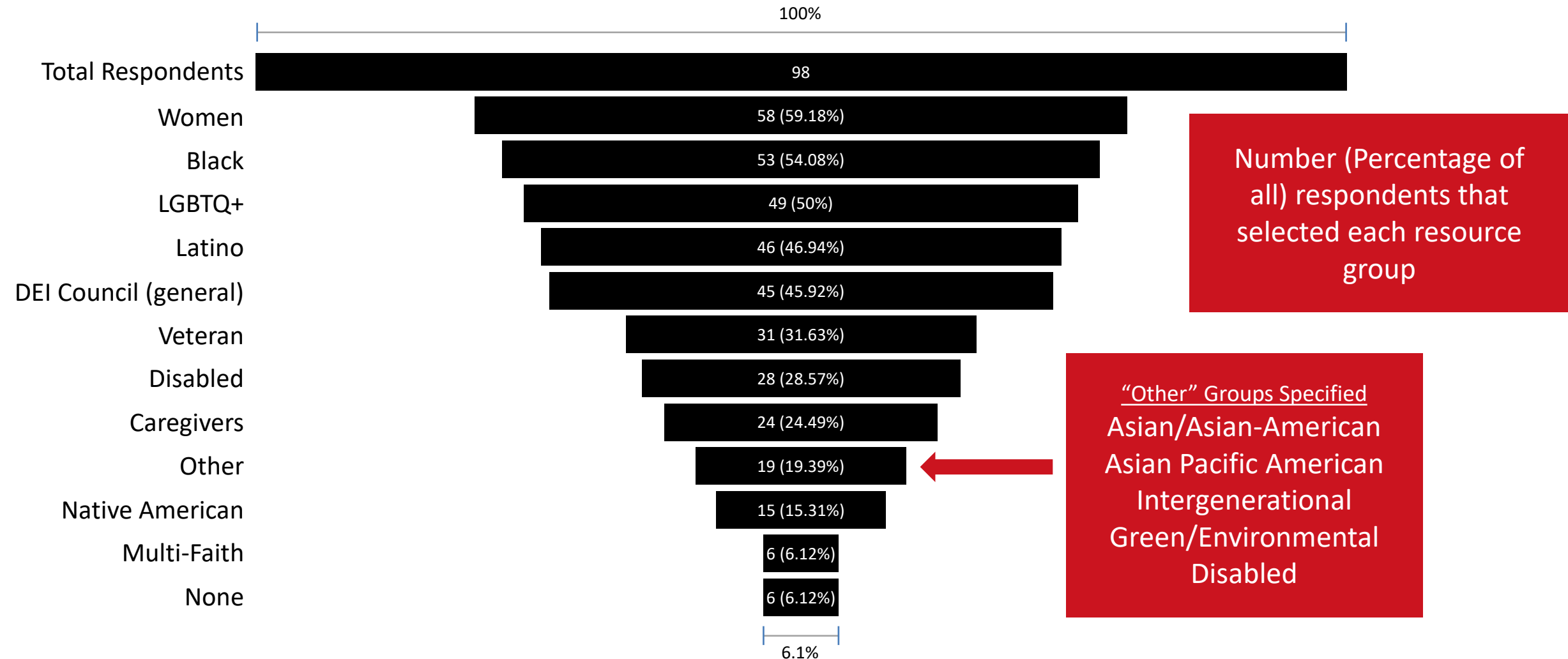


■ Yes ■ No Answer ■ Unsure ■ No

EMPLOYEE RESOURCE GROUPS (ERGs)



The company has the following dedicated Employee Resource Groups





HR & Diversity Executive | Best-selling Author | Duke University faculty member |
Decorated Air Force Veteran | Diversity Leadership Academy Graduate | Founder &
President, My ABD Network | NAAAHR Trailblazer Award Winner
Roosevelt Thomas Diversity Award Winner

THANK YOU!

We look forward to hearing from you.

More information can be found on our web
site: www.icarusconsult.net



ADDRESS

863 Flat Shoals Road SE
Suite C-129
Conyers, Georgia 30094



CONTACT INFO

Dr. Shelton J. Goode, CEO and president
Email: shelton.goode@icarusconsult.net

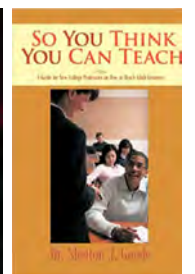


TELEPHONE

Mobile: (770) 550-3374
Office: ((678-806-3922)



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