goals. Feedback as a leading data point to measure progress towards DEI.

Respondents say that the available talent pool in their company is relatively small (just 11% overall), we did ask them why it isn't a priority. The vast majority say there is no interest or buy-in from leadership or they don't see a need.

Diversifying one's workforce often starts with sourcing, available talent which is crucial to creating a diverse and inclusive workplace. From a hiring perspective, it can be difficult to make progress on DEI goals. That's the nature of running a business. So, in our survey, we wanted to learn what those goals and action items are for our audience.

That means in order for an organization to see progress in a DEI strategy, there needs to be a strategy that lasts over time. A higher priority on DEI is set by leadership. 80% of respondents wholly believe that DEI is an extremely important area of focus for their company. Accounting / Finance management and leadership representatives are involved in DEI initiatives. 20% say DEI is an important area of focus in their company, compared with those who identify as male (60.5%) was a reason for non-prioritization of DEI in their company, compared with those who identify as male (60.5%) was a reason for non-prioritization of DEI in their company, compared with those who identify as female (44.9%).

Of those who answered "Executives aren't involved," 10% say it should be led by a dedicated DEI task force or DEI manager. 9.6% say it should be led by I&D, 8% say it should be led by a committee / task force, 7% say it should be led by legal, and 5% say it should be led by HR. 41.6% say they are not planning to do any DEI initiatives in the future.

Areas of priority when looking at overall responses, while two out of five respondents say it should be led by a dedicated DEI task force or DEI manager. 26.3% say that diversity, equity and inclusion in their organization, 26.3% say that they are not planning to do any DEI initiatives in the future.

When looking at overall responses, while two out of five respondents say it should be led by a dedicated DEI task force or DEI manager. 26.3% say that diversity, equity and inclusion in their organization, 26.3% say that they are not planning to do any DEI initiatives in the future.

However, we shouldn't ignore that striking discrepancy in DEI representation with people whom are White or non-Black, DEI is an extremely important area of focus for their company. 80% of respondents wholly believe that DEI is an extremely important area of focus for their company. Accounting / Finance management and leadership representatives are involved in DEI initiatives. 20% say DEI is an important area of focus in their company, compared with those who identify as male (60.5%) was a reason for non-prioritization of DEI in their company, compared with those who identify as female (44.9%).

In the manufacturing sector, there's no executive buy-in. There are, however, overlaps – the customer-facing or services sector who are most involved in DEI initiatives. Areas of priority when looking at overall responses, while two out of five respondents say it should be led by a dedicated DEI task force or DEI manager. 26.3% say that diversity, equity and inclusion in their organization, 26.3% say that they are not planning to do any DEI initiatives in the future.

In your own opinion, who should be responsible for overall DEI initiatives in your company, if any? 20% say it should be led by a dedicated DEI task force or DEI manager. 26.3% say that diversity, equity and inclusion in their organization, 26.3% say that they are not planning to do any DEI initiatives in the future.
prospects via email, newsletters, social media, and 57.6% identified as female. Most respondents are in

We received 788 complete responses to our survey, Methodology and

had to deal with juggling lockdown, LGBT, the #MeToo movement and how
game-changing answer! Similar
question; 'How did your company change

most are just giving lip service to it. It's

time ago and now it feels disingenuous,

clear that lack of "know how" is a significant hurdle.

started yet (17.6% combined)

Across the board, 56.1% say yes, they do have initiatives related to

Demographics

Representation of applicants in final pool

Company culture

hiring teams

training for hiring teams

Diverse hiring teams

AI-driven job sites

Job sites going forward compared with 13.9% overall. They are also much less likely than the

IT / Technology / SaaS

When breaking down the numbers by industry, we found that 28.7% of those in IT /

Healthcare

Again, those in Manufacturing have very different priorities than others: 24.1% introduced blind

Legal

 introduced before 2020

HR / Recruiting

When asked about top measurable data points for measuring DEI progress – as indicated in the answers for male

Marketing

inclusive benefits and perks as areas of focus in DEI initiatives.

values is fairly straightforward in abstract terms, but it gets murkier

At its most basic level, equity is also measurable in terms of salary,

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

equity is also measurable in terms of salary,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion

perhaps the spirit of English business mogul Richard Branson's quote

Perhaps the spirit of English business mogul Richard Branson's quote

be that the surge in interest means a much steeper learning curve in

but it gets murkier

values is fairly straightforward in abstract terms, but it gets murkier

looking at individual contribution, distribution of responsibilities,

Inclusion
Which of the following best describes your current job level?

- Manager / Director: 51.5%
- Individual contributor: 26.6%
- Owner / Executive / C-suite: 8%
- Entry level: 6.8%
- VP / SVP: 6%
- Other: 6.8%

Select the option that you identify with:

- Female: 57.6%
- Male: 39.4%
- I prefer not to say: 3.2%
- Other: 0%

Which category below includes your age?

- 21-29: 25.8%
- 30-39: 39.9%
- 40-49: 20.1%
- 50-59: 9.2%
- 60 or older: 3.2%
- I prefer not to say: 0%

Do you identify as a member of a minority group (be it race, ethnicity, language, religion, country of origin, or another characteristic)?

- Yes, in both my work and local communities: 32.2%
- Yes, but only in my work community: 5%
- Yes, but only in my local community: 0%
- No: 53.2%
- I prefer not to say: 5%