



# 2022 Diversity by the Numbers

Researching inclusive candidates to achieve a client's diversity, equity, and inclusion (DEI) goals is the focus of Diversify by IQTalent™. Use the most up-to-date research to find qualified, diverse candidates to create a more inclusive pipeline and reach your DEI goals.



## What Does DEI Encompass?

Diversity within the workplace is more than just hiring people of different races. Ethnicity, gender, sexual orientation, immigration status, disability, age, thought, and religious expression are all areas in which businesses can aim for diversity.

## What Can You Gain From Staying Up to Date With the Latest Research?

While research and statistics won't help you identify the best approach for sourcing diverse candidates, it does help you visualize the current labor force landscape. Knowing which populations are underrepresented in the workforce can help you identify gaps in your candidate pipeline and sourcing process.

## DEI in the Workplace Statistics

- 6** As of 2022, **only six Fortune 500** companies have a Chief Executive Officer who is Black.
- 70%** Diverse companies are **70% more likely** to capture new markets.
- 22** **Only 22 Fortune 500 companies** released full breakdowns across racial and ethnic categories.
- 41%** **41% of managers** cite "being too busy" as a reason to avoid implementing any kind of diversity and inclusion initiatives.
- 2.5x** Companies with highly diverse teams noticed a significant increase in cash flow — up to **2.5 times per employee**.
- 79%** **79% of companies** planned to raise their DEI budget in 2022.
- 46%** In 2022, **46% of employees** say discrimination is a problem in their workplace.
- 44%** **58% of DEI leaders** said their CEO and/or executive management team are involved in decisions to endorse and advance DEI, yet only 13% of those senior leaders are proactive and visible in demonstrating their support.
- 44%** In one survey, **44% of women** respondents said they have decided against pursuing or accepting a position due to the belief that the organization wouldn't be inclusive.



## Statistics About Marginalized Identities in the Workplace

34%

Out of a survey of 822 Americans, **34% of the participants** noted leaving a job because of unresolved harassment issues related to their identities.

44%

**44% of Black and 61% of Hispanic individuals** experienced job and wage loss throughout the pandemic.

23%

Only **23% of C-Suites** are made up of women.

89%

**89% of people surveyed** want their organization to be inclusive to those with intellectual disabilities.

30%

By 2025, employees from underrepresented groups are projected to hold **30% of leadership** positions.

13%

The Gallup Center on Black Voices found that only **13% of Black women** strongly agree they have access to good jobs in their community.



48%

Generation Z is the most racially diverse U.S. generation, with **more than 48% identifying as non-white**.

45.5%

In the United States, **45.5% of LGBT workers** have experienced, at some point in their careers, some form of unfair treatment at work, including harassment, being fired, or facing hiring discrimination based on their sexuality.

Compared to previous years, it's evident that the workforce is making strides toward prioritizing DEI. With something as delicate and necessary as diversity, it's important to keep tabs on the hard data to keep organizations accountable for the progress they make and ensure marginalized individuals are heard and represented.

**To ensure your organization is doing what it can to make DEI a priority in 2023 and beyond, find out how **Diversify by IQTalent™** can help find underrepresented, qualified candidates.**



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