



# 2021 Diversity By The Numbers

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.

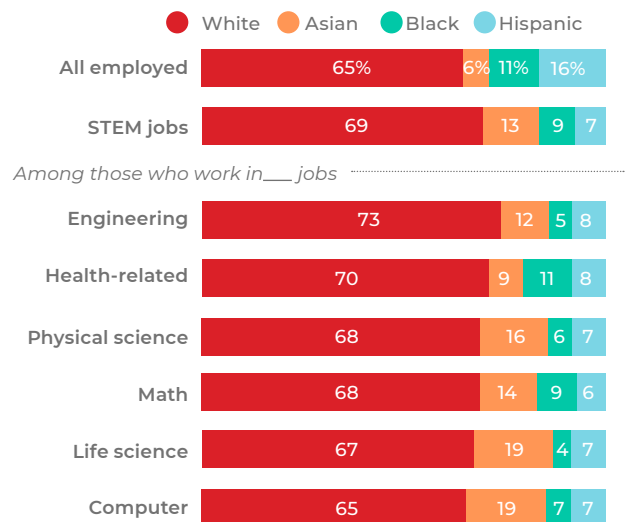
## What can you gain from staying up to date with the latest research?

Research and statistics will enable you to visualize the current labor force landscape. By knowing which populations are underrepresented in the workforce, you can identify gaps in your candidate pipeline and update recruitment systems to ensure an unbiased process.

## Blacks and Hispanics are underrepresented within STEM careers.<sup>1</sup>

Only 9% of Black working professionals and 7% of Hispanic working professionals are employed within the STEM space. For context, Blacks make up 11% and Hispanics 16% of the overall workforce. Compared to the 69% employment rate of White STEM workers (which is over their total workforce representation of 65%), this poses a significant diversity gap. When you break down specific careers, the gap grows even larger:

- 73% of White workers are classified as engineers in STEM, compared to 5% of Black workers and 8% of Hispanic workers.
- Among those who work in math jobs, only 9% identify as Black and 6% as Hispanic.
- Blacks and Hispanics are critically underrepresented in the Life Science industry, with only 4% and 7% representation, respectively.



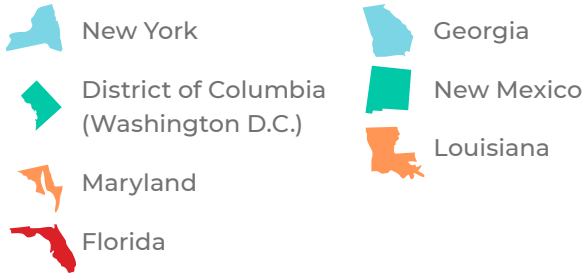
Note: Based on employed adults ages 25 and older. Whites, blacks, and Asians include only non-Hispanics. Hispanics are of any race. Other and mixed race non-Hispanics are not shown. Engineering includes architects. STEM stands for science, technology, engineering, and math. Source: Pew Research Center analysis of 2014-2016 American Community Survey (IPUMS).

"Women and Men in STEM Often at Odds Over Workplace Equity."



## Where can you find diverse talent?<sup>2</sup>

To create an inclusive candidate pipeline, you must know where the talent is coming from. This information helps you to better focus your recruiting efforts on diverse college graduates with STEM degrees. The following states present an excellent opportunity for STEM recruiters to attract and recruit diverse workers:



Recruiters, STEM, and Tech companies would benefit from investing their time, money, and energy into recruiting for diversity in these locations.



## Diversity in leadership positions.

When it comes to leadership within tech and STEM, the diversity gap is troubling.<sup>3</sup>

**83.3%** 83.3% of tech/STEM leaders and managers are White.

**3.1%** 3.1% of leaders are Hispanic.

What's more, this gap also exists between female and male workers.<sup>4</sup>

**79.6%** 79.6% of senior-level managers are male.

**10.5%** 10.5% of leaders identify as Asian Americans.

**1.9%** Only 1.9% of leaders are Black executives.

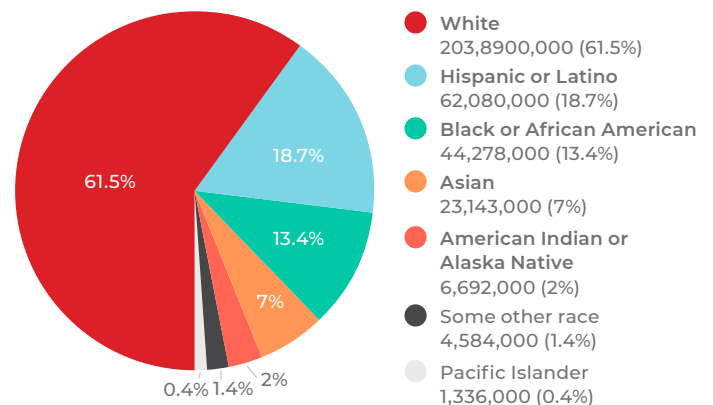
**20.4%** 20.4% of senior-level managers are female.

Recruiters need to push for more representation across leadership positions regarding gender, race, and ethnicity for a truly diverse and inclusive workforce.

## 2020 Census Data for Racial Categories<sup>5</sup>

This breakdown does not include a catchall group for multiracial people because it distributes people who identified with two or more racial categories across the groups. It also groups together people who identified as Hispanic or Latino, which federal standards do not consider a racial category. How that group should be represented is a subject of much debate.

The percentages represent the share of the total U.S. population.



## Sources

<sup>1</sup>Source: [Pew Research Center](#)

<sup>2</sup>Source: [Digital Planet](#)

<sup>3</sup>Source: [Equal Employment Opportunity Commission](#)

<sup>4</sup>Source: [Equal Employment Opportunity Commission](#)

<sup>5</sup>Source: [2020 U.S. Census](#)