

Diversity and Inclusion (D&I): Where Does Your Organization Stand?



Results from recent Allegis Group surveys reveal that when it comes to turning D&I into a business strength, **real action separates leading talent organizations from the rest of the pack.**

The Top Performers

"We made D&I a priority, and we're winning the war for talent."

Only 7.7% of employers claim a **"high performance" talent acquisition function** that delivers quality talent, timely results, and optimized costs.

Those high performers are **38% more likely to emphasize D&I** as a business priority.



The Leading Few

"We have a strategy in place."

Only 37% of employers have **diversity hiring goals.**

Only 31% of employers have **fair compensation goals.**



The Moderate Majority

"We're doing something, but we could do better."

72% of companies claim to **make progress on D&I initiatives.**

But 41% of organizations claim **"no one" has compensation tied to D&I goals.**



The Stranded

"We've done nothing."

27% of companies have **no D&I practices in place** (e.g., employee resource groups, mentorship programs, compensation tracking, or leadership D&I performance goals).



Looking to move forward with your D&I strategy?

Consider the most effective contributors to D&I success, as cited by high performers:

- 88%** Leadership commitment
- 56%** Employee training
- 38%** An internal D&I team
- 38%** Mentoring programs
- 22%** Targeted hiring campaigns
- 20%** Employee resource groups

Download our white paper to learn how D&I helps great companies and their people rise to success.



AllegisGroup.com/Diversity

