

Pearl Meyer

On Point

TIMELY, ACCURATE, INSIGHTFUL

2019 Diversity and Inclusion Survey

Executive Summary



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Introduction

Our Pearl Meyer On Point survey series provides first-hand insight to timely issues related to compensation and business and leadership strategies.

The topics of diversity and inclusion, as well as gender pay equity and the gender pay gap, are currently front and center among private and public companies and non-profits, as well as the public at large. Survey results from more than 250 organizations indicate some interesting trends in terms of how they view these issues and what, in practice, they may be doing to address them.

We hope you find this information useful to informing ongoing discussions within your own organization. If you have any questions or are interested in discussing these findings, please contact:

Jim Hudner
Managing Director
jim.hudner@pearlmeyer.com
(508) 630-1485

Kathy Baron
Vice President
kathy.baron@pearlmeyer.com
(508) 630-1518

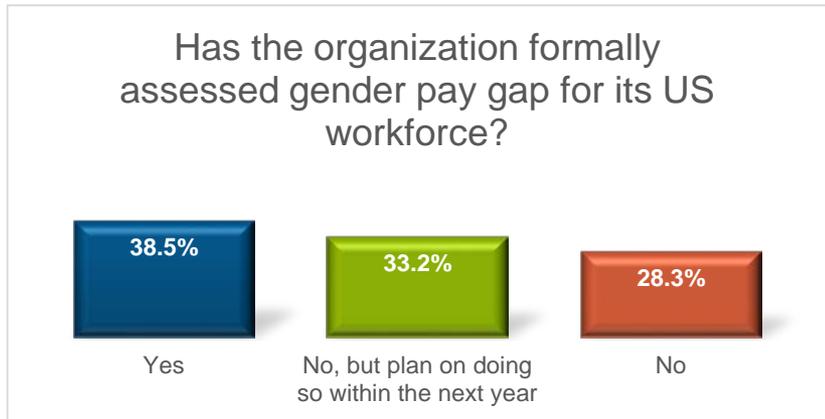
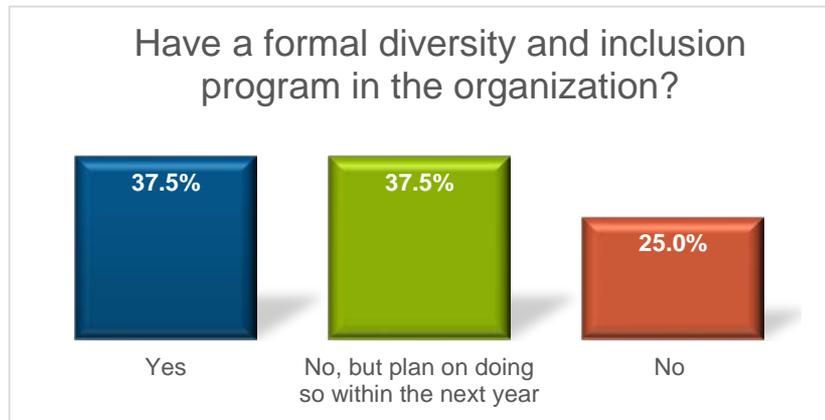
Organizational Priorities

Over 50% of organizations indicate that diversity and inclusion (D&I), gender pay equity, and closing the gender pay gap are important priorities.



Formal Program and Assessment

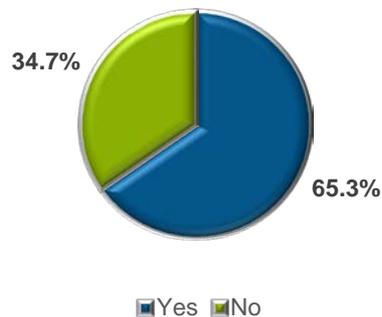
Potentially due to state legislative and regulatory pressures, more than 60% of organizations formally assess gender pay equity, whereas less than 40% have a formal diversity and inclusion program or formally assess the gender pay gap.



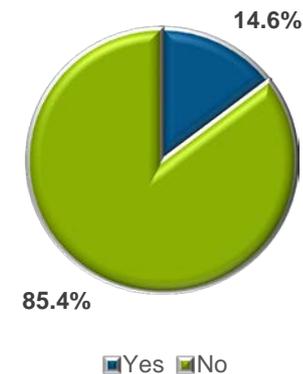
Diversity & Inclusion Responsibility and Processes

While 65% of organizations report that there is an individual designated with responsibility for diversity and inclusion, less than 15% have a formal process in place designed to increase the presence of women in leadership positions.

Does your organization have an individual tasked whose sole job responsibility is diversity and inclusion?

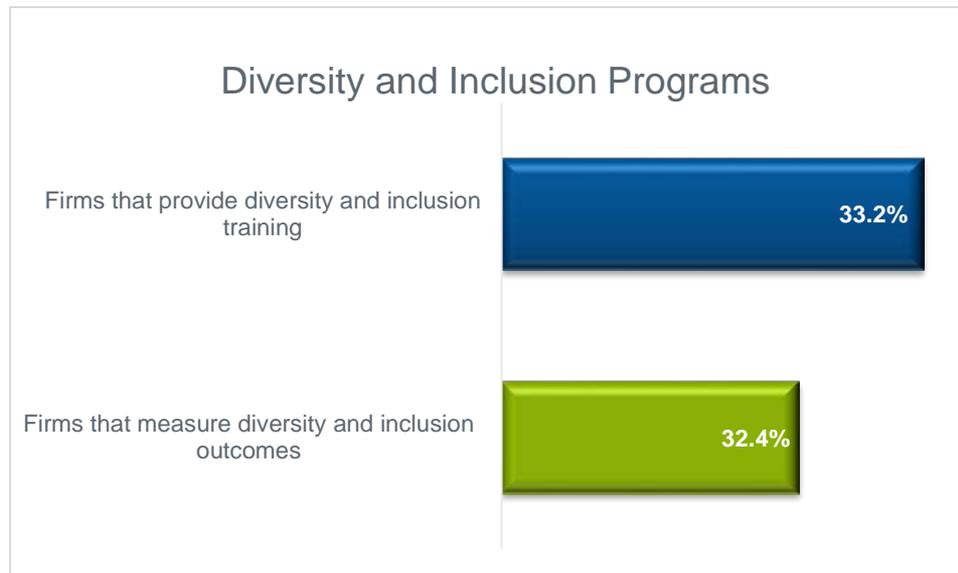


Is there a formal process in place to increase female representation in management and/or executive positions?



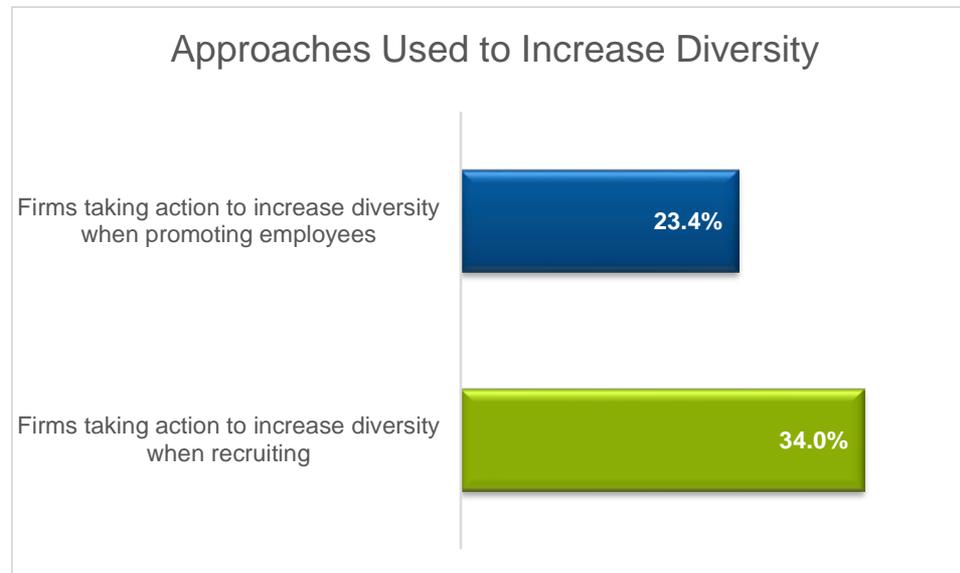
Diversity Measures and Training

As indicated, while more than two thirds (over 65%) of organizations indicate that diversity and inclusion is an important priority, only about one third report that they measure D&I outcomes or provide training.



Recruiting and Promotion Practices

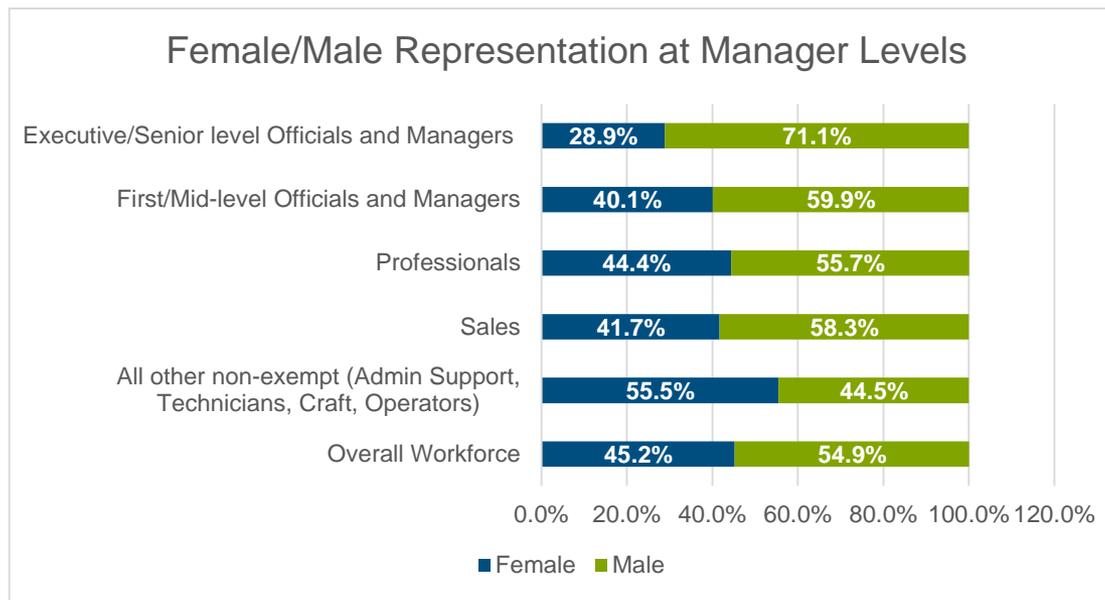
Only one third of organizations report taking actions to increase diversity when recruiting new hires, while less than a quarter indicate that they take action to increase diversity when promoting employees.



Recruiting and Promotion Practices: Effect on Gender Pay Gap

While the percentage of the overall workforce is close to 50% female, the representation at manager level through executive/senior level is much lower: 40% for first/mid-level officials and managers and 29% for executive/senior level officials & managers.

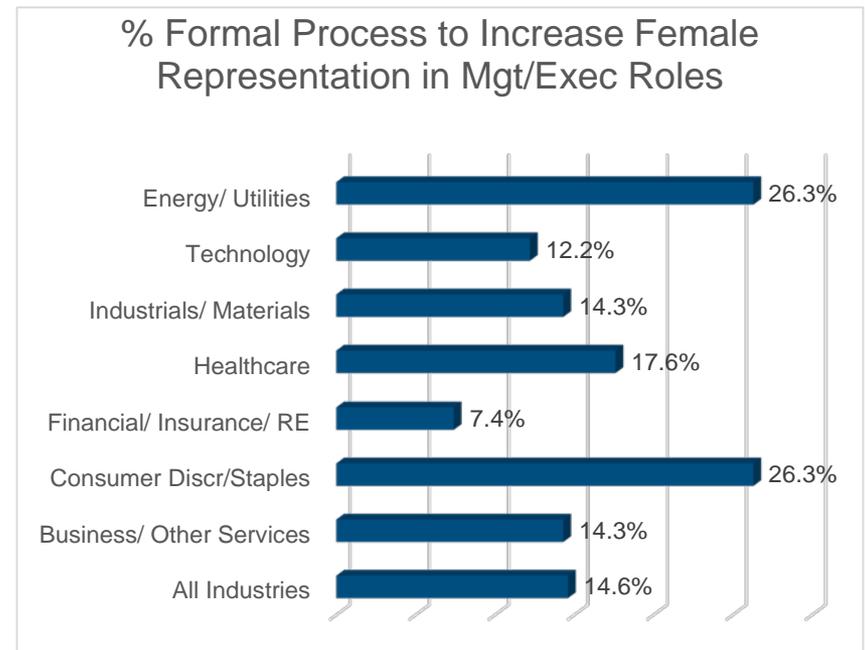
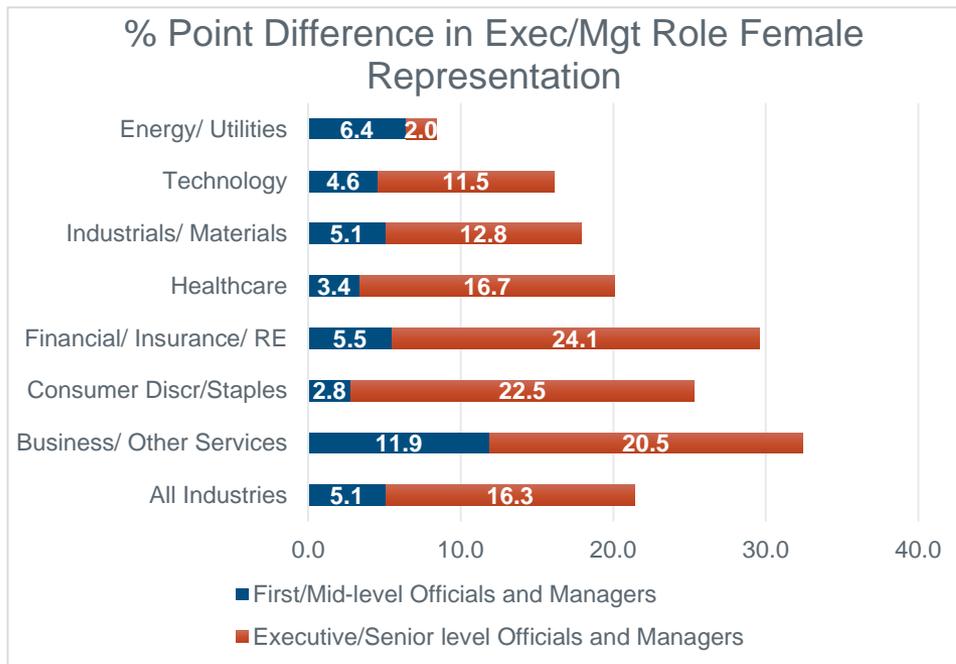
This coupled with the small percentage of organizations that have formal processes in place to increase female representation in these categories will contribute to the overall gender pay gap.



The Representation Gap?

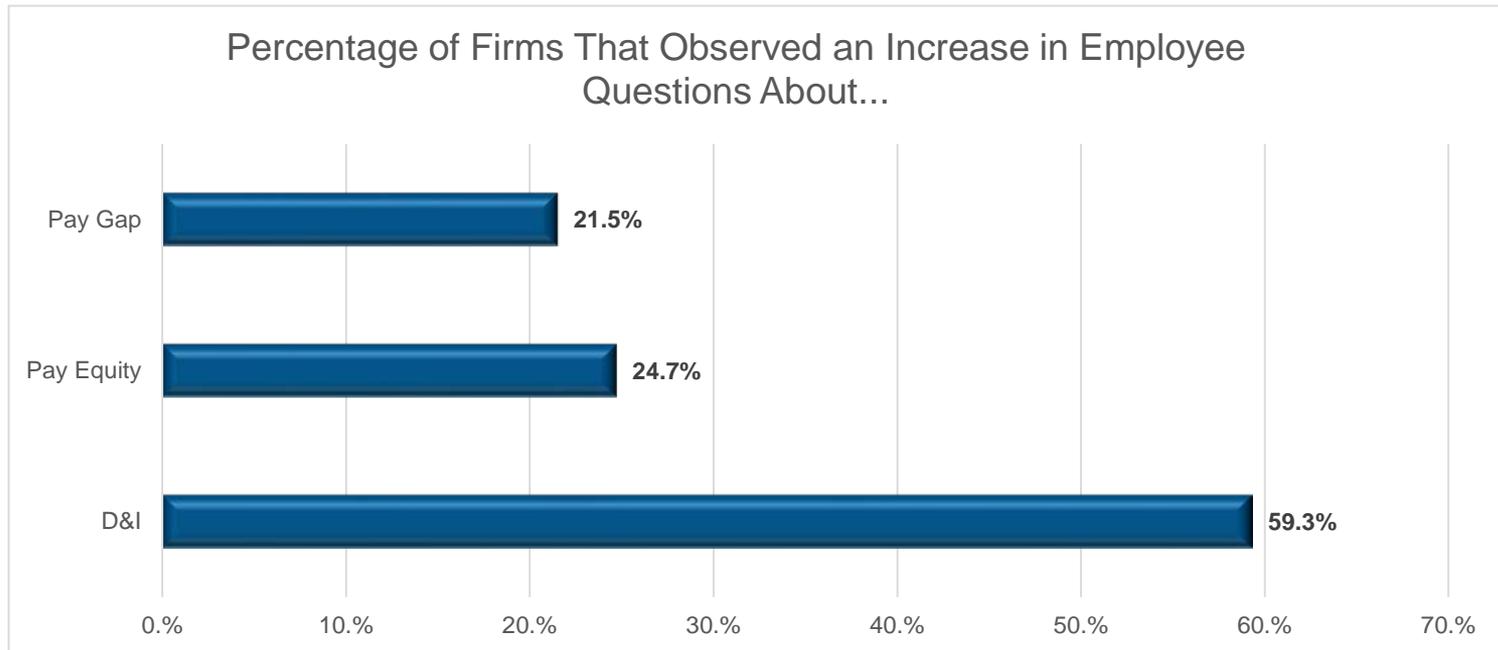
Does industry matter on the representation of women in executive/senior level or first/mid-level roles?

Only 14% of organizations report that they have a formal process in place to increase female representation in management and/or executive positions.



Employee Questions

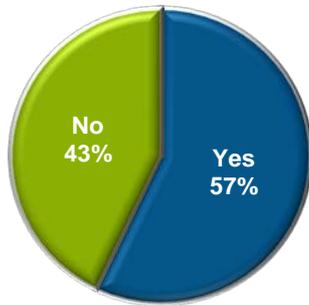
Respondents indicated a rise in employee questions related to the gender pay gap and gender pay equity; however, employees appear to be asking many more questions about the broader topic of diversity and inclusion.



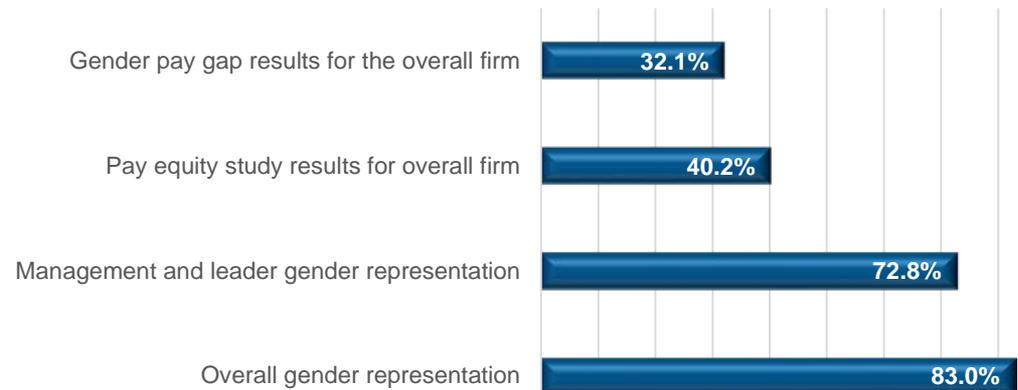
Gender-Related Communication to the Board

Almost 60% of organizations provide information on gender-related issues to the board and in most cases, this information relates to gender representation.

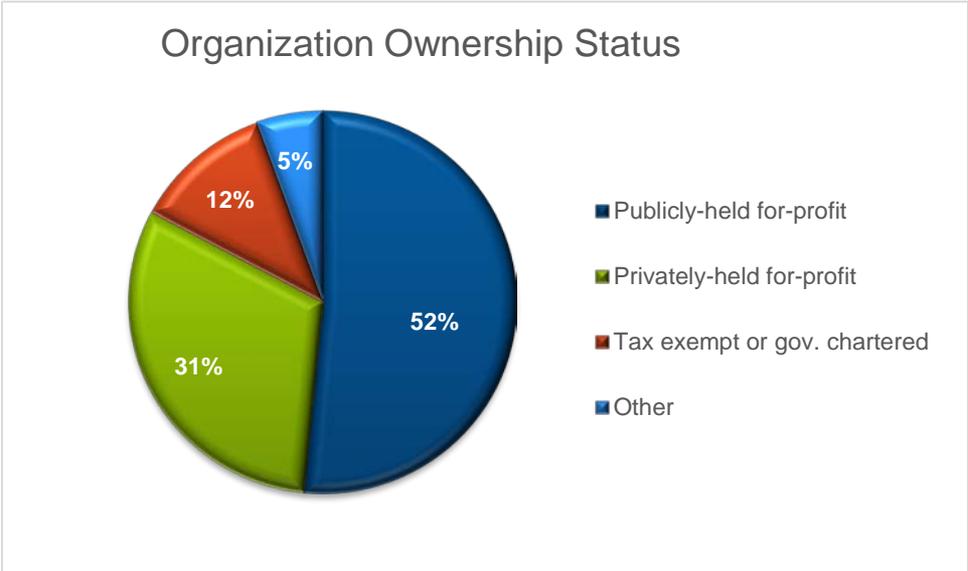
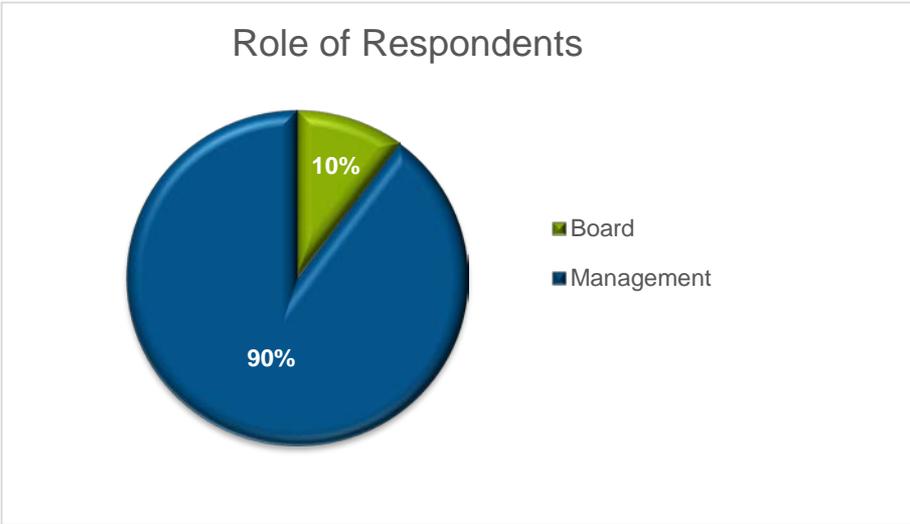
Provide Information on Gender-Related Issues to the Board



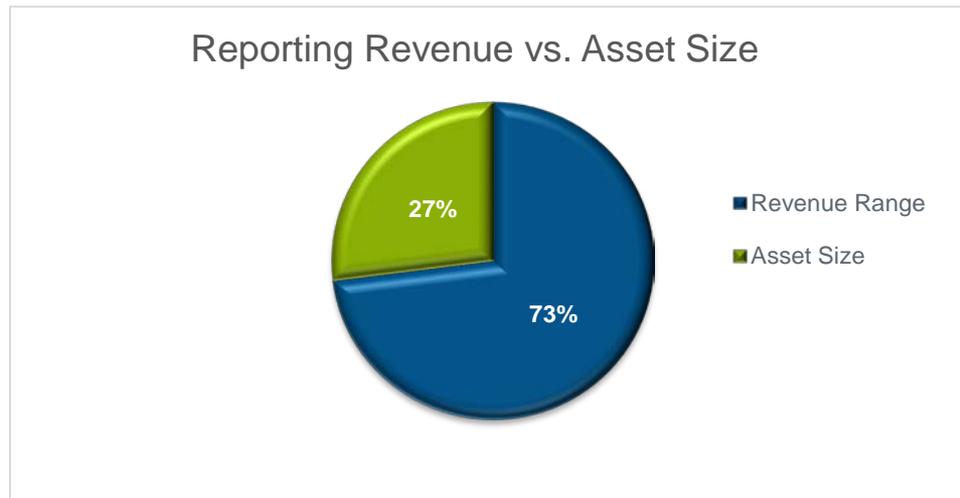
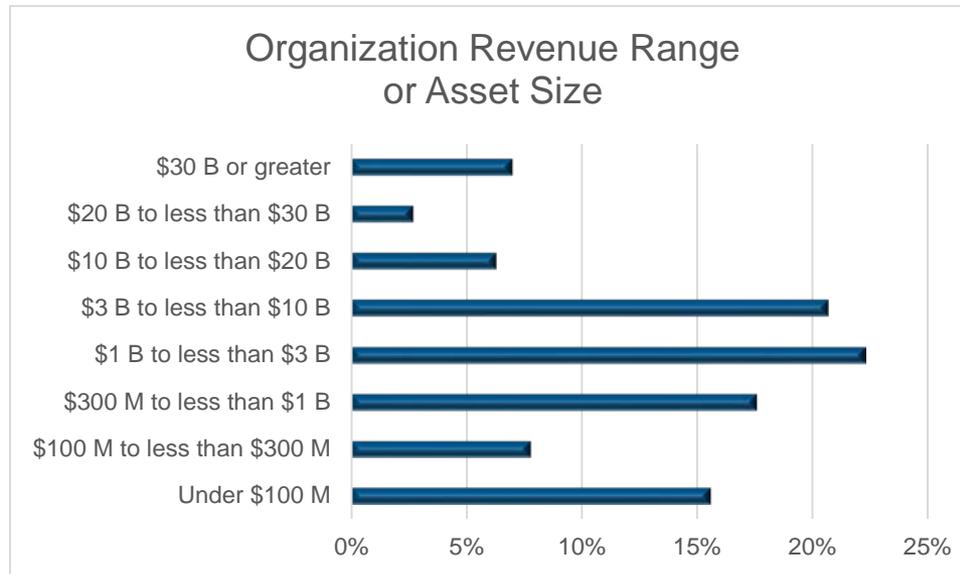
What Information is Shared



About the Survey



About the Survey (cont.)





About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management on the alignment of executive compensation with business and leadership strategy, making pay programs a powerful catalyst for value creation and competitive advantage. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in New York, Atlanta, Boston, Charlotte, Chicago, Houston, London, Los Angeles, and San Jose.