



# 2023 Q1 TREND REPORT



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# WELCOME

I hope the first quarter for the year has been kind and fulfilling thus far. As we lean into this new year with new goals and aspirations, we still realize that we are dealing with challenges from years past. The same DEI issues we have dealt with over the years still seem to be the same issues we are dealing with today. It's an ongoing fight that we (as DEI Leaders) can't give up on. We must continue to showcase it as a top priority for companies/organizations to prioritize. Let's face it, the reality is that we unfortunately may not see the true result of this work in our lifetime. However, we must continue to push forward and chip away at this so the generation coming behind us has fewer obstacles and challenges to endure, similar to what past generations did for us.

Real change requires disruption, and we can't be afraid to disrupt the norm - especially if that norm goes against the Diversity, Equity and Inclusion principles we live and breathe every day. We can all strive to co-exist for the betterment of the greater good for all humankind. I encourage you to continue to fight the good fight, be the voice of the voiceless and follow your instinct to make the world a better place than you how you found it.

#GoodTrouble #realchangerequiresdisruption

MICHAEL BAPTISTE  
VP, DEI



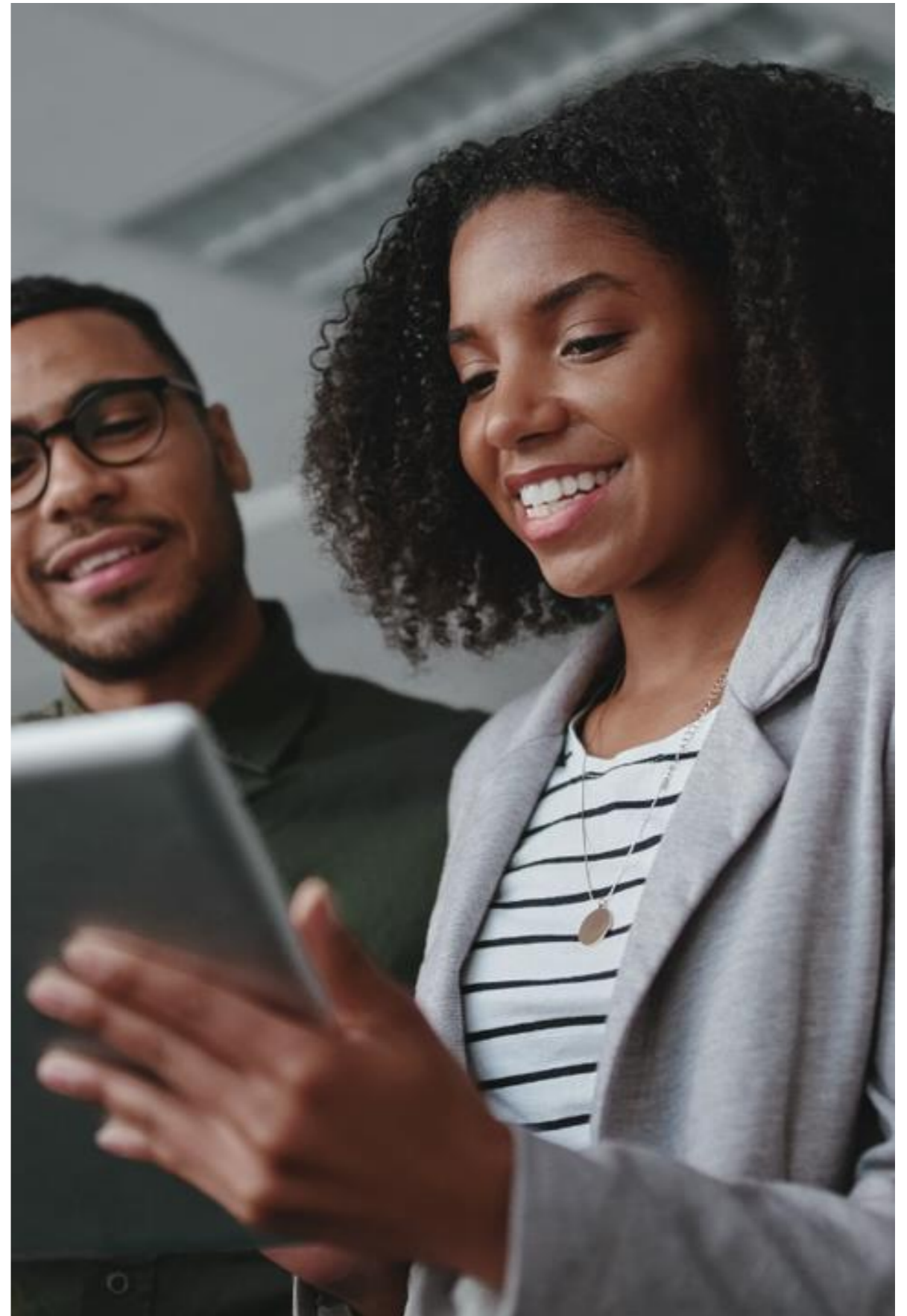
TRENDS

# HOW DIVERSE IS CORPORATE AMERICA? THERE ARE MORE BLACK LEADERS, BUT WHITE MEN STILL RUN IT

In fact, [white men today are even more likely](#) than their grandfathers to be managers despite a diversifying workforce and evidence from research studies that diverse companies outperform peers that are not, says Alexandra Kalev, an associate professor of sociology and anthropology at Tel Aviv University. The greatest [progress made in the S&P 100 was among Black men](#), USA TODAY found.

Fourteen Black men were named executive officers in 2020, the year [George Floyd's murder](#) forced the nation to confront systemic racism. Two years later, 19 of them were, an increase of more than one-third.

Source <https://www.usatoday.com/in-depth/money/2023/02/16/white-men-corporate-america-diversity/11114830002/>



# LONG-TERM ESG COMMITMENTS CAN CREATE LONG-TERM EMPLOYEE RESULTS

The [most racially and ethnically diverse generation in US history](#) sits in today's university and college classrooms; however, the journey to get into those seats was no small feat. [Nearly half \(46%\) of Gen Zers state the pandemic made it more difficult to pursue their education and career goals](#), which is a statement I can personally attest to as an older member of this generation. In addition, fellow 2020 graduates and I proceeded into [a dismal economy marked by a nearly century-high unemployment rate of 14.7%](#). While the job market has improved since then, Gen Zers continue to look hesitantly at their professional options and opportunities, questioning how an organization's cherished mission can align with the values these young adults have identified during these times of incredible change.

Source <https://seramount.com/articles/long-term-esg-commitments-can-create-long-term-employee-results/>



# DEI TEAMS HIT BY TECH LAYOFFS: A LESSON TO BE LEARNED

DEI teams in global organizations including Amazon and Twitter have been hit with alarming mass redundancies that have sent shockwaves around the world. This is a big turnaround from the many major industry players who voiced their commitment to diversity, equity, and inclusion only a couple of years ago. And these tech layoffs are setting a worrying precedent for smaller organizations in the tech industry and the wider employment community. In fact, according to a recent Bloomberg report, [listings for DEI are already down by 19%](#). So, what's going on? Why are these companies targeting their DEI teams? Why have they turned away from their commitment to DEI initiatives? And what impact is this going to have on these businesses?

Source <https://factorialhr.com/blog/dei-teams/>



## THREE WAYS ORGANIZATIONS CAN SUPPORT FIRST-GENERATION PROFESSIONALS

Institutions of higher education have worked to support first-generation students (those who are the first in their family to attend college) [since 1965](#). According to the [Center for First-Generation Student Success](#), more first-generation students than non-first-generation students entered the workforce instead of enrolling in continued education (i.e., 32 percent and 26 percent, respectively). First-generation students face many challenges in college, including lack of established networks, fewer opportunities for professional development, or feelings of exclusion, and these issues often follow graduates into the workplace.

Source <https://seramount.com/articles/three-ways-organizations-can-support-first-generation-professionals/>

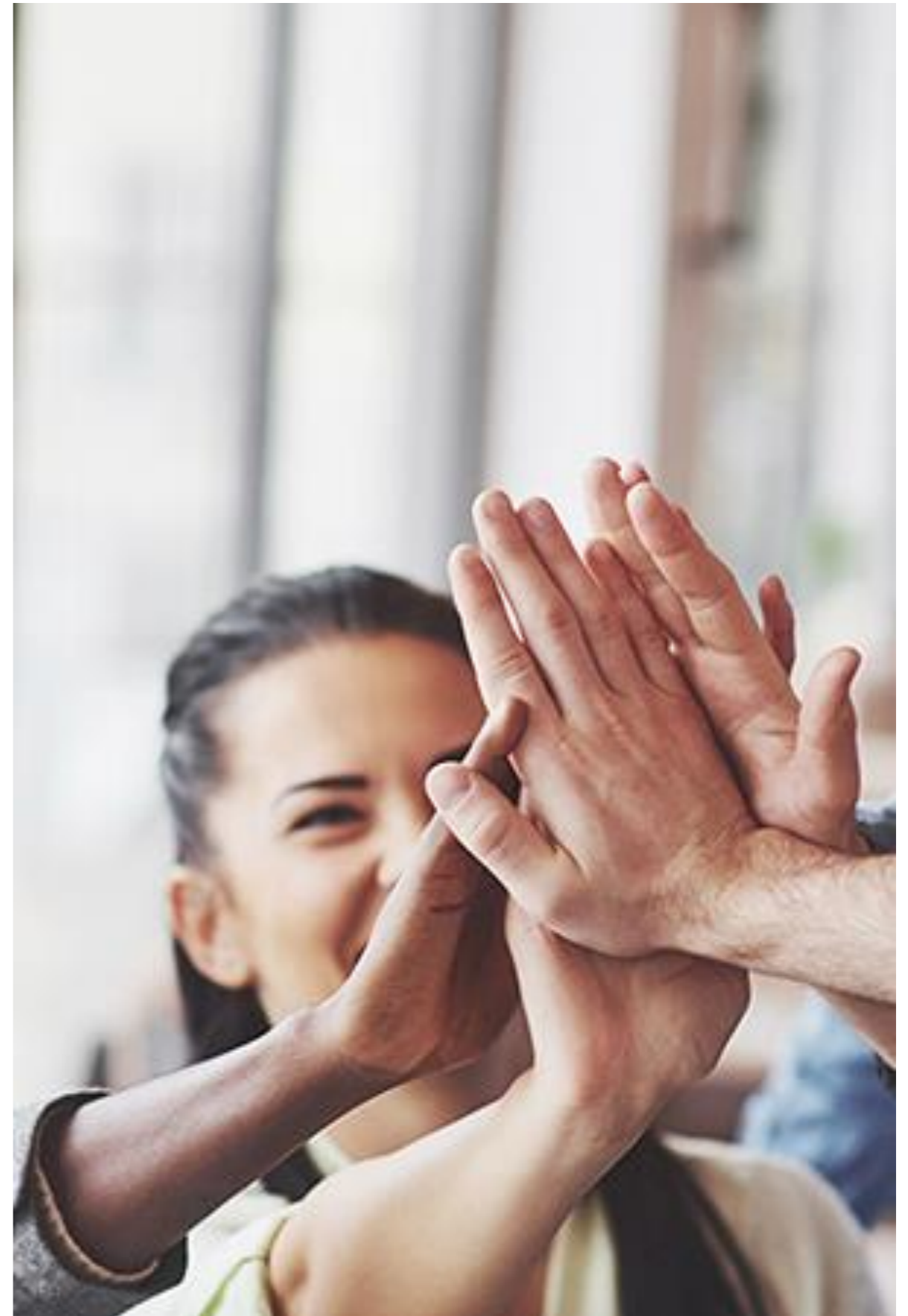




# INCLUSION ISN'T JUST NICE. IT'S NECESSARY

Improving employees' experience of inclusion in the workplace is one of the most actionable levers companies have to attract and retain talent. When done right, inclusion can slash attrition risk in half. In today's fiercely competitive environment, inclusion is akin to a hidden superpower, so why do so few companies view it as a business necessity? The answer is simple: workplace inclusion is hard to define, measure, and influence. This problem can be solved. To do so, BCG built the BLISS (Bias-Free, Leadership, Inclusion, Safety, and Support) Index, a comprehensive, statistically rigorous tool that identifies the factors that influence feelings of inclusion in the workplace—and meaningfully correlate with retention.

Source [https://www.bcg.com/publications/2023/how-to-improve-inclusion-in-the-workplace?utm\\_medium=Email&utm\\_source=esp&utm\\_campaign=none&utm\\_description=ealert&utm\\_topic=none&utm\\_geo=Global&utm\\_content=202301&utm\\_usertoken=CRM\\_2c6a653df2d6a02bcd86e98fd9bccbc1b9e93755](https://www.bcg.com/publications/2023/how-to-improve-inclusion-in-the-workplace?utm_medium=Email&utm_source=esp&utm_campaign=none&utm_description=ealert&utm_topic=none&utm_geo=Global&utm_content=202301&utm_usertoken=CRM_2c6a653df2d6a02bcd86e98fd9bccbc1b9e93755)





DATA  
POINTS

# Inclusion starts with Senior Leadership

Diversity in Senior Leadership. We found in our study that companies with a diverse senior leadership team provide better inclusion experiences for all employees. When companies have diversity in senior leadership, 85% of employees report feelings of belonging at work, whereas only 53% of employees who work at companies without diversity in senior leadership feel as though they belong. Importantly, employees of all identities—including but not limited to traditionally defined diverse employees—experience an improved workplace because of leadership diversity.

While it is imperative to increase the representation of the most obvious diversity groups (women, people of color, people with disabilities, and LGBTQ employees), diversity comes in many different forms. Age, socioeconomic background, level of education, level of ambition, and caregiving outside of work, to name a few, are all forms of diversity that influence who employees are and what they bring to the workplace.



Percentage reporting feelings of belonging

Source: BCG Diversity and Inclusion Assessment for Leadership Global Survey, 2022.

Source [https://web-assets.bcg.com/4c/ca/dfd11bc1457a8668048a10606859/bcg-inclusion-isnt-just-nice.-It's-Necessary\\_Feb-2023.pdf](https://web-assets.bcg.com/4c/ca/dfd11bc1457a8668048a10606859/bcg-inclusion-isnt-just-nice.-It's-Necessary_Feb-2023.pdf)



# CORPORATE POLICIES - ADVANCING BLACK TALENT



ATL  
ACTION  
FOR  
**RACIAL  
EQUITY**

CORPORATE POLICIES - ADVANCING BLACK TALENT




## **PROBLEM STATEMENT:**

Atlanta-based businesses have not fully leveraged our region's strength as a location of choice for Black college students and Black talent across industries.

The 2022 ATL Action for Racial Equity Assessment addressed racial equity in survey respondents' corporate policies related to:

- Building a diverse talent pipeline to recruit Black candidates
- Developing and retaining Black talent in your organization
- Ensuring HR policies reflect inclusive behaviors and set DEI strategy and performance objectives

**FIGURE 8 | KPIs for Key Focus Area #1: Corporate Policies**

 <p><b>People</b></p>	 <p><b>Talent Pipeline</b></p>	 <p><b>HR Policies</b></p>
<ul style="list-style-type: none"> <li>● Expand Black salaried workforce</li> <li>● Increase the number of Black employees in senior management roles</li> <li>● Elect Black leaders to all boards</li> </ul>	<ul style="list-style-type: none"> <li>● Accelerate recruiting and partnership efforts with the Atlanta University Center Consortium</li> <li>● Establish formal recruiting relationships with Georgia State University, Georgia Institute of Technology and other local universities and technical colleges with a focus on recruiting Black graduates</li> <li>● Continue recruiting Black students across our higher education community</li> <li>● Assess diversity on executive candidate slates and interview panels</li> </ul>	<ul style="list-style-type: none"> <li>● Adopt DEI best practices at scale</li> <li>● Implement unconscious bias/conscious inclusion training</li> <li>● Implement DEI performance objectives</li> <li>● Commit to pay equity</li> <li>● Remove unnecessary requirements for college degrees for appropriate roles</li> </ul>



## Key Focus Area #1: Corporate Policies

### Strengths

- 52% of designated DEI leaders report to the CEO of their organization (in 2021, 33% of DEI leaders reported to the CEO).<sup>5</sup>
- 32% of survey respondents reported that Black talent made up at least 40% of their recruited talent in the previous year.
- 81% of survey respondents in the 2022 Assessment reported having an established DEI strategy that has the support of senior leaders.

### Opportunities

- 48% of survey respondents reported having retention and advancement strategies and practices in place.
- Only 30% of organizations with fewer than 50 employees (n = 8) have established partnerships with Atlanta-based Historically Black Colleges and Universities (HBCUs), whereas a higher percentage of the larger survey respondents reported having such partnerships (n = 42).
- 42% of organizations with 50 or fewer employees (n = 10) have assessed pay equity across race and ethnicity.

## CONSIDERATIONS:



Increase Black representation in the C-Suite and on their Boards



Develop comprehensive DEI strategies and plans.



Hire, retain and promote current and future Black talent, including foster partnerships with community organizations and Atlanta-based HBCUs



Track indicators of hiring, retention, and promotion rates and/or performance ratings of Black talent.

Source <https://www.atlraialequity.com/reporting>

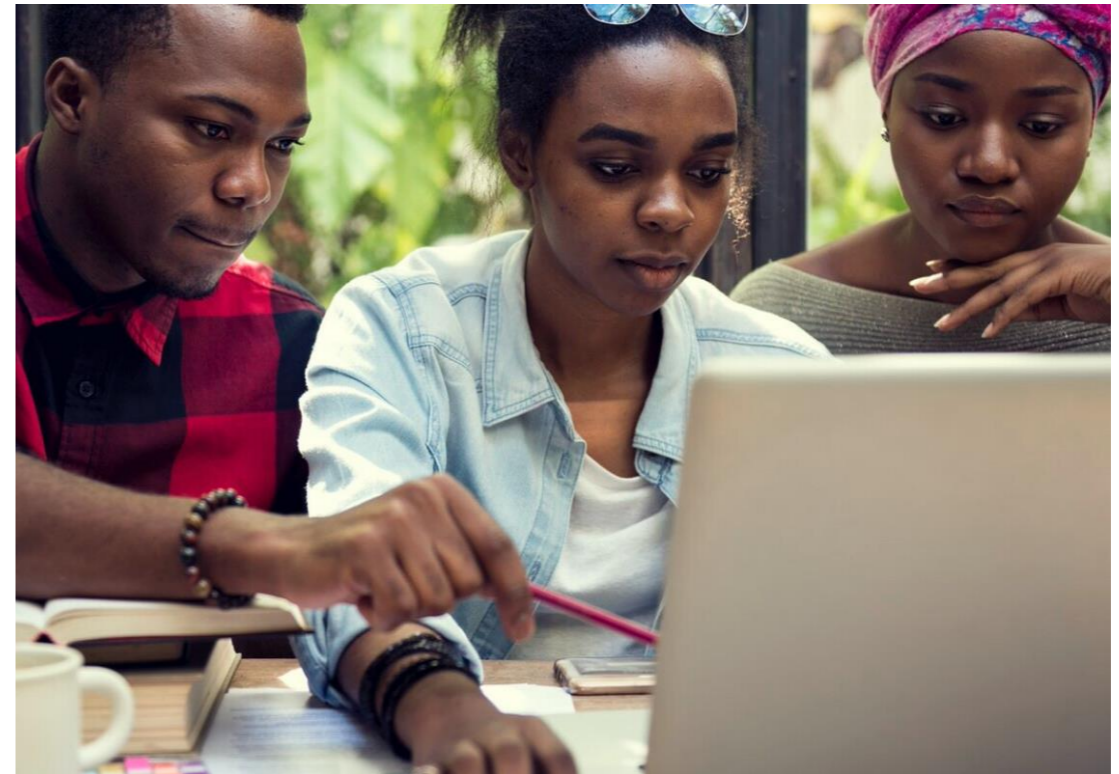


**COMPANY DEI  
BEST PRACTICE**





**[Equifax Supports Financially Inclusive Lending With Availability of Expanded U.S. Mortgage Credit Reports](#)**



**[City of Atlanta Partners with Urban League of Atlanta to Create Youth Development Grant to Serve Local Community-Based Organizations](#)**



**Delta Propel doubles down on pilot diversity with second HBCU partnership**



**Siemens Continues Investment in Supply Chain Diversity with Additional \$200K in Grants to Small, Black-Owned Businesses Across 10 U.S. Metropolitan Cities**



HERITAGE  
MONTH/DIVERSITY DAY  
ACKNOWLEDGEMENT

## Past Heritage Month/Diversity Day Acknowledgement

### January

- MLK Day
- Lunar New Year

### February

- Black History Month

### March

- Women's History Month
- International Women's Day
- Transgender Day of Visibility

## Upcoming Heritage Months

### April

- Celebrate Diversity Month
- Autism Acceptance Month
- National Arab American Heritage Month

### May

- Asian American and Pacific Islander Heritage Month
- Older Americans Month
- Jewish American Heritage Month
- Mental Health Awareness Health

### June

- LGBTQ Pride Month
- Immigrant Heritage Month
- Caribbean American Heritage Month
- Black Music Month
- Juneteenth

**METRO**  
**ATLANTA**  
CHAMBER

