BUSINESS BEYOND BIAS: DIVERSITY & INCLUSION

Future Proofing HR | January 2017

58 CUSTOMERS | 19 INDUSTRIES | HR, BUSINESS, AND IT LEADERS | NORTH AMERICA

Diversity is Very Important, But Still Not Managed Strategically

62% of our respondents stated that Diversity & Inclusion is a high or even top strategic priority.

Diversity & Inclusion is being used most often in compliance related areas:

1. Recruiting to fill roles
2. Core HR for reporting and integrating data across platforms
3. Use as such 3X more than in less regulated HR functions such as learning, compensation, and succession

Compared to last year at this time, Diversity & Inclusion is:

57% More important
40% About the same
3% Less important

Where We Are Today

Organizations are laying the groundwork for improved Diversity & Inclusion, but there is great opportunity to do more.

Softer benefits beginning to be realized now are:

1. Inclusive culture
2. Employee engagement

Most common HR practices currently being used:

1. Creating new individual and team opportunities
2. Recruiting brand and language
3. Corporate philosophy in place
4. Mentoring
5. Compensation calibration

Barriers and What’s Missing

Primary roadblocks that hinder Diversity & Inclusion progress are:

28% Lack of diverse talent pools
22% Time and other priorities
21% Senior leadership support

What are the critical success factors for Diversity & Inclusion to be more effective:

1. Executive accountability
2. Targeted diverse workforce planning and development
3. HR digital strategy

It’s Time To Do More

Priorities driving Diversity & Inclusion forward:

1. Compensation equity and succession management
2. Risk and company image
3. Financial performance and customer satisfaction

Respondents stated that:

15% Diversity IS about both their internal workforce and customers
22% Diversity is BECOMING more about customers
63% Diversity is NOT about customers, only their internal workforce

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