



HRCS 8 Preliminary Results: Diversity & Inclusion

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Key Takeaways:

- *Companies across the globe have directly and unequivocally addressed discrimination and harassment.*
- *Ensuring everyone has equal opportunities to succeed remains elusive*
- *HR professionals do contribute to how senior business leaders communicate the business imperative for diversity and inclusion.*

The research from HRCS Round 8 will help HR professionals and business leaders **gain a deeper understanding** of what individual HR competencies drive business success and how HR practices

impact the business's ability to win in the marketplace.

One of the areas of particular interest is Diversity & Inclusion. Our initial data suggests that companies across the globe have taken a strong line on directly and unequivocally addressing discrimination and harassment. At the same time, the broader goal, and resultant business impact, of ensuring everyone has equal opportunities to succeed remains elusive.

Digging closer to home, HR managers appear to be better at fostering inclusion and explicitly valuing diversity than non-HR managers. Meanwhile, HR professionals are more critical than non-HR employees

regarding how senior business leaders are communicating the business imperative for diversity and inclusion.

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(**Figure 1 and 2** with results on Page 2.)

Figure 1. Organization Diversity & Inclusion Items

	Global Average
The leaders of my organization have made it clear that harassment will not be tolerated in this organization, regardless of who you are.	4.4
At my organization, harassment of any sort is taken seriously and dealt with appropriately.	4.4
If I had a concern about harassment or discrimination, I know where and how to report that concern.	4.5
People from all backgrounds have equal opportunities to succeed at my organization.	4.1
The leaders of my organization emphasize the value of diversity in creating a stronger organization.	4.0
It really feels like everybody is on the same team at my organization.	3.7
There is an atmosphere of trust at my organization.	3.8

Figure 2. Organization Diversity & Inclusion Items by HR and Non-HR

	HR	Non-HR	Difference
My manager welcomes and encourages differences of opinion.	4.2	4.1	0.09
My manager values people with different talents, skills, and backgrounds.	4.3	4.2	0.06
My manager emphasizes the value of diversity in creating a stronger team.	4.2	4.1	0.05
The leaders of my organization emphasize the value of diversity in creating a stronger organization.	3.9	4.1	-0.17

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