

## HRCS Round 8 First Data Reveal

### Early HRCS Insights on Diversity & Inclusion

Thank you to all of those who participated in HRCS Round 8. We are quickly jumping in to analyze the results and evaluating how HR competencies are changing and how those competencies drive business performance.

One of the areas of particular interest is what progress has been made in Diversity & Inclusion given the recent focus on speeding up progress in this area. 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.

HRCS Preliminary Results	Organization Diversity & Inclusion Items	Global Avg
	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

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.

HRCS Preliminary Results	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

We hope that these, and other findings we will be releasing in the coming months, 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.