

CDOs' Top DEI Priorities for 2022

Seramount surveyed 50 Chief Diversity Officers across the globe, asking them to grade and rank DEI organizational challenges that demanded their attention. Participants gave A's to matters that are "crucial and urgent" and B's to issues they consider "important." Below are several key themes that emerged.

Hardwiring DEI Change Across the Organization

Despite widespread leadership commitment to DEI, authentic and systemic change remains frustratingly slow. CDO's across the globe are selecting topics that reflect their desire to move from DEI talk to DEI action across all business lines.

Topic	% A's and B's
Defining Metrics and Industry Benchmarks to Assess DEI Impact on Business Performance	90%
How Organizations Create DEI Advocates and Amplify Inclusive Behaviors Among Mid-Level Managers	83%

Increasing Underrepresented Talent at Senior Levels

Diverse talent across senior leadership is crucial to advancing DEI in the workplace. Yet, most organizations report that the demographics of their senior leadership teams have barely changed. Poll results highlighted CDO's specific interest in this critical issue.

Topic	% A's and B's
Increasing Diversity at Senior Leadership Levels: Innovations in Sourcing Diverse Candidates, Succession Planning, and Career Advancement Strategies	83%

Sourcing and Retaining a Strong Pipeline of Diverse Talent

A growing number of organizations are seeking to adjust their talent strategy to be more inclusive and responsive to the shifting needs of today's workers. As a result, many CDOs are looking for effective ways to influence the talent process to source, retain, and develop underrepresented talent.

Topic	% A's and B's
Avoiding Regrettable Losses: Understanding Drivers of Retention and Engagement Among Diverse Talent	85%
How to Systemically and Sustainably Mitigate Bias and Inequities Across the Talent Lifecycle	83%

CDOs' Top Ten DEI Priorities for 2022

We Asked 50 Chief Diversity Officers to Grade 16 Priorities Demanding Attention

Percent of "A and B Grades" for the Top 10 Topics (A=This topic is critical and urgent; B= This topic is important, but not urgent.)

Rank	Topic	% A's and Bs
1	Defining Metrics and Industry Benchmarks to Assess DEI Impact on Business Performance	90%
2	Avoiding Regrettable Losses: Understanding Drivers of Retention and Engagement Among Diverse Talent	85%
3	How Organizations Create DEI Advocates and Amplify Inclusive Behaviors Among Mid-Level Managers	83%
4	How to Systemically and Sustainably Mitigate Bias and Inequities Across the Talent Lifecycle	83%
5	Increasing Diversity at Senior Leadership Levels: Innovations in Sourcing Diverse Candidates, Succession Planning, and Career Advancement Strategies	83%
6	Helping Senior Leadership Find Its Public DEI Voice: Instilling Confidence to Speak Up Thoughtfully and Personally Engage in DEI and ESG Conversations	80%
7	Partnering with Senior Leadership to Embed Accountability for DEI in Divisional/Business Lines, Strategy and Planning at Multiple Levels	78%
8	Hallmarks of an Inclusive Workplace Culture: What Does it Look Like for Employees at All Levels to Authentically Engage with DEI?	78%
9	Communicating Progress on Global DEI Goals, Relevance to ESG, Pledges, and Public Commitments, both Externally and across the Organization	76%
10	Scaling the Reach and Impact of Executive Sponsorship Programs to Promote the Engagement and Advancement of Diverse Employees	73%