

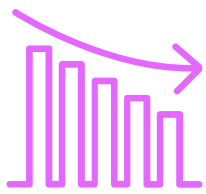
The Secret to Increasing Diverse Representation in Senior Leadership

Diverse leadership is key to ensuring that a workforce is well represented in decision-making, but despite deliberate efforts, many organizations continue to struggle with achieving a diverse leadership bench. In fact:

ONLY
8%

of Global Fortune 500s have reached at least 30% parity of race and gender in leadership positions.

If progress continues at its current glacial pace, there are serious risks involved for organizations, including:



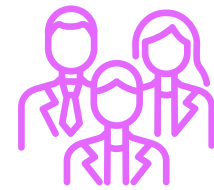
SUFFER MARKET LOSS

75% of consumers will boycott organizations that don't reflect their DEI promise



DETER FUTURE WORKFORCE

2X more likely younger generations will turn down a job with little diversity in leadership



IMPEDE DEI PROGRESS

54% less likely to integrate DEI into business goals when leadership is mostly homogenous

Commonly used strategies aren't enough.

To address this issue, Seramount conducted a rigorous research project that found that most organizations have implemented common strategies for improving diversity in senior leadership. While these alone are a good start, they are not enough. We found that organizations are missing a key component for success.

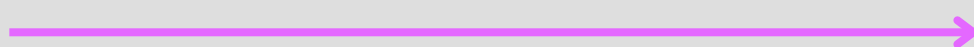


What is the missing component? *Building human connections*

Networks don't just happen on their own. Studies show that it takes about 30 hours of positive interaction to move someone from acquaintance to member of an inner professional network. However, only ~15% of organizations have implemented strategies to connect historically excluded talent to senior leaders.

What can organizations do?

Chief Diversity Officers should keep the following in mind when designing their DEI strategies.



Seramount is dedicated to supporting Chief Diversity Officers through the CDO Collaborative. Contact us to learn more about this research and the benefits of membership.

1

Design ongoing connection opportunities that accumulate to at least 30 hours.

2

Place the onus on senior leaders to foster inclusion by using concrete strategies.

3

Orchestrate unlikely networks as a large part of DEI strategy.