

NATIONAL STUDY OF WORKPLACE EQUITY:

Identifying the Root Causes of Inequity in the Workplace

RESEARCH SUGGESTS STALLED DEI MOVEMENT

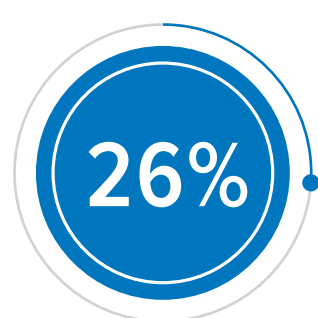
1 in 4 (26% - 28%) organizations say their employees have experienced bias within the past two years.



Gender bias



Racial bias



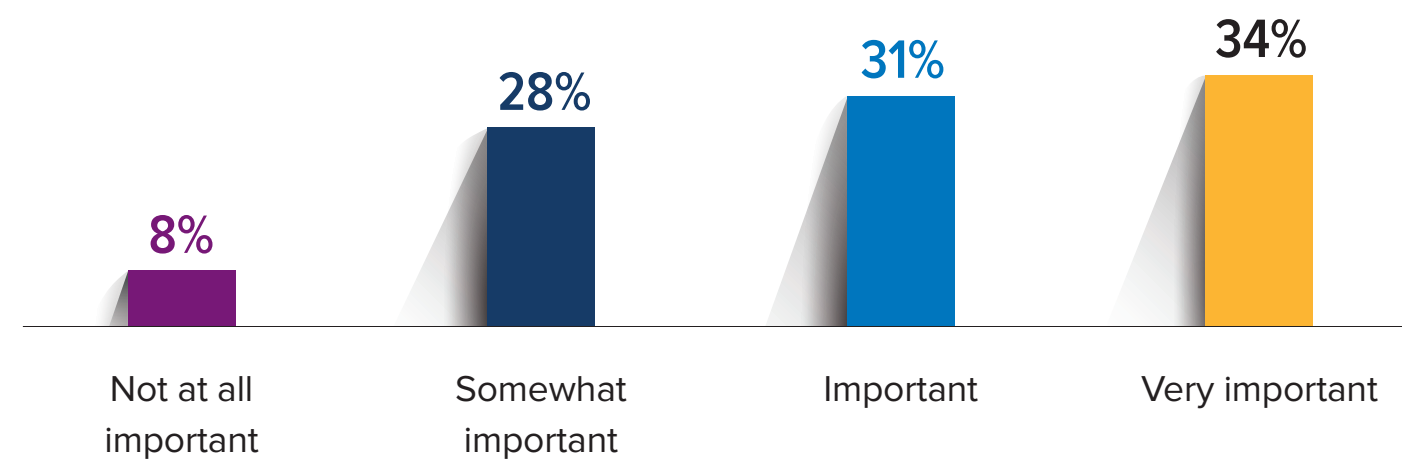
Bias against older workers



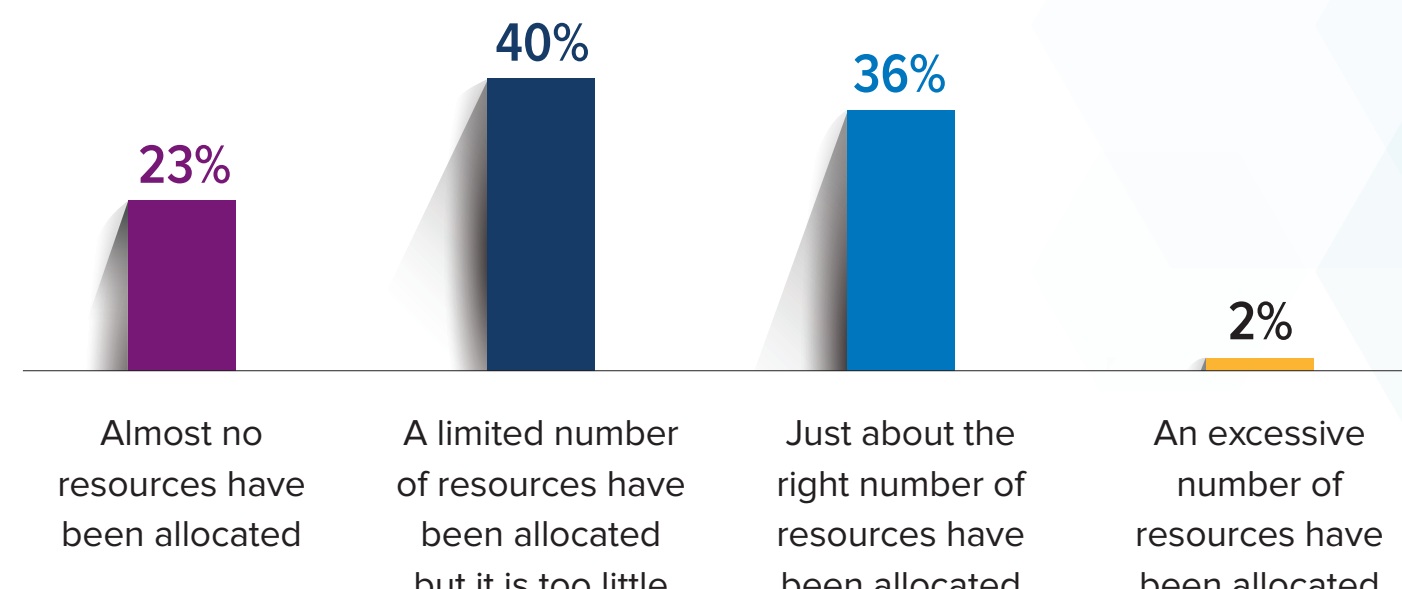
1 in 5 (20%) HR professionals say their organization's overall policies and practices are not at all fair or only somewhat fair.

Nearly two-thirds of organizations say DEI is important, yet about the same number have allocated little to no resources to DEI.

The Importance of DEI to Organizations



Resources Devoted to DEI



A New Approach to Workplace Equity

Inequities are often embedded in different job structures and employment systems. **The National Study of Workplace Equity** focused on assessing the equity of the ten different employment systems. To learn more, please read the full National Study of Workplace Equity research report and executive summary.

[Download here.](#)

Employment Systems



Job Structures



Training and Career Development



Recruitment and Hiring



Performance Assessment and Feedback



Compensation and Benefits



Resources and Supports



Orientation and Onboarding



Promotion



Supervision and Mentoring



Separation

Methodology



A sample of 1,062 U.S. organizations was surveyed using **the SHRM Voice of Work panel**. The survey was fielded August 19, 2022, to August 31, 2022. Data were weighted to reflect the population of U.S. organizations. The margin of error is approximately ± 3.76 percentage points at the 95% confidence level.



BOSTON COLLEGE
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WORK EQUITY



SHRM
BETTER WORKPLACES
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