To learn how business leaders currently view diversity and inclusion (D&I) and determine a possible path forward in the future of work, Intel commissioned a study that interviewed over 3,000 business leaders across 17 countries. The data shows we’re at a tipping point. Companies should keep D&I a top priority in planning the future of work – in turn, creating initiatives built for wherever and however people work.

A Work in Progress

Supporting D&I through Technology

Many companies are already capturing metrics around underrepresented groups.

A Future of Inclusion in an Evolving Workplace

<table>
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<th>Top areas of investment:</th>
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<td>47%</td>
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<td>64%</td>
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Of respondents who have set D&I goals, say they want to achieve them in the next two years, but one-third of those still have doubts that their company is prepared to do so.

Of respondents said that COVID-19 has had a positive impact on D&I in their organization.

Despite the progress toward D&I goals during the pandemic, 28% of leaders reported seeing a negative impact on their D&I progress during the pandemic.

Achieving an effective and sustainable program will require wider industry investment. Business leaders indicated the following areas they’d like to see industry commitment:

- 63% said that technology will make it easier to recruit from underrepresented groups.
- 28% say there’s room for their companies to invest more in systems that promote D&I.
- 54% say the need to adopt new technology will hinder their D&I goals.
- 97% say their organizations already have rolled out D&I initiatives with a hybrid workforce in mind.
- 89% say digital technologies are helping the gap narrow.
- 51% say more innovative technologies that help inclusion will be critical.
- 44% say that engagement will be a key factor in achieving goals.
- 37% say partnerships will improve their approach.
- 29% say that technology will make it easier to get buy-in from executive leaders.
- 34% say that understanding and goals are the biggest hurdles in achieving goals.

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