

The Future of Inclusion in an Evolving Workplace

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.

Committing to D&I amid COVID-19

63% Of respondents said that COVID-19 has had a positive impact on D&I in their organization

Of those:

46%

Digitization made it easier to recruit from underrepresented groups

45%

Pandemic-driven digital transformation brought the adoption of new inclusion tools

43%

A hybrid workforce allows for a wider variety of D&I initiatives

Many companies are already capturing metrics around underrepresented groups.

Top areas of investment:



47%

Gender Equality



39%

Race and Ethnicity



37%

Disability and Accessibility

64%

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

57%

Say there's room for their companies to invest more in systems that promote D&I

20%

Say that ensuring remote workers and in-office workers equitably benefit from D&I practices is their top priority in the next 12 months

A Work in Progress

28%

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

30%

That cited a negative impact noticed a reduction in employees from underrepresented groups

54%

Of those that saw this reduction say employees with disabilities left the workplace at a higher rate than other groups

Barriers to Getting D&I Initiatives Back on Track:

52%

Say the need to adopt new technology will hinder their D&I goals

32%

Cite low interest levels from senior stakeholders or no dedicated D&I senior lead as the top challenge in achieving goals

Supporting D&I through Technology

97% Of respondents say their organizations already have rolled out D&I initiatives with a hybrid workforce in mind

89%

Believe technology will make achieving D&I goals easier

44%

Say more innovative technologies that help inclusion will be critical

29%

Consider a digital-first approach to D&I as the right way forward

Seeking Collaborative Solutions

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

51%

Increase in awareness, dialogue and industry-wide change for inclusive language

37%

More inclusion collaboration across the industry

37%

Global benchmarks and industry standards for D&I

34%

More shared best practices

METHODOLOGY

This survey was conducted among 3,136 business decision makers or influencers of Diversity, Equity & Inclusion Policy, in organizations employing 100+, across 17 countries, including Brazil, Canada, Egypt, Germany, India, Ireland, Israel, Italy, Malaysia, Mexico, Poland, Saudi Arabia, United Arab Emirates, United Kingdom, United States, Vietnam and Taiwan. Participants were employed across a number of industries, including accounting, agriculture, architecture, automotive, carpentry, education, energy, engineering, electrical, fashion, government, healthcare, hospitality, IT, law, manufacturing, marketing, pharmaceuticals, property, and retail. The interviews were conducted online by Sapio Research in September 2021 using an email invitation and an online survey.