Building a culture of equitability for women and gender diverse employees In today's work culture, it is critical for organizations to create a diverse, equitable and



inclusive environment. Although many organizations have made great strides in DE&I over the past few years, women and gender diverse employees are still underrepresented in leadership and on the board. How are organizations addressing this gender gap?

One-Minute Insights:

fifth of senior leadership

many organizations



opportunities for women and gender diverse people

but many leave out gender diverse identities

Most organizations analyze gender equity at least quarterly



Women and gender diverse people make up less than 10% of boards for

Women and gender diverse individuals most typically account for about a





Data collection: March 11th - September 15th 2023 Respondents: 52 HR professionals whose organizations conduct gender equity analysis of their workforce

Organizations are deploying networking, professional development and ERG

Monthly

Most organizations run gender equity analysis quarterly,

Among organizations who have conducted gender equity analysis of their workforce (n=52), **29**% say their organization does this analysis **quarterly**, the most commonly selected cadence.

How frequently does your organization conduct

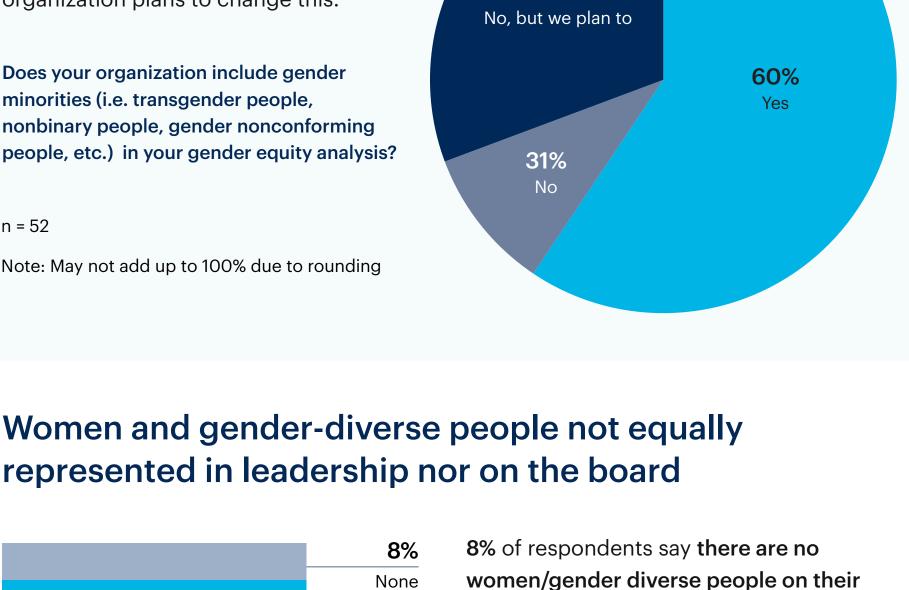
equity analysis across gender demographics?

29% Quarterly 19%



minorities (i.e. transgender people, nonbinary people, gender nonconforming people, etc.) in your gender equity analysis? n = 52Note: May not add up to 100% due to rounding

Does your organization include gender



12%

Biannually

members fall into this category (27%). 23% 11-20% What percentage of your organization's

27%

1-10%



The most commonly selected benefit HR

professionals report their organization has in

place to retain women and gender diverse

talent is networking and professional

What programs, if any, does your organization

development opportunities (67%).

gender minority talent? 50% or more **0**% n = 52Note: May not add up to 100% due to rounding

board members are women and/or other

board, and no organizations have a board

with over 50% women/gender diverse

people. Most commonly 1-10% of board

What percentage of senior leadership within your organization are women and/or other gender minority talent?

17%

21-30%

12%

31-40%

67%

Networking and

professional development opportunities

> Other includes: **Period Leaves**

2%

41-50%

50% or more **0**% n = 52Note: May not add up to 100% due to rounding

To retain women and gender diverse talent, orgs turn to

professional development and flexible work arrangements

46%

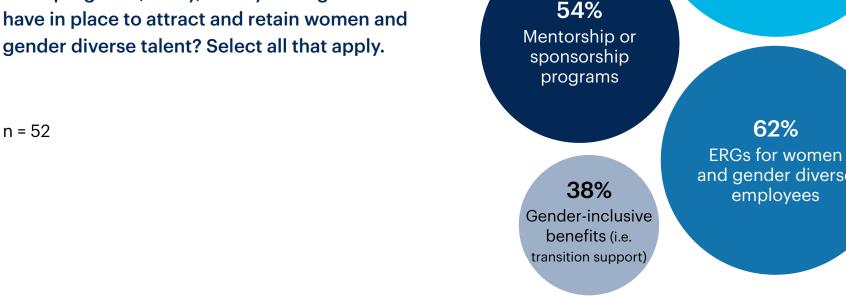
Family planning

resources

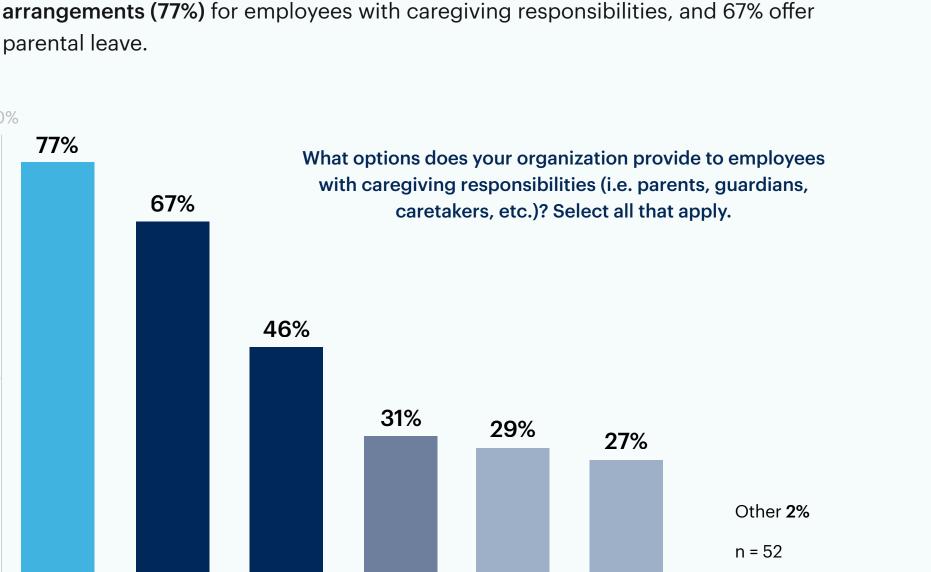
31%

11-20%

62% n = 52ERGs for women and gender diverse 38%



Over three quarters of respondents report their organization offers flexible working



On-site Reimbursement Flexible

expenses

spending

accounts for

caretaking

facilities (i.e. for caretaking

daycare, private

breastfeeding

areas, etc.)

"[Provide] training [and] promoting, not just supporting your women but also men and giving relevant benefits." - Director, finance, banking and insurance, 1,000 - 5,000 employees

80%

77%

Flexible working

arrangements

Parental

leave

Child care

assistance

"Men can be allies if they are a part of [the] recruiting team and understand the circumstances women and DEI candidates go through in their life."

Question: What are the best ways to recruit men to be allies and champions of gender equity within an

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and engaging discussions from a community of your peers.

Gartner Peer Community. You'll get access to synthesized insights

Respondent Breakdown

- Manager, professional services industry, <1,000 employees

North America 17%

C-Suite

8%

VΡ

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Job Level

Director

19%

APAC 67%

EMEA 15%

15%

<1,001

employees

50%

8%

1,001 - 5,000 employees 27%

10.001+

employees

employees

5,001 - 10,000



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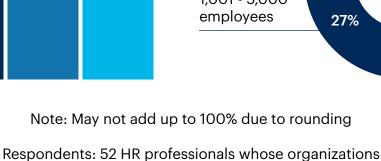
37%

Manager

33%

Source: Gartner Peer Community, DEI initiatives: Addressing the gender gap survey

Region



conduct gender equity analysis of their workforce