



# Korn Ferry Executive Survey: Progress Being Made in Diversity and Inclusion Efforts but More Still Needs to Be Done

March 18, 2019

*-While Vast Majority Say There is More Focus on D&I Than 5 Years Ago, More than Half Say There is Still Unconscious Bias in Their Organization--  
-Leaders Say D&I Efforts Lead to Greater Innovation and Less Employee Turnover-*

LOS ANGELES--(BUSINESS WIRE)--Mar. 18, 2019-- Progress is being made to create a culture of diversity and inclusion (D&I) in organizations, but much more needs to be done to close the gap. That according to a new executive survey from [Korn Ferry](#) (NYSE:KFY).

The vast majority of respondents (81 percent) say they believe they work for a diverse and inclusive company, and 87 percent say there is more of a focus on D&I in their organization today than 5 years ago.

Further, 76 percent of respondents say that they do understand the causes of bias, and 62 percent have D&I programs in place to help ameliorate the issue.

However, 59 percent feel there is still an element of unconscious bias when it comes to diverse backgrounds such as religion, race, gender or sexual preference.

"Understanding the behaviors that cause bias is a strong step, but it's not enough to create effective action," said Andrés Tapia, a global diversity and inclusion strategist and thought leader at Korn Ferry. "Organizations need to address the structural issues that are keeping bias alive, including pay parity, role expectations and high-potential talent criteria that favor one group over another."

According to the survey, there are clear business reasons to focus on the issue. Nearly two-thirds (63 percent) say their D&I programs help with employee retention and 76 percent say D&I initiatives lead to greater innovation.

"The dichotomy between an overwhelming sense that D&I is good for business and yet the continued lack of truly breakthrough progress indicate that organizations need to address inherent bias issues not only in a strategic, programmatic and sustainable way, but also with courage and determination," said Tapia.

### Do you feel like you work for a diverse and inclusive company?

Yes	81 percent
No	19 percent

### Does your organization have diversity and inclusion programs in place?

Yes	62 percent
No	38 percent

### Does your organization put a conscious focus on creating a culture of diversity and inclusion?

Yes	78 percent
No	22 percent

### Compared to 5 years ago, how much of an effort does your organization place on diversity and inclusion?

Much more	28 percent
Somewhat more	59 percent
Somewhat less	13 percent
Much less	0 percent

### Do you think there is an element of unconscious bias in your organization when it comes to diverse backgrounds such as religion, race, gender or sexual preference?

Yes	59 percent
No	41 percent

### Do your organization's diversity and inclusion programs enhance employee retention?

Yes	63 percent
No	37 percent

### Does a lack of focus on diversity and inclusion contribute to employee turnover?

Yes	49 percent
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No 51 percent

**Does a focus on diversity and inclusion contribute to greater innovation?**

Yes 76 percent

No 24 percent

**If progress to increase diversity and inclusion has been slow, does your organization understand the root causes?**

Yes to a great extent 22 percent

Yes to some extent 48 percent

No to some extent 24 percent

No to a great extent 0 percent

**About Korn Ferry**

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.

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