

# Diversity, Equity & Inclusion Benchmarking Survey

## Financial Services Data Sheet



600+ Corporate Respondents

5 Regions

36 Countries



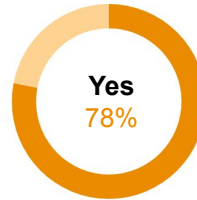
# Financial Services Data Sheet

Many Financial Services (FS) organisations have publicly declared their commitment to Diversity, Equity & Inclusion (DE&I) for some time now, but how have they translated strategy into execution and what impact is it having on the employee experience? PwC's DE&I Benchmarking Survey finds out.

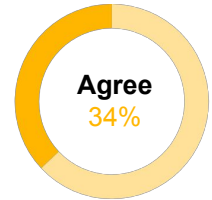
## Diversity is still a barrier to progression

FS organisations are struggling to help translate DE&I strategy into action. While DE&I is a stated value or priority area for 78% of organisations, 34% of respondents still feel their individual diversity is a barrier to employee progression at their organisation.

DE&I is a stated value or priority



Diversity is a barrier to progression at my organisation



## Few DE&I programmes reach full maturity

Only 6% of surveyed FS organisations' DE&I programmes reach the highest level of maturity when assessed against the four dimensions of PwC's DE&I maturity model.



1. Understanding the Facts of Today (UFT): Initiating a continuous data-driven process for understanding the facts of what's happening in the organisation today



2. Building an Inspirational Strategy (BIS): Creating a business-focused vision and strategy for DE&I that reflects the reality of today and the real potential of tomorrow

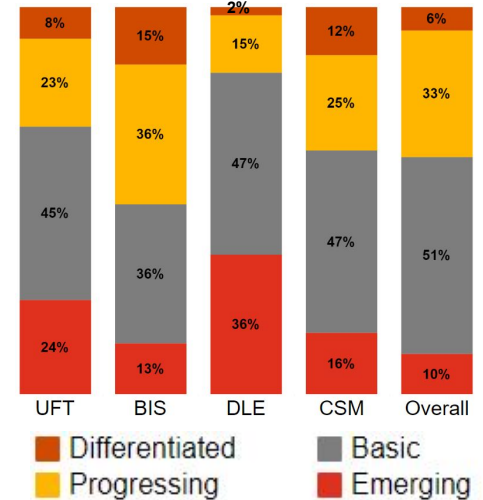


3. Developing Leadership Engagement (DLE): Engaging leadership around an inspirational DE&I strategy by articulating the business case and establishing supportive governance



4. Creating Sustainable Movement (CSM): Executing the DE&I strategy across all elements of the business

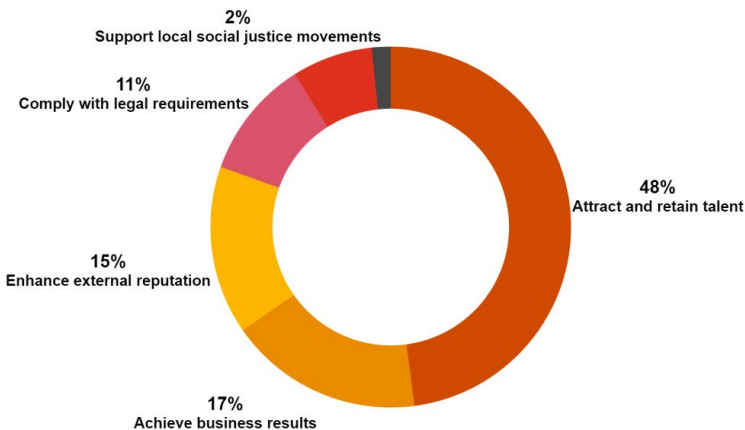
## Degree of programme maturity<sup>1</sup>



## DE&I programme goals

While half of the FS organisations surveyed (48%) leverage their DE&I programme to attract and retain talent, a smaller percentage are leveraging DE&I to achieve business results (17%) or enhance external reputation (15%).

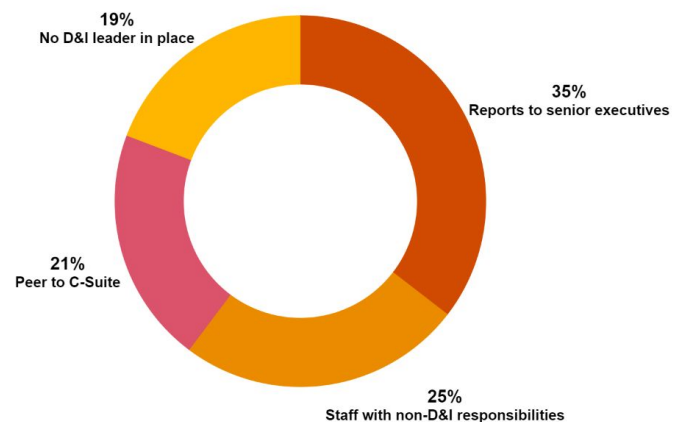
### The primary objective of DE&I is to...



## Programme oversight

While DE&I survey data indicates that having a dedicated DE&I leader that is a peer to the C-Suite can be a differentiator among organisations where diversity is not considered a barrier to progression, only 21% of FS organisations surveyed have adopted this programme structure.

### The DE&I programme leader is...



Source: PwC: Global DE&I Data, July 2022 based on ~6,000 responses across 52+ countries and 26+ industries

<sup>1</sup>Percentages do not add up to 100% as some respondents opted out of questions which did not allow for them to be fully assessed against certain dimensions of the maturity model.



## Accountability for DE&I results

Tasking leaders with specific DE&I goals is key to driving results. Despite this, a third of FS organisations surveyed have adopted this practice (32%) and a quarter measure progress towards the achievement of these goals (25%).

### How does your organisation drive accountability for DE&I results?

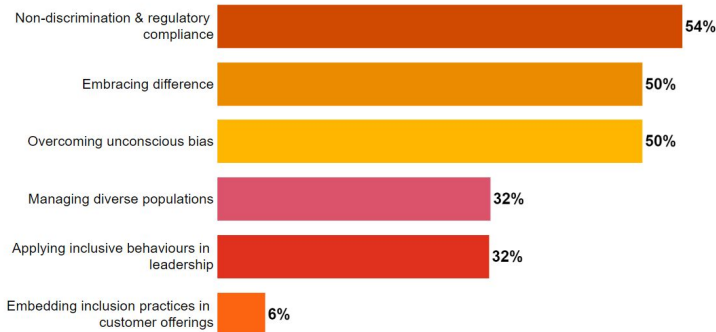
Leaders are tasked with specific DE&I goals	32%
Leaders' progress toward meeting their DE&I goals is measured	25%
DE&I goals influence performance evaluation and compensation outcomes for leaders	17%
DE&I goals influence performance evaluation and compensation outcomes for all employees	18%
None of the above	23%



## Training programmes in place

Half of FS organisations surveyed provide training on non-discrimination & regulatory compliance, embracing difference, and overcoming unconscious bias. Yet only 32% have expanded training to focus on applying inclusive behaviors in leadership.

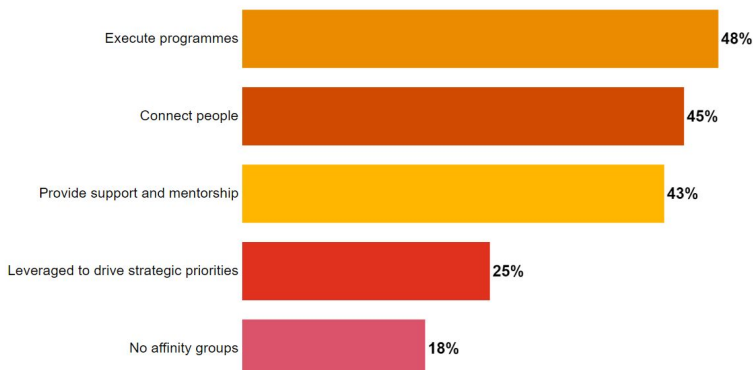
### Training programmes focus on...



## Role of affinity networks/ resource groups

While the majority (82%) of FS organisations have affinity groups, they are mostly used to execute programmes (e.g., Speaker's Series), rather than to inform decision-making and drive business priorities.

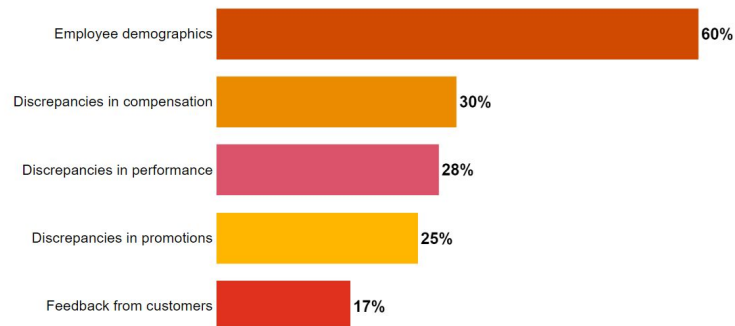
### Affinity groups at my organisation...



## Leveraging data

Driving sustainable change requires effective monitoring efforts. Most organisations track employee demographics (e.g., gender), but significantly fewer measure discrepancies in compensation, performance, or promotions based on these attributes.

### My organisation gathers & analyses the following types of data...



## Take the DE&I Benchmarking Survey

Analyze the maturity of your organisation's DE&I programme, and see how your organisation compares to others in your region and industry.



[pwcresearch.com/uc/DEISurvey/](https://pwcresearch.com/uc/DEISurvey/)



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### Additional reading

[PwC's Global Hopes and Fears Survey 2022](#): Explore key findings on approaching sensitive political and social discussions from PwC's Workforce Hopes and Fears 2022 survey of 52,000+ workers across 44 countries and territories worldwide.

[PwC's 25th Annual Global CEO Survey](#): Hear from 4,446 CEOs across 89 countries and territories on reimagining the outcomes that matter, including thinking around race and ethnicity representation rates in their company's long-term corporate strategy.

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### For a deeper discussion, contact:



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Source: PwC: Global DE&I Data, July 2022 based on ~6,000 responses across 52+ countries and 26+ industries