# Diversity, Equity & Inclusion Benchmarking Survey

# Healthcare Data Sheet



#### 722+ Corporate Respondents

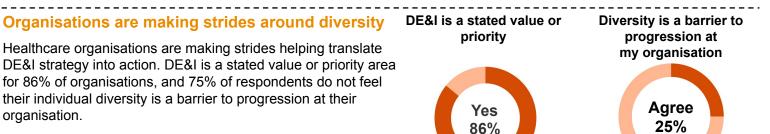
5 Regions

32+ Countries



# Healthcare Data Sheet

Many Healthcare 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.



### However, few DE&I programmes reach full maturity

Only 5% of surveyed Healthcare organisations' DE&I programmes reach the highest level of maturity when assessed against the four dimensions of PwC's DE&I maturity



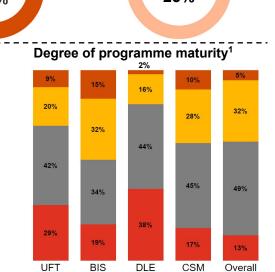
 Understanding the Facts of Today (UFT): Initiating a continuous data-driven process for understanding the facts of what's happening in the organisation today



external reputation.

 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



Basic

Emerging

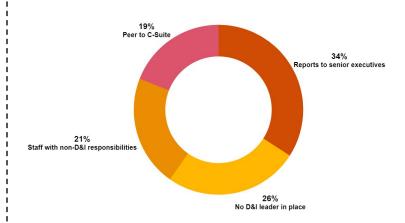
# Programme oversight

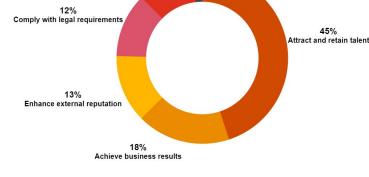
While DE&I survey data indicates that having a dedicated DE&I leader that is a peer to the C-Suite can be a differentiator among organisations where diversity is not considered a barrier to progression, only 19% of Healthcare organisations surveyed have adopted this programme structure.

Differentiated

Progressing

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





**DE&I** programme goals

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

2% Support local social justice movements

talent, but far fewer are connecting DE&I directly to

Nearly half of Healthcare organisations surveyed (45%) view

their DE&I programme primarily as a way to attract and retain

responding to achieve business results, or enhancing the

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

1Pdustrieses 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, just under a third (29%) of Healthcare organisations surveyed have adopted this practice, with fewer measuring progress toward meeting goals or holding leaders accountable.

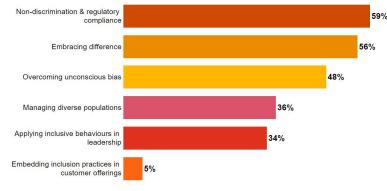
# How does your organisation drive accountability for DE&I results?

| Leaders are tasked with specific DE&I goals   | 29% |
|---|-----|
| Leaders' progress toward meeting their DE&I goals is measured                           | 20% |
| DE&I goals influence performance evaluation and compensation outcomes for leaders       | 16% |
| DE&I goals influence performance evaluation and compensation outcomes for all employees | 18% |
| None of the above   | 26% |

## Training programmes in place

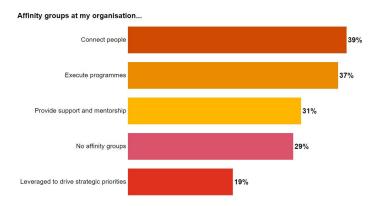
A leading practice is to provide training on how to embed inclusive behaviours into everyday job responsibilities. Yet, only 34% of Healthcare organisations adopt this practice.

#### Training programmes focus on...



#### Role of affinity networks/ resource groups

While the majority (71%) of Healthcare organisations have affinity groups, they are mostly used to foster networks and execute programmes, rather than to inform decision-making and drive business priorities.



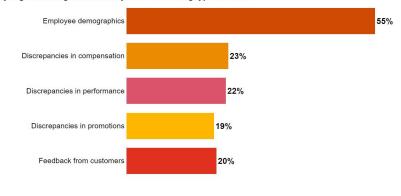




### Leveraging data

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...



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

# 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/



### Additional reading

<u>PwC's Global Hopes and Fears Survey 2022</u>: 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.

<u>PwC's 25th Annual Global CEO Survey</u>: 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.

#### 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

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