



## Diversity Survey results

### 1. Perceived diversity of organisations

- While approximately 38% consider their organisation to have a High/Very high level of diversity, 38% also consider their organisation to have a Low/Very low level of diversity
- It was also noted that there is far less diversity at leadership level than below leadership.

### 2. Diversity initiatives in place

- 52% of participants said their organisation has diversity initiatives in place
  - 24% said their organisation does not have any diversity initiatives in place
  - A further 24% said they did not know if their company had any diversity initiatives in place (rising to approx. 30% for Pharma participants)
- Diversity initiatives described broadly fell into one of the following four areas:

**Policies** - Companies are developing specific D,E & I policies to standardise their approach across the business and drive change

*"We have a co-created diversity and inclusion policy that has been developed for leadership, recruitment, event planning and internal culture."*

**Task forces** - Internal task forces including Employee Resource Groups, have been set up to co-ordinate all activities including policies, ways of working, training & celebrations and setting of goals to assess progress.

*"We have a dedicated taskforce to add new policies, highlight diversity events (e.g. diwali, Pride, etc.) and organise talks on D&I topics"*

**Recruitment** - Recruitment policies to help them attract and hire diverse candidates with some companies blinding CVs during initial candidate shortlist selection

*'We have a new programme to encourage entry level candidates from disadvantaged backgrounds into the industry that is replacing our previous grad scheme'*

**Education & Training** - Talks and training on various topics, including celebrations of cultural events and religious holidays. This includes a mix of internal and external programmes to raise awareness of D,E&I issues.

### 3. Celebrating diversity

22% of respondents said their company does nothing to celebrate diversity but for those whose companies do celebrate diversity, celebrations fell into three categories:

#### Celebrating & supporting key dates

Calendars of events to support & educate staff around key days/months eg. Black History, Pride, International Women's Day, Diwali, Ramadan (e.g. emails, social posts, sharing articles and stories from staff)

*“Our D&I team run weekly events to celebrate diversity, sharing relevant articles and providing a weekly film recommendation. We are currently looking at Ramadan and how it is represented in culture”*

### **Events discussions & information sharing**

Companies are organising panel discussions, interactive group discussions, celebratory events and training to improve understanding and celebrate diversity within their organisations and the wider industry

*‘We have lots of initiatives and a group that regularly delivers education, events, interactive group discussions and initiatives’*

### **Creating an inclusive workspace**

This is less of an initiative and more of a cultural change, with companies striving to create an inclusive workplace where people can be themselves and feel able to contribute fully

*‘We believe in being able to bring your true self to work, to enable everyone from all backgrounds to do the best work of their lives here. We celebrate diversity across a number of groups by normalising differences under the banner of ‘belonging*

## **4. Disability**

We asked **“How well is your organisation (and its policies) set up to attract and support people with disabilities, neurodiversities and chronic conditions”?**

- Approx. 30% said they currently have policies in place to attract people with disabilities, neurodiversities and chronic conditions, 43% said they are not aware of any such policies, but 27% said they are not set up for this nor have any policies in place

## **5. Feeling empowered to speak out**

**“Do you feel empowered to speak up when you feel something is culturally inappropriate”?**

- Approx. 60% of participants said they always feel empowered to speak up when they feel something is culturally inappropriate; a further 25% said they sometimes feel empowered to speak up
- Approx. 30% from Pharma do not feel empowered to speak up, compared to 12% from Agencies

## **6. Looking to increase diversity in the team**

**“Is your organisation actively looking to increase diversity in the team”?**

- Over half the participants said their organisation is actively looking to increase diversity in their team
  - Approx. 59% Agency compared to 37% Pharma

## **7. Being held back**

**“Have you ever felt held back by something other than your skills, ability, knowledge, experience (eg your ethnicity, gender etc)”?**

- Over a third of participants said they have felt held back by something other than their skills, ability, knowledge, or experience (e.g. their ethnicity, gender or other protected characteristic).
  - Approx. 28% Agency compared to 48% Pharma

Protected characteristic	Experiences cited		
Age	Some young people feel they are not taken seriously by senior team members or clients due to their age.		
Gender	Women, particularly younger women, don't feel that senior management listen to them or take on board their views. Some women have been told they are being 'emotional' when raising legitimate concerns.		
Ethnicity/racism	Lack of representation at the top of companies and slow progression for minority staff Unconscious bias and racism in interviews. Preferential treatment for white colleagues		
Pregnancy/ maternity leave	View that a request for flexible working suggests that the person is not committed to the job. NB: There is recognition that the situation for pregnant women and women returning to work from maternith leave has improved in recent years		
Sexual orientation	Being gay in a very heterosexual business environment can hold people back from expressing themselves		
Socioeconomic Background	Elitist environment where those from less wealthy backgrounds can feel like outsiders. Challenges getting work experience for those without connections		