Diversity & Inclusion in the Global Workplace

2020 Research Brief Phase II

Lenovo Group Limited and Intel Corporation | Diversity & Inclusion in the Global Workplace

Gen Z employees value diversity and inclusion

Overview of findings

While there is widespread global support for diversity and inclusion (D&I) initiatives in the workplace, there is a significant gap in overall prioritization between generations, particularly between Gen Z and Baby Boomers*. Results show that Gen Z employees across markets consistently lead other generations when it comes to finding importance in the diverse makeup of company leadership. For example, Gen Z—by a 22-point margin—want to see more LGBTQ representation when compared to Baby Boomers (66% vs. 44%). This indicates that the newest generation to enter the workforce places a higher importance on these issues.

Generational divide between Gen Z and Baby Boomers is apparent in views on a company's D&I initiatives

Representation is not the only aspect of D&I that sheds light on the difference of opinions between Gen Z and Baby Boomers. As it pertains to the importance for companies to provide specific benefits for groups with different needs, 77% of global Gen Z respondents ranked it extremely or very important compared to 58% of Baby Boomers. Additionally, by a 10-point margin, Gen Z believes implementing programs to ensure diversity and inclusion at every level is extremely or very important for ensuring equal treatment of employees (83% of global Gen Z respondents vs. 73% of global Baby Boomer respondents). However, Baby Boomers are more inclined to believe that a fair allocation of workloads ensures people, regardless of background and identity, are treated equally (86% of global Baby Boomer respondents vs. 76% of global Gen Z respondents).

Importance of D&I in attracting the next generation of employees

The results show there is a clear need for businesses to put their D&I ambitions into action in order to attract a younger generation of leaders. It also shows that older generations in senior roles should look to understand the sentiment among its young workforce and invest in initiatives that support their goals.

*Generations were defined by the following age ranges of respondents between December 19, 2019, and January 7, 2020: Gen Z – 18 to 24 years; Millennials – 24 to 41 years; Gen X – 42 to 54 years; Boomers – 55 to 73 years

How important are each of the following in ensuring people are treated equally at work, regardless of differences in background and identity?

	Gen Z	Millennials	Gen X	Boomers
Team members' ideas are heard and recognized	84%	84%	81%	80%
Implement programs to ensure diversity and inclusion at every level	83%	79%	76%	73%
Workplace free from unlawful discrimination, harassment or bullying	82%	87%	85%	88%
Equal access to benefits	81%	86%	84%	85%
Team members are empowered to make decisions	81%	79%	76%	74%
Fair allocation of workloads	76%	84%	82%	86%

When thinking about equal treatment in the workplace, how important is it that your employer does each of the following?

	Gen Z	Millennials	Gen X	Boomers
Competitive merit-based selection processes for recruitment and promotion	81%	76%	74%	73%
Provides diversity training for managers and/or all employees, which may include unconscious bias training	81%	73%	70%	67%
Ensures equal pay for employees who are equally qualified, equally experienced, and performing the same role	80%	84%	82%	85%
Provides consistent accommodations to employees from all religions, regarding extra time off during religious holidays & prayer in the workplace	79%	72%	67%	65%
Provides specific benefits for groups with different needs	77%	74%	65%	58%

Thinking about leaders at your workplace, how important is it for you to see leaders representing each of the following areas...

	Gen Z	Millennials	Gen X	Boomers
Women	79%	74%	69%	67%
People with Disabilities	74%	69%	63%	63%
Ethnic or Racial Minorities	74%	69%	61%	57%
Parents	73%	70%	61%	55%
LGBTQ	66%	57%	49%	44%
Religious Minorities	64%	57%	48%	43%

(intel) Lenovo

There is a difference in priorities between men and women

Overview of findings
While results indicate a positive sentiment toward D&I initiatives globally, there are noticeable gaps across markets between what women value most compared to men. The data suggests women are more inclined to believe education on D&I issues at every level is important (80% of women versus 74% of men in the US and 73% of women vs. 62% of men in the UK).

Women tend to feel stronger about D&I in the workplace
Employees of both genders in Brazil and China place a higher importance of ensuring team members' voices are heard (Brazil: 98% of women and 92% of men; China: 90% of women and 88% of men). However, women across all markets consistently indexed higher than their male counterparts on this issue. Additional

differences in opinions were evident between markets. For example, the survey found on average there is an 11% difference in opinions between men and women in the UK as it pertains to the importance of equal treatment in the workplace.

Work-life balance isn't a top priority for all
In terms of what men and women find most important in the workplace, men often prioritized seeking better work-life balance. While work-life balance continues to be a key driver for women (ranking in top three concerns in most countries), overall, they placed more importance on health insurance and strong safety standards.

*Only 1% of survey participants self-identified as non-binary or a gender other than male or female.

When thinking about equal treatment in the workplace, how important is it that your employer hears and recognizes team members' ideas?

	Women	Men
🇺🇸	84	83
🇬🇧	81	68
🇧🇷	98	92
🇩🇪	74	66
🇨🇳	90	88

Women ▇
Men ▇

intel   Lenovo
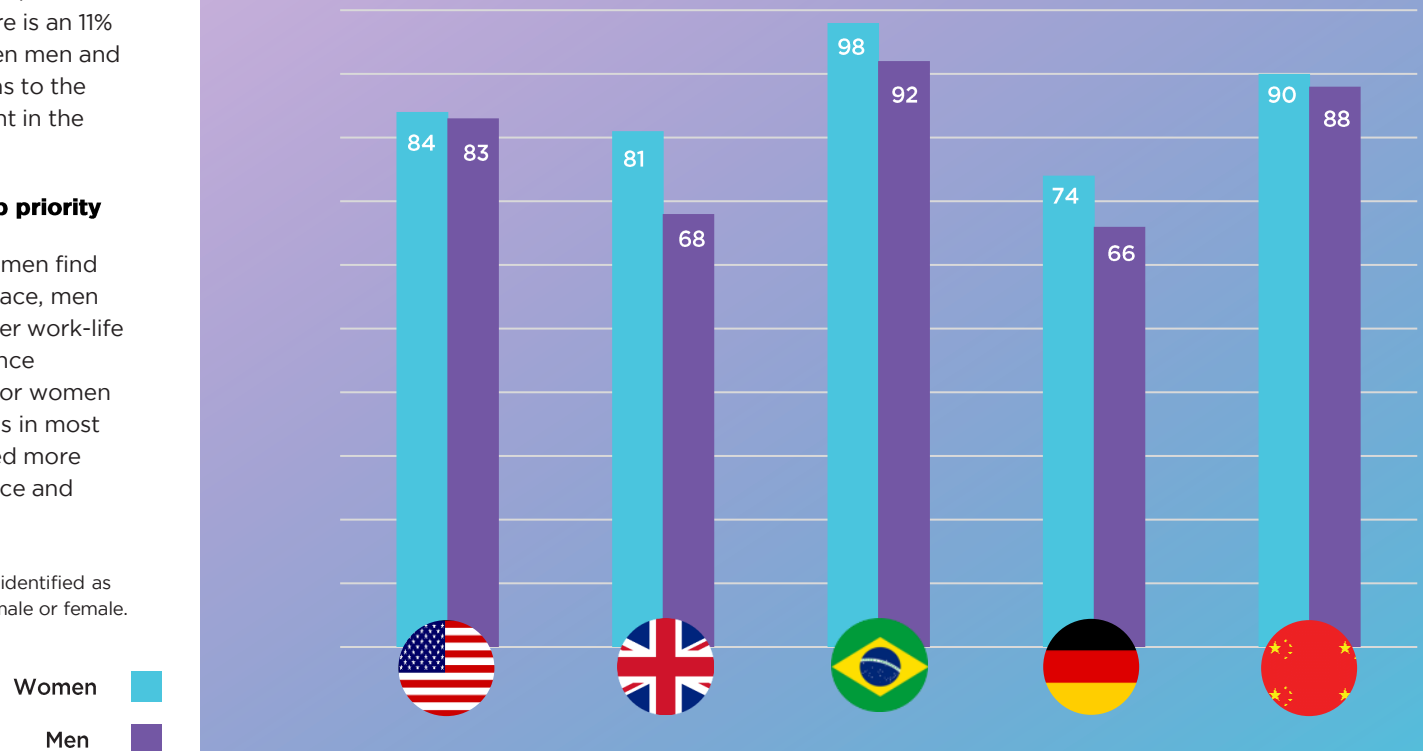
Employees want leadership to represent more women and people with disabilities

Overview of findings
It's not enough to be diverse and inclusive in the lower rungs of an organization. Employees in this study indicate they want their leaders to be diverse as well. Across all markets, employees say it is "extremely" or "very" important that they see more women in leadership at their workplace, followed by people with disabilities, ethnic/racial minorities, and parents.

A consistent desire for female leadership
Employees across all markets indicate seeing female representation in leadership positions as a top priority; however, the US is the only country to place ethnic or racial minorities leadership as a top-two priority. In the UK, Brazil and Germany, more weight is given to supporting leadership representation to those living with disabilities, while China wants more consideration and support for parents in the workplace.

Diverse and inclusive workplaces at all levels
While respondents indicate their company is fairly diverse and inclusive at each employee level, those in Brazil indexed consistently higher than other markets in terms of representation across the board. In the UK and Germany, only a third of respondents believe senior leadership/C-Suite and Board of Directors are diverse and inclusive.

Thinking about leaders at your workplace, how important is it for you to see leaders representing each of the following areas…

	US	UK	Germany	Brazil	China
1	Women	Women	Women	Women	Women
2	Ethnic or Racial Minorities	People with Disabilities	People with Disabilities	People with Disabilities	Parents
3	People with Disabilities	Ethnic or Racial Minorities	Parents	Ethnic or Racial Minorities	Ethnic or Racial Minorities
4	Parents	Parents	Ethnic or Racial Minorities	Parents	People with Disabilities
5	LGBTQ	LGBTQ	LGBTQ	Religious Minorities	Religious Minorities
6	Religious Minorities	Religious Minorities	Religious Minorities	LGBTQ	LGBTQ

Thinking about your workplace, how diverse and inclusive would you say your company is at each of the following levels…

	US	UK	Germany	Brazil	China
Entry-level employees	61%	55%	50%	71%	59%
Mid-level employees	57%	49%	44%	70%	61%
Senior level management	47%	39%	37%	61%	58%
Senior leadership / C-Suite	44%	34%	36%	57%	60%
Board of Directors	41%	32%	34%	58%	55%

Conclusion/Key takeaways

- The emerging Gen Z workforce believes the workplace should be representative of what the world looks like and that companies should ensure equal treatment and equal opportunities for all.

- Most employees are supportive of a company's diversity and inclusion efforts, but men and women prioritize these differently.

- There is a desire amongst employees across markets to see more women ascend to company leadership positions, but there is also an eagerness for other minority groups to be given this opportunity.

Pictured on Right: An Asian woman is laughing with her son riding on her back with his arms around her neck, also laughing.

Lenovo Group Limited and Intel Corporation | Diversity & Inclusion in the Global Workplace

(intel) Lenovo