

CareerBuilder Survey Reveals 69% of Working Adults are Optimistic About Employer's Existing DEI Efforts

As part of the data, employees share suggestions for how companies can actively improve their practices of diversity to enhance the employee experience even further

CHICAGO, Sept. 29, 2022 /PRNewswire/ -- [CareerBuilder](#), a global talent acquisition leader and job marketplace, shared findings from a recent survey that shows 69% of working adults are optimistic and characterize their employer's diversity, equity, and inclusion (DEI) efforts as positive, sharing specific initiatives that are most impactful including employee resource groups (ERGs) that promote a more inclusive workplace.

Of those that are optimistic about diversity at their company, many feel either respected, happy, encouraged or excited by current initiatives. African American employees (42%) are more likely than their White counterparts (29%) to say they are encouraged and excited about DEI efforts with 14% of African Americans saying companies are lacking in their attempts and could do more. Just over 1 in 5 employees (22%), including 35% of Gen Z workers, remain critical and skeptical, citing that their employer is either not doing enough, missing the mark or that DEI efforts are non-existent.

"It's motivating to see diversity efforts being positively recognized by employees as companies strive to create more equitable and inclusive work environments," says Kristin Kelley, Chief Marketing Officer at CareerBuilder. "Workers are at the core of what we do so creating a healthy company culture is of the utmost importance and continued education and listening will help employee retention and satisfaction."

As part of the survey, employees share some of the top ways companies can actively improve their diversity efforts:

- 48% - hiring a more diverse workforce
- 41% - promoting diversity across employees and leadership
- 25% - improving company policies and practices
- 21% - offering bias and diversity training for recruiters and leadership

About 1 in 5 employees say that diversity is also achieved through floating holidays for different cultures and practices, improved diversity messaging on marketing and website materials, and the creation of ERGs. Additionally, African American adults, Gen Z and Millennials are more likely than their counterparts to say these types of initiatives make them feel like a company is being more diverse.

Notably, the majority of U.S. adults (72%) say ERGs specifically play a critical role in promoting DEI including almost 1 in 4 of Millennials and Gen Z who cite ERGs as an essential solution to growing diversity. Importantly, Gen Z says ERGs enhance their employee experience (37%) and encourage them to stay at a company (30%) - aspects which can be important early in their growing careers.

Recognizing the value of ERGs, U.S. adults say these are some additional benefits:

- 33% say ERGs make them feel heard and valued
- 32% say they promote cultural awareness
- 30% suggest they foster an inclusive workplace
- 29% say they improve company innovation and culture
- 27% agree they provide an opportunity to meet colleagues

This survey was conducted by The Harris Poll on behalf of CareerBuilder. For more information on CareerBuilder, visit [CareerBuilder.com](#).

About CareerBuilder

CareerBuilder is a global talent marketplace that provides talent acquisition solutions to help employers find, hire and onboard great talent, and helps job seekers build new skills and progressive careers as the modern world of work changes. CareerBuilder has 25 years of experience as a talent company using technology to place people in jobs, and it is the only company with both the technology, through its online platform, and the candidates via its job site, to create a connected end-to-end experience. CareerBuilder also owns Broadbean and Workterra companies and operates in the United States, Canada, Europe, and Asia serving the majority of the Fortune 500 across five specialized markets. CareerBuilder is majority-owned by funds managed by affiliates of Apollo Global Management, Inc. and Ontario Teachers' Pension Plan Board. For more information, visit [careerbuilder.com](#), and to learn more about our solutions for employers, visit [hiring.careerbuilder.com](#).

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