

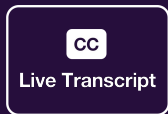


SYNDIO BRIEFING

2023 Workplace Equity Trends Report: What the Future Holds

We will begin shortly.

This webinar is being recorded and will be shared with all registrants.



We have live transcript enabled for this webinar.
If you would like to use this feature, please turn
on this setting in your Zoom toolbar now.



AGENDA

- 01 The state of workplace equity
- 02 2023 workplace equity trends
- 03 Key takeaways
- 04 Q&A

The information provided herein does not, and is not intended to, constitute legal advice.
All information, content, and materials are provided for general informational purposes only.



| Speakers



Carol Grant

VP of Marketing at
Syndio



Chris Martin

Research Manager at
Syndio





Our mission is to build expert-backed technology that helps companies measure, achieve, and sustain workplace equity.



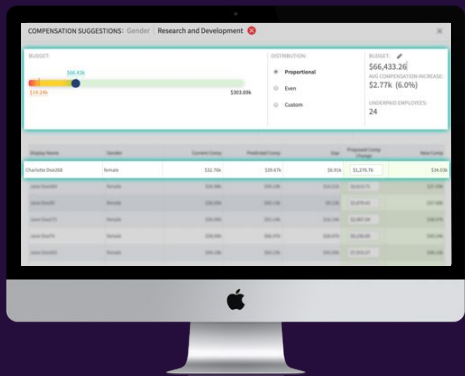
Workplace Equity Platform

Enterprise platform to analyze, resolve, and prevent disparities in pay and opportunities



Expert Support & Consulting

Legal best practices, statistics, reporting, and communications guidance and support



200+ industry leaders trust Syndio
including 30% of Fortune's Most Admired Companies



NORDSTROM



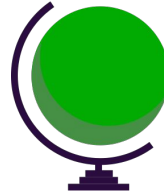
Employers are called upon to demonstrate action and progress on workplace equity



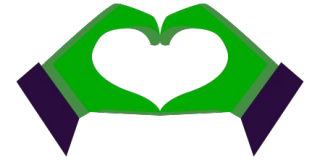
Senior leaders are moving past risk mitigation



Employees are demanding more transparency



Regulations expand in the U.S. and internationally



Companies know equity is a part of their brand



Poll question

How do you anticipate your organization will prioritize its workplace equity program two years in the future compared to now?

Much lower priority

Somewhat lower priority

Same priority

Somewhat higher priority

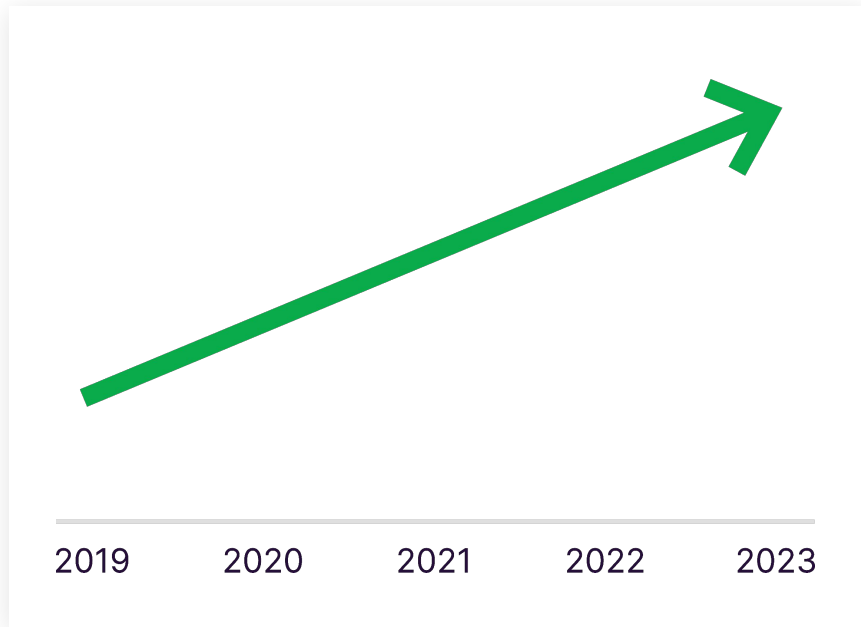
Much higher priority



Even in this volatile macro environment, workplace equity remains a priority for businesses



of companies see their programs continuing to increase in priority in 2023.

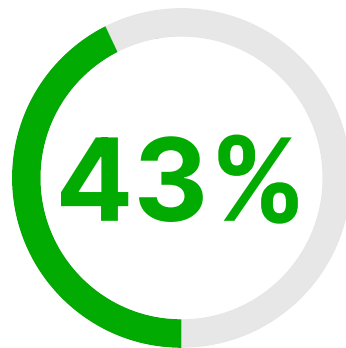


However, there is room for improvement on goal setting and measuring workplace equity progress



3 out of 4 companies

see room for improvement in how they measure their workplace equity programs.



of companies do not believe their leadership is truly bought-in to their workplace equity initiatives.



Poll question

Which identity groups does your workplace equity program explicitly track or analyze?

(Select all that apply)

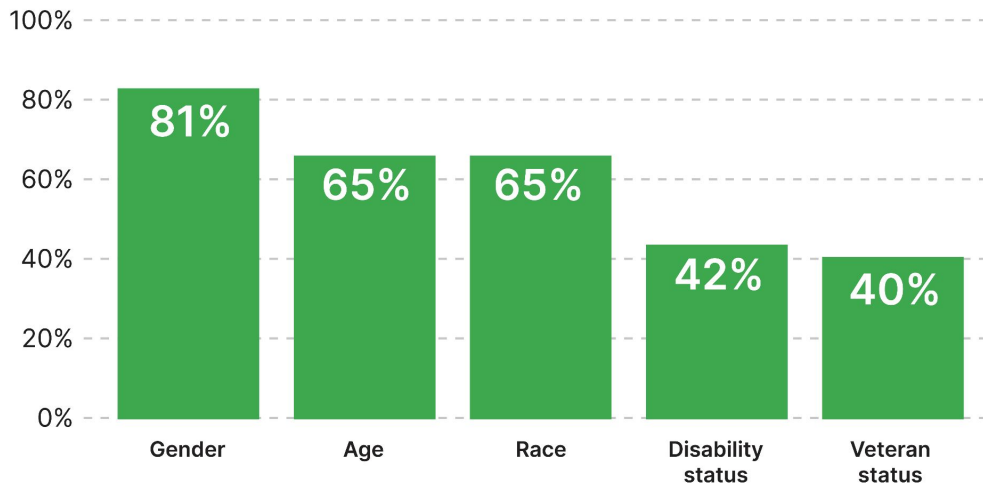
Gender	Caregiving status
Age	Refugee status
Race	LGBTQIA
Disability status	Detailed race groups
Veteran status	Intersections of gender and race



The definition of diversity is expanding

Companies are going beyond gender and race for their workplace equity analyses.

Most commonly analyzed employee identity groups



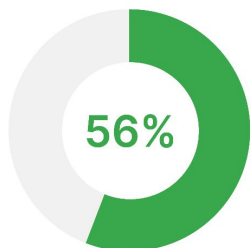
Caregiving status

is an emerging identity group that 12% of companies are now tracking.

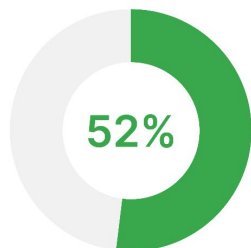


The definition of diversity is expanding

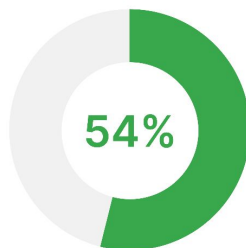
Companies are going beyond gender and race
for their workplace equity analyses.



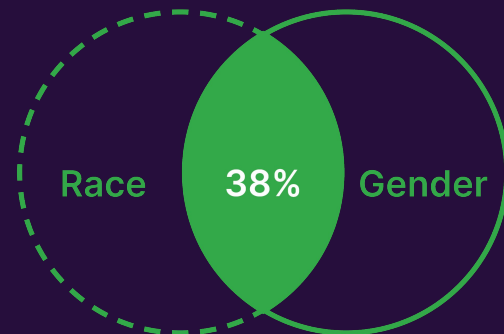
of organizations' pay equity analyses include
detailed race groups



of organizations' pay equity analyses include
intersections of gender and race



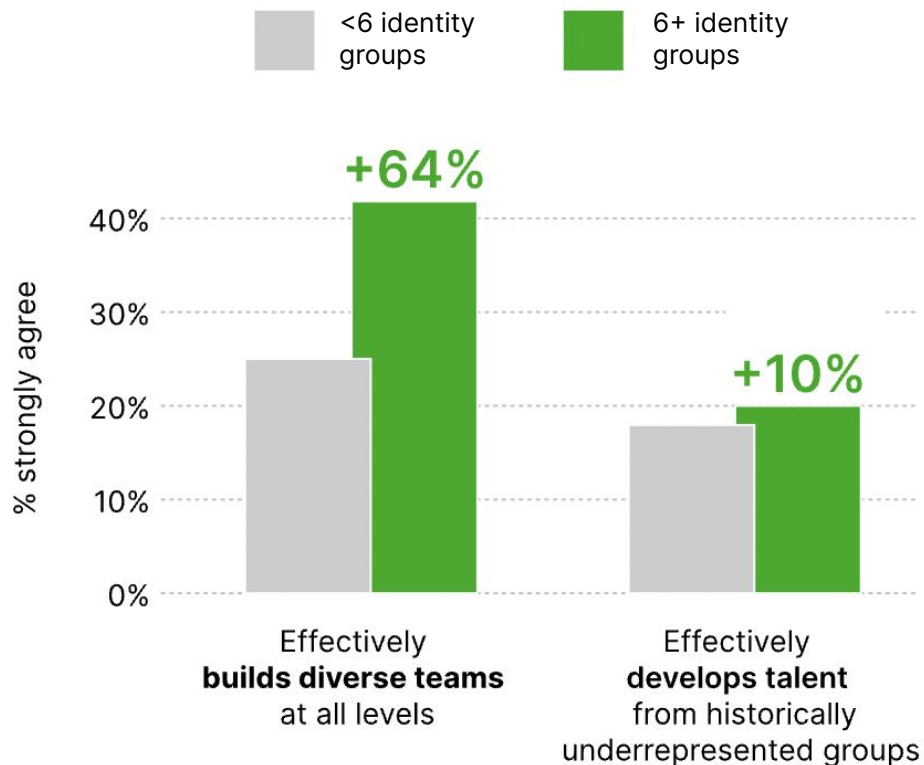
of organizations' pay equity analyses include age



of companies are conducting
intersectional analyses for some
form of workplace equity analysis



Companies that track more employee identity groups report better DE&I outcomes



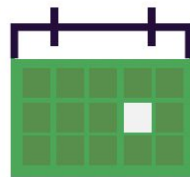
| Pay equity standards are rising

Companies are replacing the "once-a-year audit" approach with a comprehensive, proactive strategy.



90%

of companies have conducted a pay equity analysis at some point.



50%

of organizations now conduct pay equity analyses more frequently than annually.



>50%

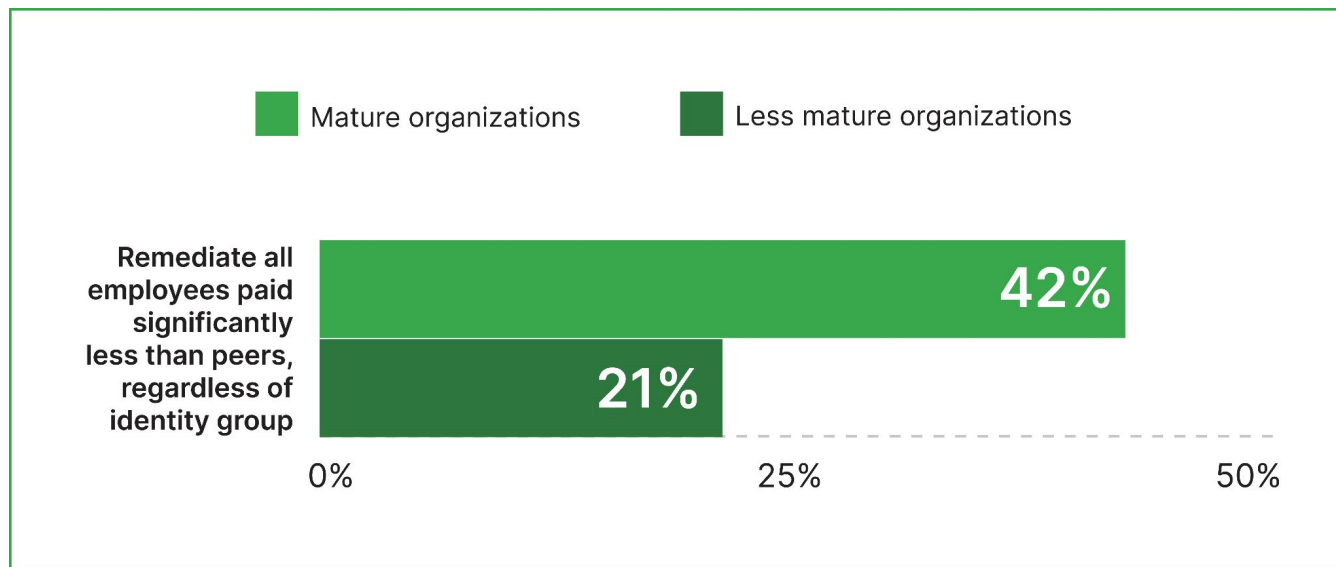
of all orgs analyze bonus and equity (when applicable).



Pay equity standards are rising

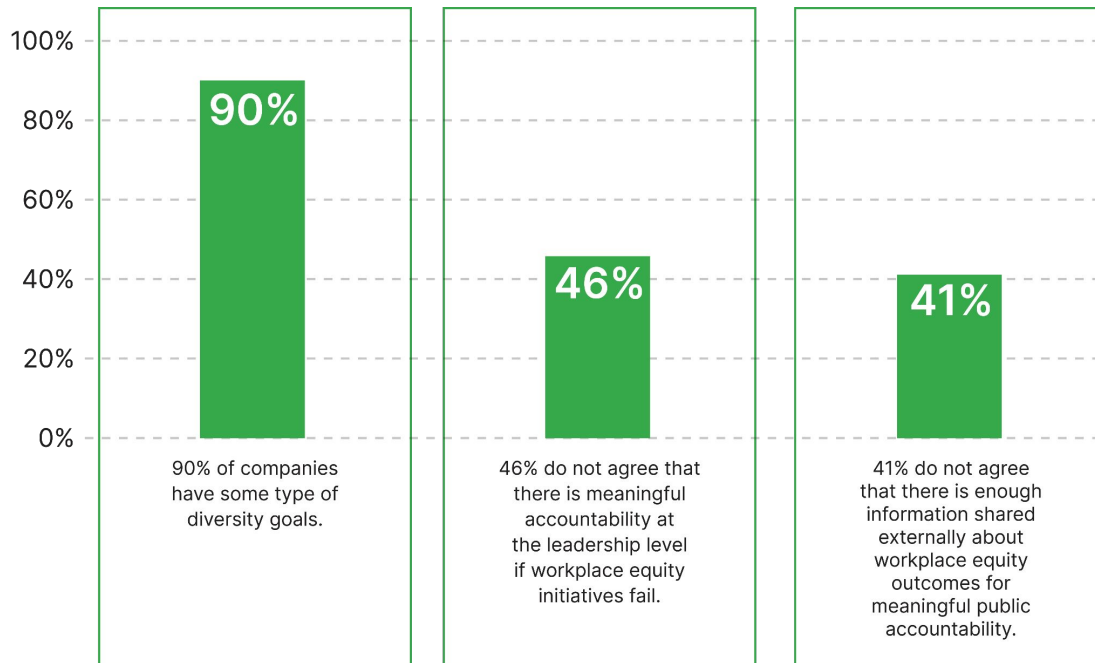
Companies remain split on how to approach remediation.

Mature programs are more likely (42% vs. 21% of less mature organizations) to remediate for all employees based on compensation program effectiveness (regardless of race, gender, etc.).



Diversity goal-setting is falling short.

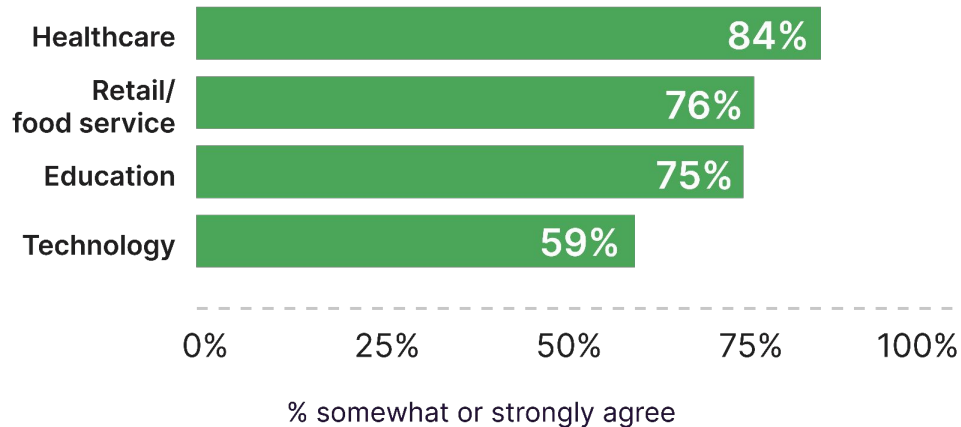
Nearly all companies have diversity goals but many don't believe there is accountability to achieve them.



Example: Diversity in tech

The technology sector is lagging on creating effective programs that develop diverse talent and teams.

My organization effectively builds diverse teams at each job level.



Poll question

Does your organization publish or plan to publish voluntary pay statistics?

(Select all that apply)

We currently publish
pay ranges

We plan to publish in the next
12 months

We are considering publishing,
but not in the next 12 months

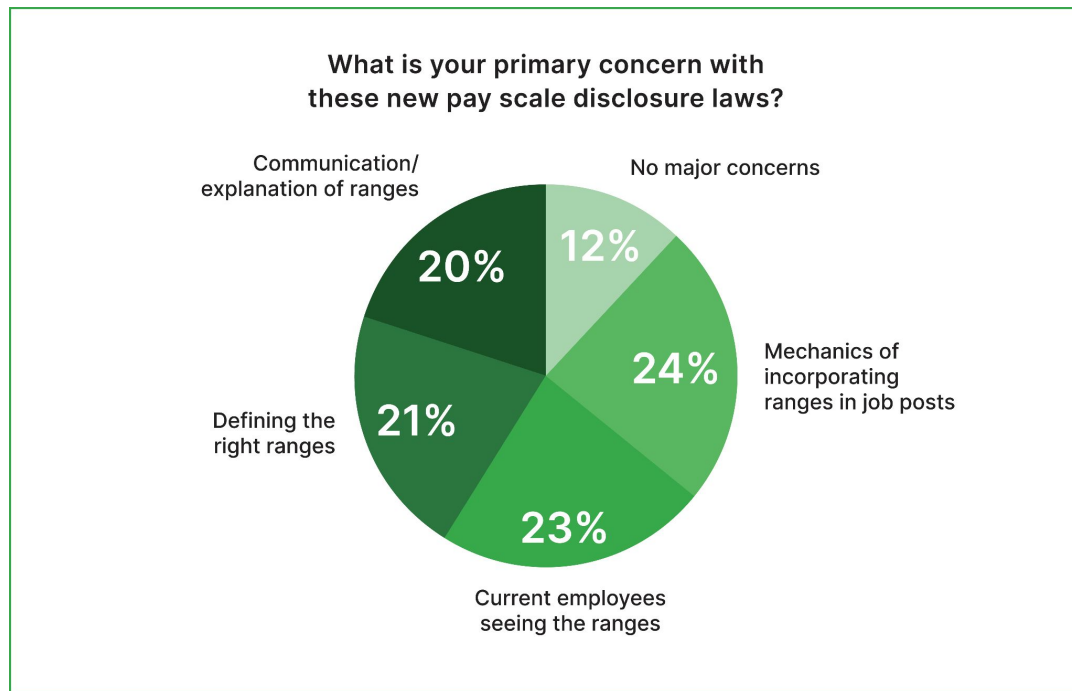
We have no plans to publish

Do not know



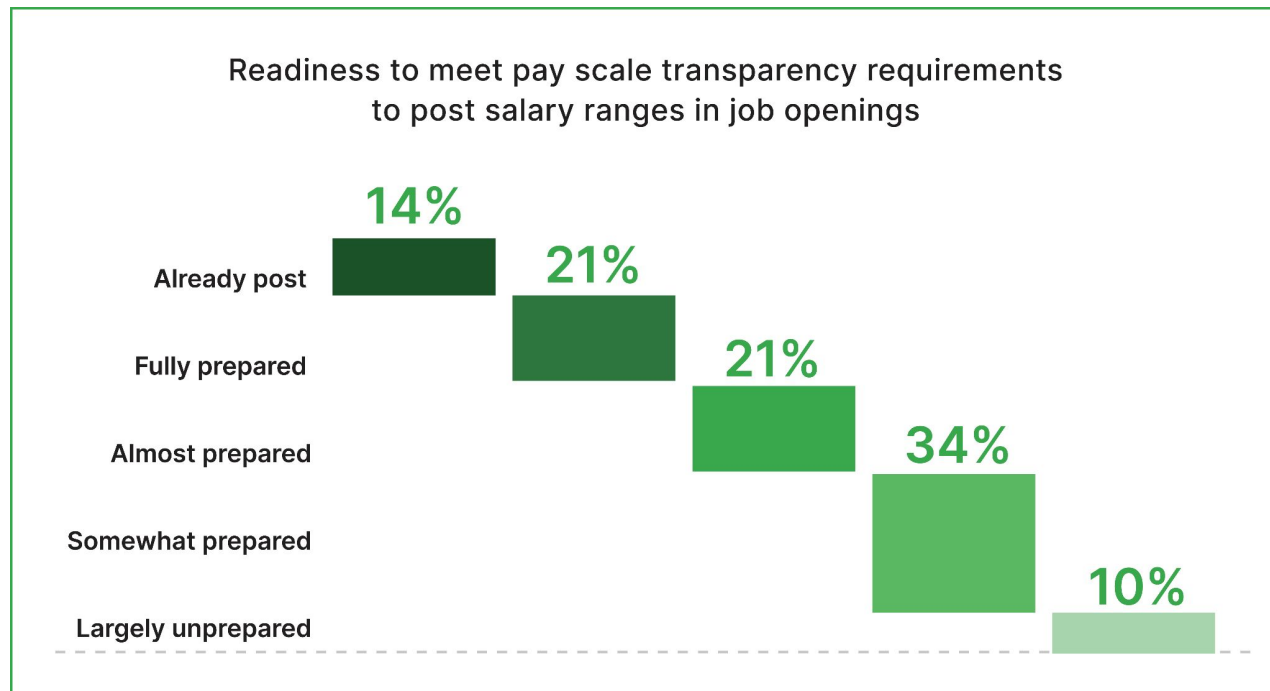
Companies are ramping up transparency

Organizations don't feel prepared for new salary range disclosure laws (U.S.) and/or for new pay transparency laws.



Companies are ramping up transparency

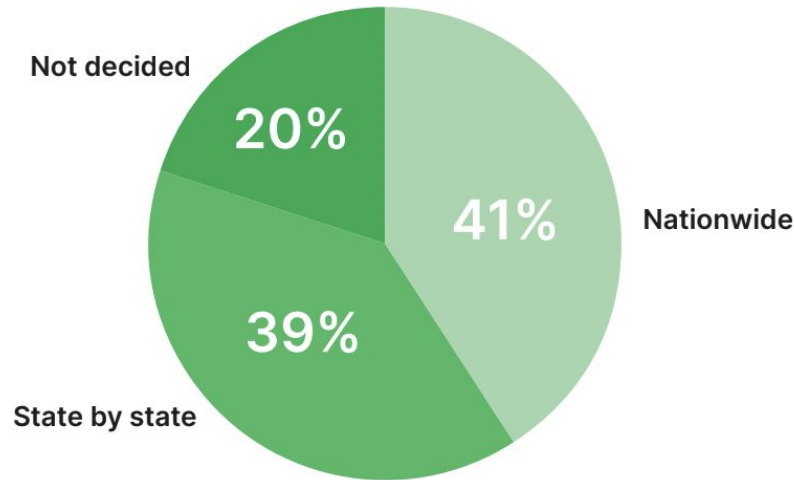
Readiness to meet pay scale transparency requirements to post salary ranges in job openings varies widely, but mature organizations are the most prepared.



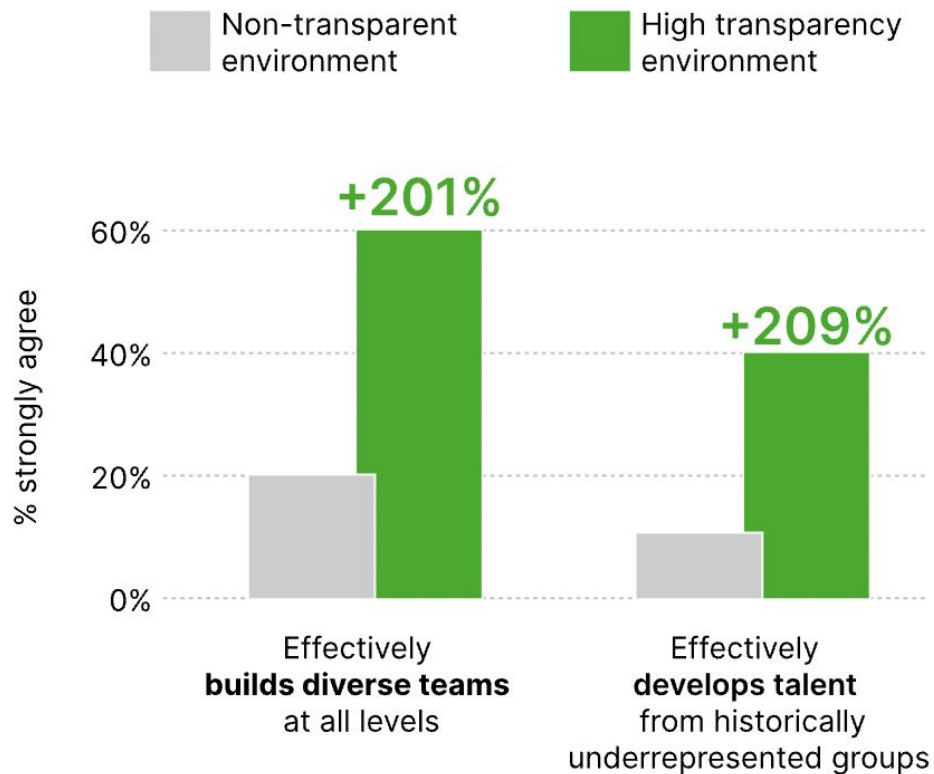
Companies are ramping up transparency

In the U.S., leading organizations are future-proofing their approach to compliance with pay scale transparency laws by going national.

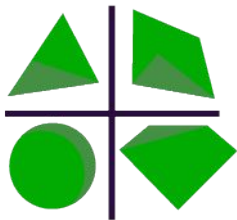
What is your organization's approach to compliance with these new pay scale transparency laws?



Companies that are more transparent report better DE&I outcomes



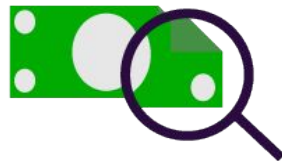
| Key takeaways for 2023



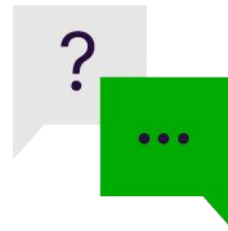
Expand your definition of diversity beyond gender.



Build equity into more of the employment journey.



Increase transparency about your action plan and progress.



The more data you have to drive decision making, the higher your chances of setting and achieving realistic goals.



Inform your 2023 planning
with insights from the
**Workplace Equity
Trends Report**

[SYNDIO.COM/TRENDS](https://syndio.com/trends)



Don't miss our upcoming webinar!

Quantifying the Opportunity Gap

Tuesday, November 15 | 9:00am PT / 12:00pm ET

Register at:

SYNDIO.COM/QUANTIFYING-OPPORTUNITY-GAP/



Q&A





Thank you

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