



# Diversity in leadership:

## The critical need for a diverse talent pipeline

We have seen success and recognized the power of diversity, equity and inclusion (DEI), but change has come too slowly. Companies need to move beyond incremental change to focus on initiatives that can create the most impact.

### Leadership's powerful effect on diversity

A diverse leadership team casts a powerful shadow on the path to achieve a DEI vision. Specifically, the behaviors of leaders can drive up to a [70 percentage point increase](#) in employees' sense of inclusion. This inclusion translates into:

Team performance



improvement in perceived team performance

Decision-making quality



better decision-making quality

Collaboration



more collaboration

Furthermore, [64% of people](#) expect their CEO to lead the way in important social change. **Seen in this light, building a diverse leadership team should be a top priority for every company.**

### Recognizing the challenge

It's apparent that the current path to creating a more diverse leadership team is negatively influencing many organizations.



of HR leaders feel their organization has been [ineffective or neutral at increasing diversity representation](#).



of DEI leaders perceive bias in their organization's promotions or succession processes, making it [harder for diverse employees to advance in their careers](#).

Women, LGBTQ+ employees and people of color are also the people struggling the most in the workforce. For example, [nearly 3 million women have dropped from the workforce in the last year](#), which means the talent pool for future diverse leaders is shrinking.<sup>5</sup>

**Companies need to act now on these challenges.**

### Take a sharp focus on supporting a diverse talent pipeline

A diverse employee population excels best under a diverse leadership team, but hiring for diversity can only go so far. Creating equity and enabling greater opportunities along the way is critical.

Education is a great equalizer — when it's available. Companies can do more by eliminating barriers to diverse groups by:

- 1 Sponsoring scholarships
- 2 Providing mentorships
- 3 Designing learning paths that tie education to career outcomes

With these tools, everyone has a starting point and an endpoint, including critical leadership positions. Workforce education can accelerate your DEI efforts — but only if you choose to take action.

Get more DEI resources at [InStride.com](https://www.instride.com)