



Alliance for
Global Inclusion

2023 Alliance for Global Inclusion Index Report

EXECUTIVE SUMMARY



This research is based on the AGI's annual global survey of Diversity, Equity and Inclusion (DEI) best practices, which is created and administered by Seramount. Now in its third year, this survey comprised of tech companies and those with large tech workforces was open from January 11, 2023 to May 15, 2023. For the first time, based on the maturity of the respondents' best practices, the AGI transitioned from a survey to an index, in which organizations that received an overall score of 50 percent or higher across all regions in which they participated were recognized for their DEI efforts. There were 27 respondents and, of those, 18 earned spots on the index. The AGI's survey examines **People** (workplace best practices ranging from hiring to advancement opportunities to demographic goals and accountability), **Market** (impact on customers, including inclusive language), and **Society** (efforts to create a better world, including STEM programs for students, as well as supplier diversity).

Key findings from the survey

- Training managers to use inclusive behaviors, exposing employees to sponsorship and mentoring relationships, and efforts to increase leaders' accountability for DEI goals, all increased dramatically in almost all regions. These increases demonstrate the emphasis on creating inclusive cultures where all people can thrive.
- All data submitted to this survey was based on the calendar year 2022, when a global economic slowdown impacted the technology industry, which has since shown improvement. These resource cutbacks may have contributed to survey respondents reporting decreased efforts to create inclusive language for internal

and product purposes as well as declines in corporate decisions to speak out proactively on legislation impacting underrepresented communities.

- There have been increases in efforts to reach and train potential STEM students to create a technically adept and diverse future workforce. This is particularly reflected in the results in the United States, Europe, and Asia.

Recommendations

The most effective DEI leaders, including companies on this Index, reach the highest levels of the maturity model through different business initiatives. We would urge companies to join the Alliance to learn to:

1. **People: Support and Recognize Inclusive Leadership.** Extend resources and acknowledge those practicing inclusive behaviors—employee resource group (ERG) leadership, leaders of inclusive/belonging conversations, and support development on inclusive leadership competencies.
2. **People: Create a Multitude of Inclusive Pathways for Talent to Develop & Progress.** Develop internal pathways through ERGs; formal and informal sponsorship, allyship, and mentorship opportunities; leadership development and executive succession planning to enhance an inclusive culture. Enhance and systematize multiple access routes into STEM careers by leveraging internships, apprenticeships, and certification programs to integrate and support more inclusive talent sourcing into the technical workforce.

3. **Market: Increase Efforts to Mitigate Bias in AI and Create Inclusive Product/Service Design.**

Identify and develop an internal governance model for assessing and implementing AI tools, including HR tools, that drive inclusive outcomes for all. Work with the AGI as this critical area continues to develop to ensure inclusion for all.

4. **Society: Expand Stem Efforts Globally.** Invest and engage in global community partnerships to identify and provide opportunities for underrepresented talent. Track STEM community partnership outcomes, graduate hiring, retention, and promotions from underrepresented talent to evaluate progress.

Join the AGI to support inclusive global DEI efforts. [Get more information.](#)

Spread the word about the AGI. [Find our media kit.](#)

Register to participate in the AGI survey next year. For information, [contact the Alliance for Global Inclusion.](#)

