

# 2024 Alliance for Global Inclusion Index Report

EXECUTIVE SUMMARY



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This research is based on the AGI's annual global survey of Diversity and Inclusion (D&I) best practices, which is created and administered by Seramount. Now in its fourth year, this survey comprises tech companies and those with large technical workforces and was open from March 5, 2024, to July 19, 2024. Organizations that received an overall score of 50% or higher across all regions in which they participated were recognized for their D&I efforts. There were 28 respondents, and 21 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 increased dramatically in almost all regions. These increases reflect an emphasis on creating inclusive cultures where all people can thrive.
- Simultaneously, there have been significant increases in efforts to reach and train potential STEM students in order to create a technically adept and diverse future workforce.
- In many countries, survey respondents reported increased efforts to create inclusive language for internal and product purposes.
- All data submitted to this survey was based on the calendar year 2023, when volatile economic and political issues impacted many countries and regions. Speaking out proactively on legislation impacting under-resourced groups continues to be a concern for many companies, varying by region.

## Recommendations

The most effective D&I leaders, including companies listed 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, such as employee resource group (ERG) leadership and leaders of inclusive/belonging conversations, and support development on inclusive leadership competencies.
2. **Market: Increase Efforts to Mitigate Potential 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 be developed to ensure inclusion for all.
3. **Society: Expand STEM Efforts Globally.** Invest and engage in global community partnerships to identify and provide opportunities for under-resourced talent. Track STEM community partnership outcomes, graduate hiring, retention, and promotions from under-resourced talent to evaluate progress.

Join the AGI to support inclusive global D&I 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.](#)



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