

# The Best Workplaces for Diversity

Leading employers are rewarded with greater effort, higher retention rates and the ability to adapt to organization changes

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#1 Best Workplace

Hilton

Hospitality

55,522 US Employees



## Key Findings

### Diverse workplaces are great workplaces for all

The Best Workplaces for Diversity do an exceptional job creating workplaces that are just as great for women, racial/ethnic minorities, LGBTQ, people with disabilities, and people 54 years or older as they do for their colleagues.

### Gender is the least influential predictor of workplace experiences

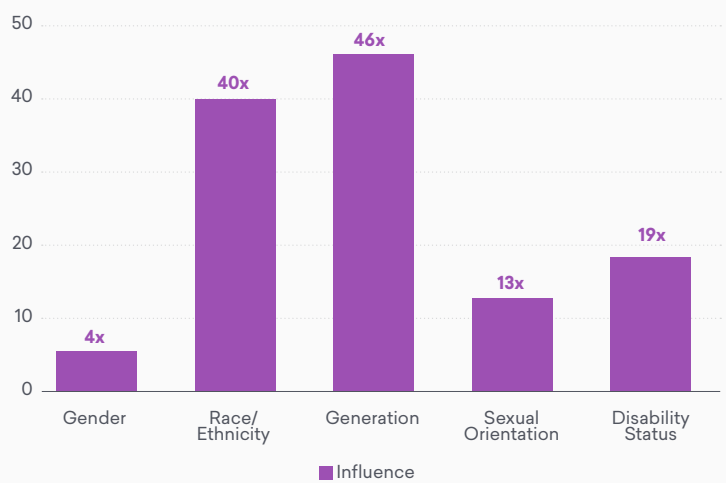
The most influential demographic predictors of workplace experiences include generation, race/ethnicity and disability status. Some examples of this are:

- Baby Boomers (born 1946 to 1964) are 223x more likely to plan to work a long time for the organization versus the Post Millennial generation (1998 or later).
- Caucasians are 80x more likely than African-Americans to feel people are caring toward each other.
- People with disabilities are 58x less likely to feel they can be themselves at work.
- Women are 26x more likely to feel their work has meaning.

### Best Workplaces for Diversity are better for business

When comparing Best Diverse Workplaces to the overall US Workforce, we find the best diverse workplaces have employees that want to stay at the company, are willing to give the extra effort and quickly adapt to change which results in better customer service ratings.

## Demographic Predictors of Workplace Experience



## Employee Experience in US Workforce vs Best Workplaces for Diversity



**Intent to Stay:** I want to work here for a long time.

**Discretionary Effort:** People here are willing to give extra to get the job done.

**Agility:** People here quickly adapt to changes needed for our organization's success.

**Customer Service:** Our customers would rate the service we deliver as "excellent."



Want to become a best workplace?

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