

The Hard Truth About DIVERSITY INITIATIVES

32%

of men overall have felt personally excluded in the workplace.

More specifically,

35%

of overall respondents think the increased focus on diversity has overlooked White men.

When there's a discussion around diversity in the workplace, the conversation tends to focus on the perspective of women and racial minorities. But in the true spirit of inclusion, **Ernst & Young** conducted a survey that explores how *everyone* feels about diversity and inclusion initiatives, including majority groups.

Of the 35% of respondents who feel this way:

43% 
ARE MEN

26% 
ARE WOMEN

The main areas cited as basis for this perception include:

62%
Think White men are being overlooked for promotion and advancement opportunities

49%
Think White men are excluded from diversity programs/initiatives

26%
Think White men are not included in mentorship or training programs

26%
Think White men do not feel comfortable using benefits (i.e., paternity leave)

20%
Think White men do not trust management

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SOURCES

<http://fortune.com/2017/09/28/survey-diversity-hurts-white-men/>

<https://www.ey.com/us/en/newsroom/news-releases/news-ey-studies-race-gender-and-exclusion-the-top-takeaways>

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