Pearl Meyer

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2020 Equity, Diversity, and Inclusion Survey



Karen C. Butcher

MANAGING DIRECTOR

The topics of diversity and inclusion, as well as gender pay equity and the gender pay gap, are currently front and center among private and public companies and non-profits, as well as the public at large.

Survey results from more than 200 organizations indicate some interesting trends in terms of how they view these issues and what, in practice, they may be doing to address them. In this report, we look at results from our 2020 survey, incorporating trends from our 2019 inaugural DEI survey.

Survey categories include:

- Organizational Priorities, Responsibility, and Processes;
- Measuring Outcomes;
- Representation;
- Programs, Policies, and Processes; and
- Communication.

About the Authors

Karen advises on executive and board compensation and broad-based program design, including short- and long-term incentives, performance management, and leadership development/coaching.

About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as

powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.