

2020 Equity, Diversity, and Inclusion Survey



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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

Kathy Acierno Baron is a vice president with Pearl Meyer, where she specializes in talent management issues, including executive leadership development, succession management, and coaching. She was previously the director of workforce planning and talent mobility at Harvard University and an executive coach in Harvard's leadership programs. Kathy was responsible for aligning and leveraging talent acquisition to internal talent mobility and connecting external and internal talent pipelines. She also spent more than 15 years at Avery Dennison Corporation, most recently as the director of leadership and organizational development, where she designed and delivered succession management systems, employee retention strategies, leadership and team development programs, as well as high-potential development programs. She has coached more than 100 executives and senior leaders and is certified to administer and interpret a multitude of assessment instruments for both individual and team development.

Karen Butcher is a managing director with Pearl Meyer. Her areas of expertise include executive and board compensation, broad-based compensation design and administration for employees at all

levels, short- and long-term incentive compensation design, performance management, leadership development, and 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.