

# THE EVERYONE ECONOMY



CMI's plans for sharing work, opportunity and success

## A LOST DECADE



Women in management roles increased by one percentage point to 41% since 2011.



Million more disabled people in labour market since 2011, but only 65,000 more disabled managers.



Although the proportion of the management population from diverse ethnic backgrounds mirrors the UK Working Population (12% vs 13%), this masks large differences between groups.



Managers from lower socio-economic backgrounds declined by 19% in last 7 years.

## WE'RE WASTING TALENT – JUST WHEN WE NEED IT MOST



Missing female managers in the UK



Missing managers from lower socio-economic background



Missing managers with disabilities



Missing managers from diverse ethnic background

CMI analysis of Labour Force Survey

## THE PRODUCTIVITY DIVIDEND



Ethnic and cultural diverse companies financially out-performed least diverse companies by **36%**.



Organisations with greater gender diversity are **1.4 times more likely** to have profitable growth.



Above-average diversity in management teams can lead to **greater innovation revenue**.

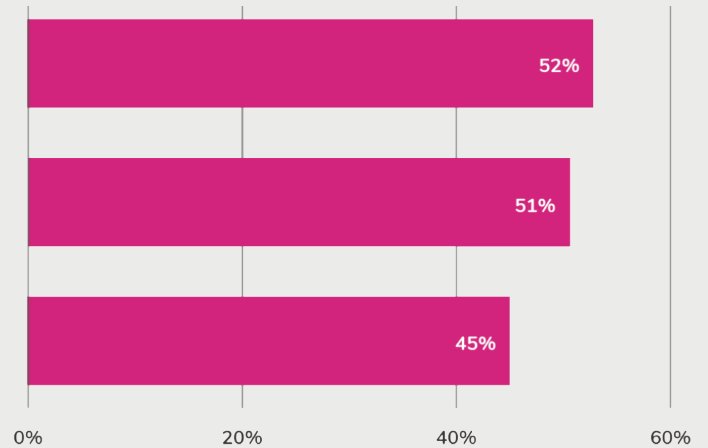
## TALENT IS OVERLOOKED & LOCKED OUT

Been overlooked for a workplace opportunity because of their identity, at some point in their career

Have either witnessed or experienced some form of discrimination at work

Had to change something about themselves\* to get on in the workplace

Base: 2,066 UK employees



\*Answer options included: holding back details of my aspects of my true self or who I am, changing the way I engage with others, changing the way I speak and changing my appearance.

## THE SAY/DO GAP

### Sexual orientation



% of respondents reporting that training for managers on LGBTQ+ inclusion is provided by their organisation\*

### Gender



% of respondents who reported underrepresentation of women in their organisation and said their organisation had an action plan to address the imbalance\*\*

### Ethnicity



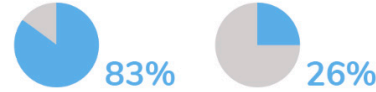
% of respondents said their organisation was taking active steps to increase the proportion of employees from diverse ethnic groups through its recruitment practices\*\*\*

### Age



% of respondents who thought older workers were under-represented and said the organisation was protectively trying to recruit older workers to diversify their workforce†

### Socio-economic background



% of respondents who said their organisation was taking active steps to increase the proportion of employees from lower socio-economic background through its recruitment practices††

### Disability



% of respondents who thought disabled people were under-represented in their organisation and their organisation was planning to take steps to increase representation at any level†††

\* & \*\* Base: 1,183 UK based respondents. \*\*\* Base: 857 UK based respondents. † Base: 1,159 UK based respondents. †† Base: 1,162 UK based respondents. ††† Base: 1,037 UK based respondents.

## RFID/NFC CONTACTLESS BLOCKING CARD 1 card protects your entire purse/wallet

CMI pledges for sharing work, opportunity and success.

I pledge to:

- 1 Ask myself challenging questions and pay attention to the answers.
- 2 Put together a plan and track my progress.
- 3 Embrace flexible working.
- 4 Ensure it's for all managers not just EDI specialists.
- 5 Be a story-teller and a role model.

To read the full report, go to [managers.org.uk/75years](https://managers.org.uk/75years)

#EveryoneEconomy