

Centre for the New Economy and Society

Frontiers of Diversity, Equity and Inclusion ANDI 6° Market Place Social

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01

The World Economic Forum

The International Organization for Public-Private Cooperation

01

The World Economic Forum engages the foremost political, business, cultural and other leaders of society to shape global, regional and industry agendas.

It brings together stakeholders from all sectors of society who have the drive and influence to generate positive systems change, striving to demonstrate entrepreneurship in the global public interest.



BUSINESS



CIVIL SOCIETY



GOVERNMENT



ACADEMIA
AND SCIENCE



INTERNATIONAL
ORGANIZATIONS



INNOVATORS



YOUTH



MEDIA



CULTURAL LEADERS



ARTS

How does the World Economic Forum create impact?

01



Building awareness and shaping the agenda

The Forum brings together leaders from business, government, international organizations, academia, civil society and youth to exchange insights and drive change globally



Informing decisions and guiding strategy

Our strategic initiatives, including reports, policy frameworks, and communities, help leaders prepare for transformational change



Driving collective action and impact

We provide a platform to start new alliances and mobilize the resources needed to accelerate social equity



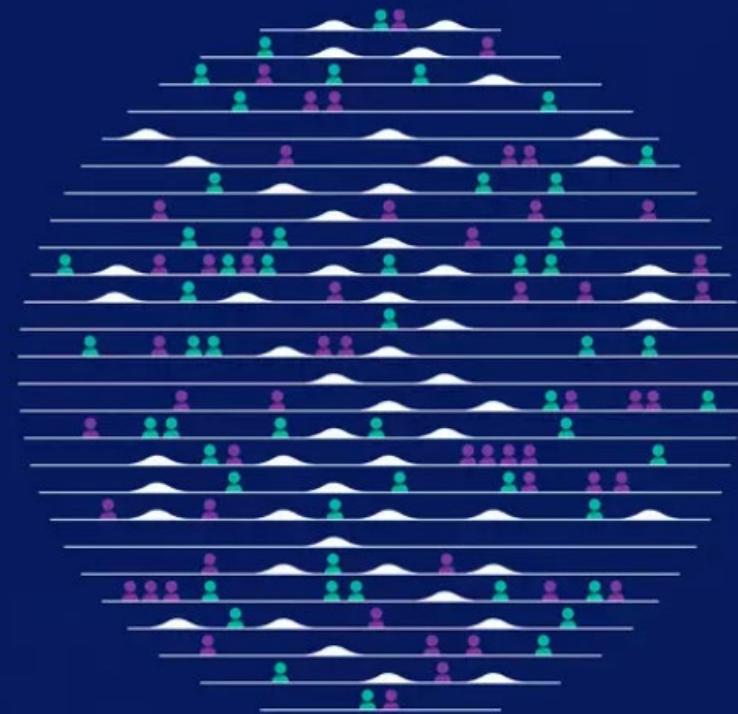
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Emerging Frontiers of DEI

Global Context

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- Major setbacks in social and economic inclusion, as economic vulnerabilities were exacerbated during pandemic and social and political polarization has grown.
- Events of recent years have shown that any progress made is easily reversible.
- Generational loss in gender parity between 2020 and 2022, increasing the projected time to reach global parity from 100 to 132 years.
- At the current rate of change it will take another 151 years to close the global economic gender gap.
- Data still too sparse to systematically estimate global gaps for racial equity and LGBTQIA+ and disability inclusion, which presents a challenge in itself.



The Global Gender Gap in 2022

02

68.1%



CLOSING

Since the last edition, the time to close the global gender gap was reduced by only 4 years. It will still take 132 years to reach gender parity.

Source: Global Gender Gap Report 2022

The Global Gender Gap in 2022

02

22

years to close Educational Attainment gap

FIGURE 1.2 The state of gender gaps, by subindex
Percentage of the gender gap closed to date, 2022



Source
World Economic Forum, *Global Gender Gap Index*, 2022.

Note
Population-weighted averages based on the constant sample of 146 economies included in the Index since 2006.

151

years to close the Economic Participation and Opportunity gap

155

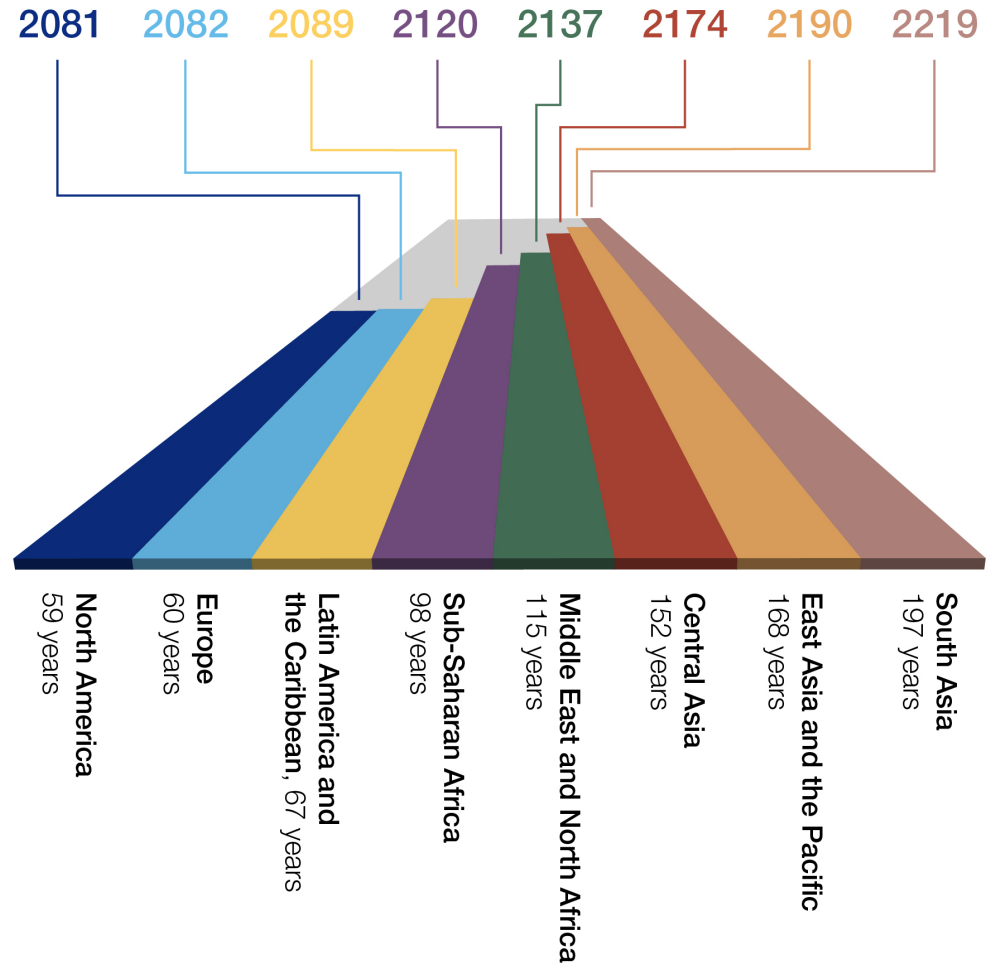
years to close the Political Empowerment gap

Regional Gender Gaps in 2022

The projected time to close the Gender Gap in Latin America is 67 years.

Global Gender Gap Index 2022

At current pace, when are regions likely to close the gap?



Source: Global Gender Gap Report 2022

Colombia's Gender Gap in 2022

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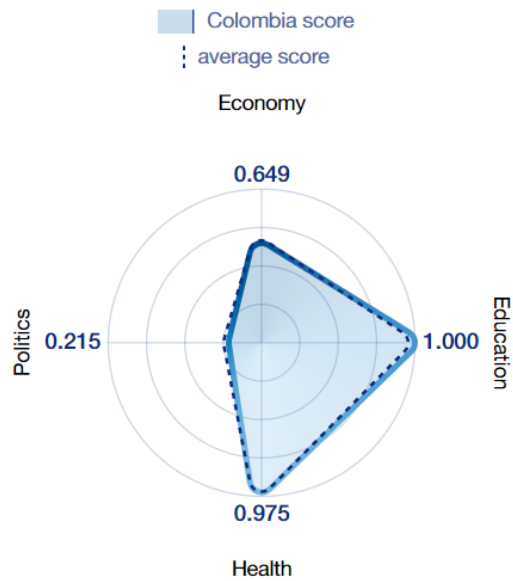
Economy Profile

Colombia ▾

Score (imparity = 0, parity = 1) **0.710**

Rank (out of 146 countries) **75th**

Global Gender Gap Index 2022 Edition



Overview

Index and Subindex

Global Gender Gap Index

	Score
Global Gender Gap Index	0.710
🗳️ Economic Participation and Opportunity	0.649
📖 Educational Attainment	1.000
⚕️ Health and Survival	0.975
🏛️ Political Empowerment	0.215

- Close to gender parity for educational attainment and health and survival
- Widening gender gap in economic participation
- Largest gender gap in political empowerment

Globally, attention to DEI has increased...

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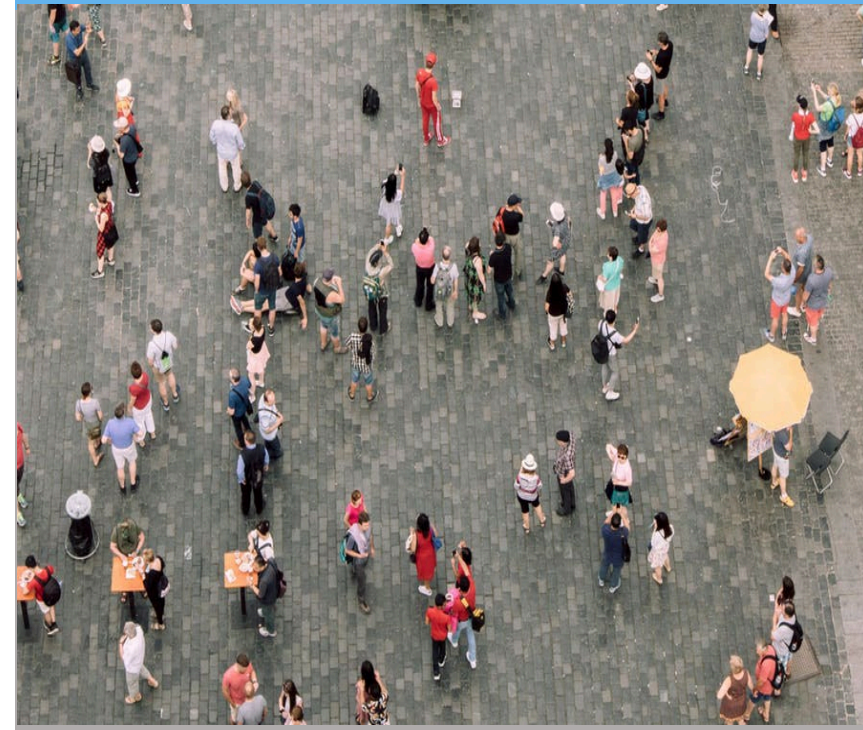
- In 2020, it was estimated that companies worldwide spent \$7.5 billion on DEI-related efforts, projected to more than double to \$15.4 billion by 2026.
- Although the state of DEI efforts varies by company, industry and geography, a growing number of organizations have recognized the importance and urgency of taking action.
- Dynamics in the DEI space are driven by:
 - Social movements
 - Consumer expectations
 - Social media
 - Investor attention
 - Competition for talent
 - Impact of DEI on team and company performance

...yet progress on DEI is slow

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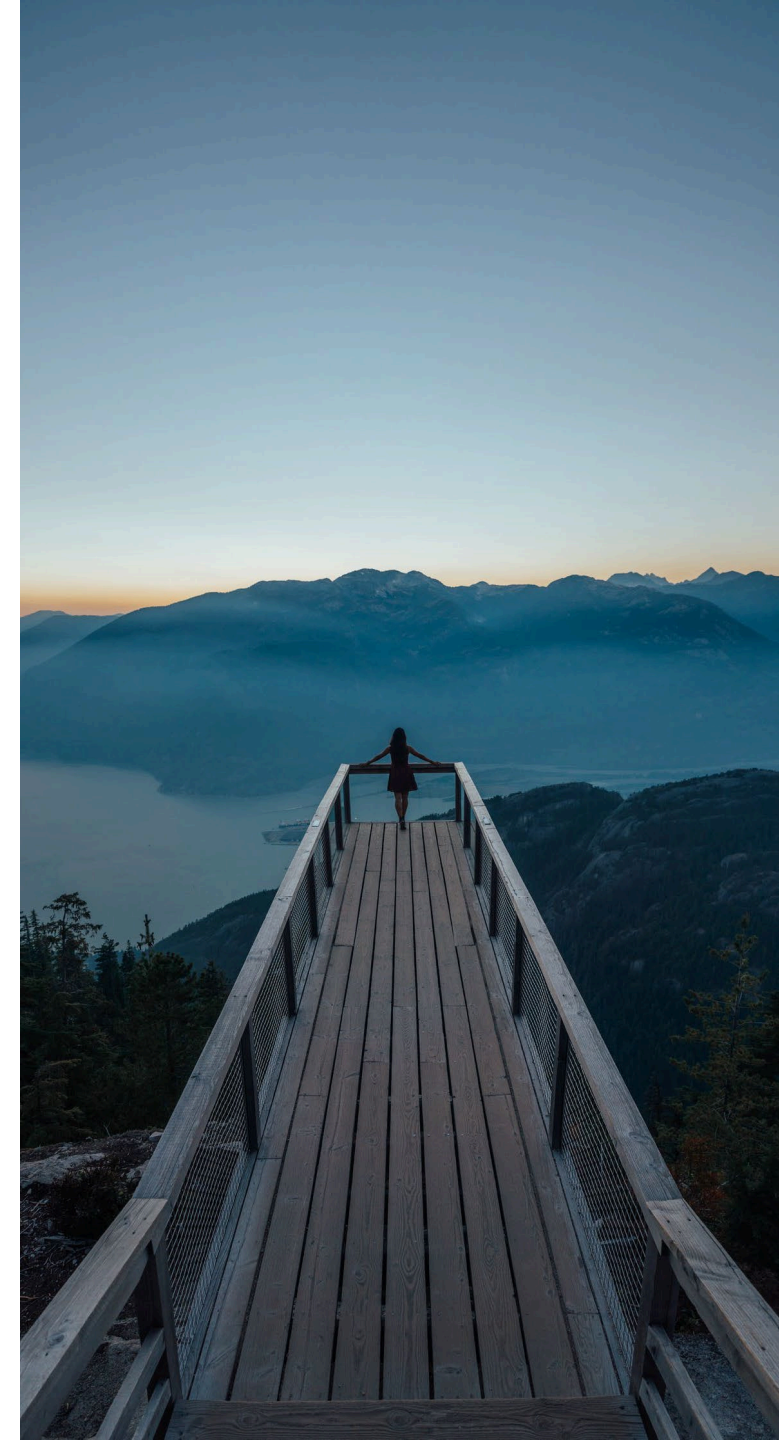
Dynamics impacting DEI efforts include:

- De-prioritization of DEI in context of economic downturn
- Increase in identity-based hostility
- Disproportionate increase in workplace-related challenges during the pandemic and subsequent crises
- The impact of care system failures on women's labour force participation
- Changes in workplace norms
- Shifts in job profiles



Emerging pathways for action

- **Private sector:** Scope of DEI action in the private sector is broadening from a focus on the workforce to whole-of-business approaches encompassing inclusive design, inclusive supply chains and community impact, among others.
- **Public sector:** Policymakers are taking an equity and inclusion lens to economic policy-making, e.g. recent gender mainstreaming efforts explicitly recognize gender parity as critical to economic growth and financial stability.
- **Public-private action:** Collective and coordinated action by both private- and public sector leaders is now needed to avoid further backsliding and ignite renewed growth and greater resilience.



Frontier Business Action: DEI Lighthouses*

02

Significance

Assessing the magnitude of impact based on:

- Change against a baseline
- Number of people affected relative to the size of the target population and/or the organization's size
- Degree of transformative impact on the target group(s).

Quantifiability

Assessing use of metrics to measure and drive further impact, based on:

- A clear definition of the metrics
- Regularity of tracking
- Use of metrics towards accountability.

Scalability

Assessing future-impact potential within or beyond the organization based on:

- The set-up of the initiative
- How the initiative has been scaled to date
- Future targets and definition of a path forward.

Sustainability

Assessing the sustainability of the initiative and potential for long-term impact, based on:

- The length of time that the initiative has been running
- Initiative structure and governance
- To what extent the organization is mainstreaming the initiative into its core business strategy.

02 Frontier Business Action: DEI Lighthouse examples 2022/23



Improving pipelines, retention, and advancement of women in engineering roles through culture and mindset shifts, opportunity creation and mentorship



Designing ambitious global governance frameworks and automated analytics to close gender pay gaps



Creating Neuro-Diverse Centres of Excellence across 14 cities in 7 countries to hire and upskill neurodivergent individuals



Improving health equity by increasing genomic, pre-clinical and clinical research focus on neglected diseases disproportionately affecting underrepresented populations

Common success factors of DEI Lighthouses

02

1

Nuanced understanding of root causes

- Understand the problem with a deep fact base
- Identify the root causes
- Get input from the target population, initially and throughout
- Prioritize and sequence problem areas

2

Meaningful definition of success

- Set clear and quantifiable aspirations (what by when)
- Articulate a clear case for change that moves employees to action

3

Accountable and invested business leaders

- Set initiative as a core business priority
- Hold senior leaders accountable for outcomes, not just inputs or activities
- Model and lead desired change, starting with CEO and senior leaders
- Ensure resources for longevity in the budget, expertise and timeline

4

Solution designed for context

- Develop solutions that address the root causes, with scalability in mind
- Integrate changes into key processes and ways of working, so impact is sustained
- Equip and encourage employees to contribute

5

Rigorous tracking & course correction

- Define KPIs and implement rigorous tracking process
- Use data and feedback to course-correct as needed

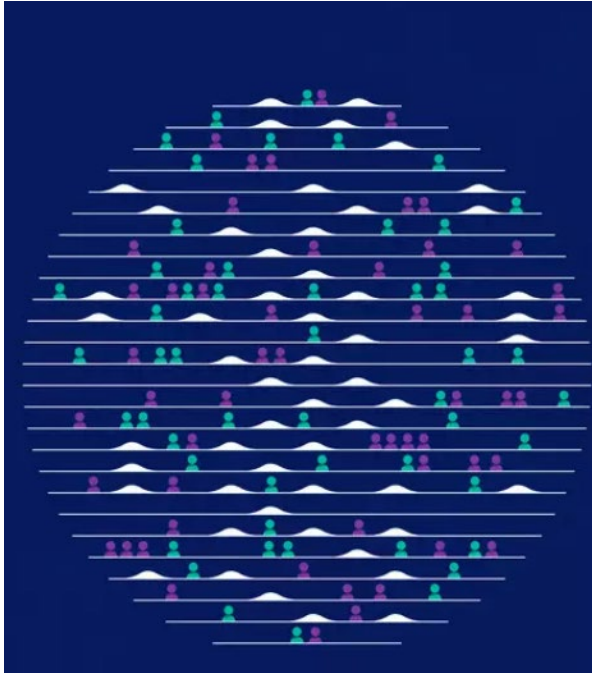


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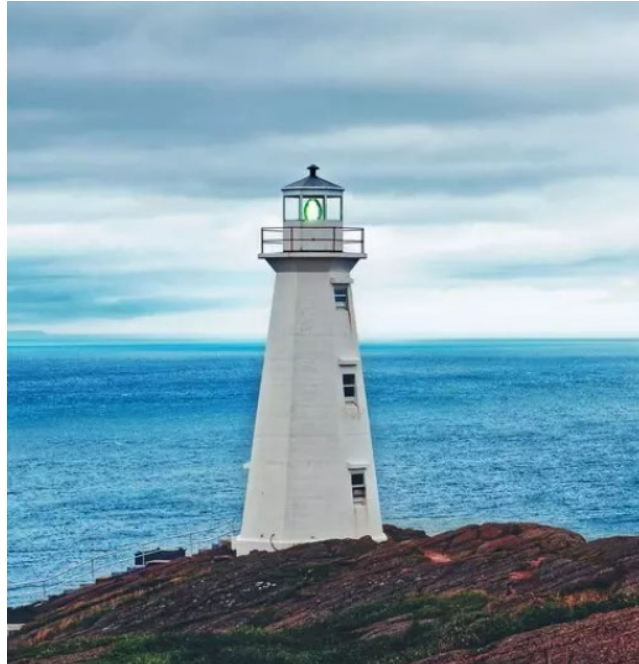
Resources

Related Publications

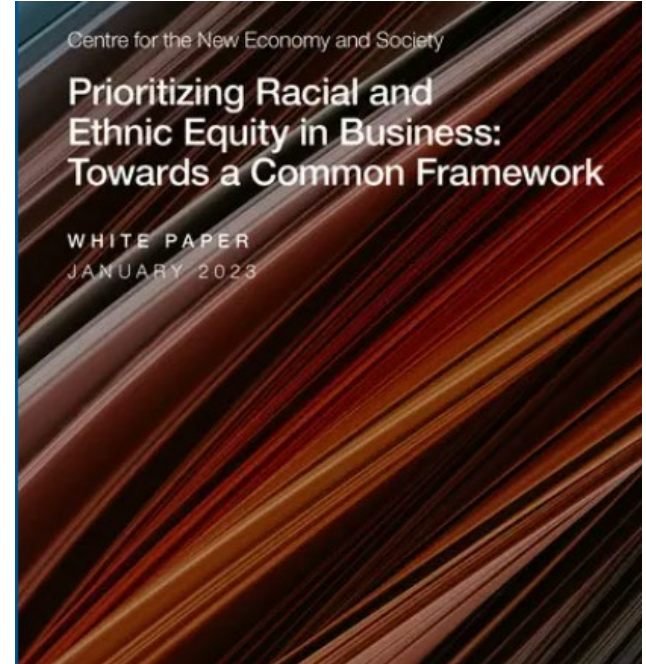
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The Global Gender Gap Report 2022



The Diversity, Equity and Inclusion Lighthouses 2023



Global Racial and Ethnic Equity Framework 2023



Gender Parity Accelerators

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Public-private collaboration platforms established in 13 countries to close national gender gaps.



Implementation Partner in Latin America and the Caribbean

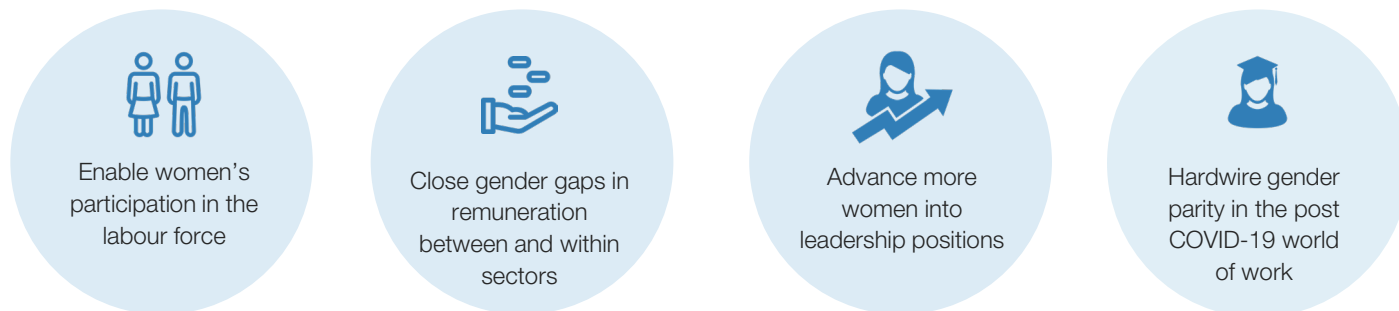


-  Gender Parity Accelerators
-  Knowledge Partners



Gender Parity Accelerators

Gender Parity Accelerators are public-private collaboration platforms that support countries in closing economic gender gaps whilst providing a global network to share success and exchange insights.



To catalyse systemic change, the Accelerators build on:

National Level Action:

Accelerators bring together ministers and CEOs as Co-Chairs and involve 50-100 largest national employers.

Global Learning Network:

Accelerator and Knowledge Partner countries are part of the Global Learning Network that facilitates exchange of insights and experience.

Accelerator Impact



Colombia

Passed national legislation to expand paternity leave.

Grupo Exito and Ministry of Labour developed Equirutas tool to support companies on their DEI journey: grupoexito.com.co/en/equirutas



Japan

Passed national legislation on gender wage gap disclosure and reporting.



Chile

Enhanced quality of work for 130,000 women and reduced gender wage gap by 37% in member companies.



Contact

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WORLD
ECONOMIC
FORUM

The logo for the World Economic Forum, featuring a blue arc that partially encircles the text.