

THE FACTS

Throughout the COVID-19 Pandemic we heard about the astronomical growth of high-wage industries such as tech, biomanufacturing, fintech, and medical sciences. Simultaneously, we heard about the failure of these industries to effectively recruit, hire, and retain Black, Indigenous, and Latine talent who are disproportionately employed in lower-wage sectors of our economy.

High-growth industries have a unique opportunity to build strong and well-connected ecosystems by tapping into a more inclusive and representational talent pool. They must also eliminate unconscious bias in hiring processes to ensure access to the next generation of innovators.

Achieving significant innovation requires an environment that celebrates diversity of thought and practices.

In such a homogenous industry, smart leaders have embraced partnerships with Black, Indigenous, and Latine-led organizations and leaders to support them in creating innovative and racially equitable workplaces. Still, more intentional efforts are needed in order to attract and retain candidates of color.

Consider a recent article by the Society of Human Resource Managers that reported, *“Black employees make up 12 percent of the U.S. workforce but only 8 percent of workers in tech, according to a 2023 report by McKinsey & Company. In an analysis of Fortune 500 executives, McKinsey researchers found that just 3 percent of technology executives in the C-suite are Black.”*

THE BUSINESS CASE

From the mid-90s to today, studies documenting the benefits of diverse teams have uncovered the following:

- Diverse leaders help to identify new markets in previously unexamined growth areas (e.g. IBM).
- Companies that lead in ethnic diversity among executives financially outperform companies that are lagging or stagnant in diverse leadership.
- As of 2021, more than 50% of youth in the United States identify as Black, Indigenous, Latine, or Asian. Ensuring a sense of belonging for all employees will be key to attracting and retaining top talent entering the market.

PROMISING PRACTICES

1. Accounting firm **Grant Thornton LLP** amended longstanding recruiting practices for interns and new hires, focusing efforts on a new set of colleges and updating their approach. This led to their most diverse intern cohort to date, with success celebrated publicly by senior leaders.
2. **PricewaterhouseCoopers'** Thrive initiative supports new diverse employees over their first 24 months of employment through culture workshops, mentoring, and leadership engagement. Mentorship programs help ensure long term retention and fit for new Black and Brown employees.



LET US HELP YOU BUILD AN ANTI-RACIST, ECONOMICALLY INCLUSIVE WORKPLACE!

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