



# Promoting Diversity, Equity, and Inclusion Throughout the Employee Lifecycle



When employees believe their organization is committed to diversity, they report feeling:



Source: [Deloitte](#)

Diversity, equity, and inclusion (DE&I) must be treated as more than a line item in board meetings—it represents a core set of values that must be present in all companies wishing to thrive in the future.

Until all employees feel they are properly accepted, supported, and belong in the workplace, it will be impossible for an organization to progress and be successful.

In the past, many businesses thought about DE&I more from a quota-completion perspective. However, most leaders today understand the need to dig deeper, and demonstrate their genuine commitment to helping all employees belong and feel supported to bring their authentic selves to work every day.

Organizations today are being held accountable at every stage of the employee lifecycle—from recruiting and onboarding to compensation and development. Now is the most important time to ensure that the technology and systems underpinning your business are being used to support, not hinder, your commitment to DE&I.

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**Enhance  
Employee  
Retention**

In a survey by [Deloitte](#), 69% of young people said that they would be more likely to stay beyond five years at a diverse organization—demonstrating that DE&I is no longer just a moral imperative, but also a business one. Employees who believe in their company’s actions to promote diversity are more likely to stay, contribute, and advocate for its success.



**Increase  
Innovation**

Having a wide range of varying backgrounds present in the workplace also helps to provide new ideas and perspectives, which are essential for innovation. When employees are supported and made to feel like they belong—no matter their race, ethnicity, gender, sexuality, or ability—they are empowered to share their opinions freely, create with greater confidence, and promote empathy in the workplace.



**Gain a  
Competitive  
Advantage**

When it comes to proving a positive correlation between diversity and business performance, the results are clear. In a report by [Fast Company](#), organizations with above-average gender diversity and levels of employee engagement outperform companies with below-average diversity and engagement by 46% to 58%.



# How UKG Helps Move the Needle on DE&I

At UKG, we've spent decades building a company that celebrates a diverse workforce.

By acknowledging varying perspectives, we've created a culture that consistently puts people first—and that means all people. The first way we do this is by prioritizing it within our own walls. We've been ranked in the top 10 of Fortune's Best Workplaces for Diversity list every year since 2016.

Another way we do this is by building solutions with diversity and inclusion in mind right from the start of the design process. From hire to retire, UKG (Ultimate Kronos Group) helps ensure your workplace technology is accepting of all employees, helping to foster an inclusive environment and drive creativity and innovation.

## Hire Based on Merit

Employers should celebrate the ability to encourage a wider pool of talent in the recruitment process. However, unconscious bias can often play a role in dismissing certain jobseekers before they're even given a chance to interview. With **UKG Pro™ Recruiting's Candidate Match** tool you can ensure all qualified candidates are considered, and fairly. HR and talent teams are given a list of applicants based on relevancy to the job requirements—removing extraneous factors to limit potential unconscious bias, simplifying the hiring process, and enabling a more meritocratic process of hiring.

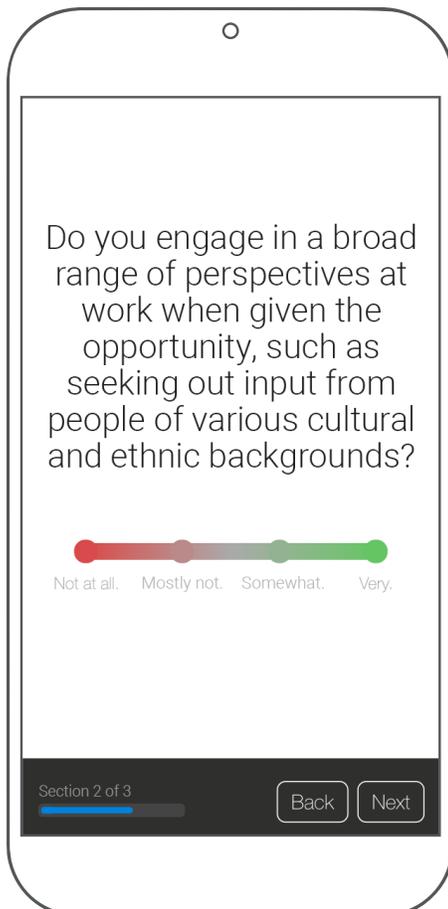
## Ensure Equal Pay

The first step in prioritizing gender equality at your organization is to understand where the data sits in terms of employee pay. UKG Pro People Analytics offers a comprehensive **Pay Equity Dashboard** that allows you to view your entire workforce; analyze pay disparities based on different factors, including gender, ethnicity, age, and disability status; and filter reports all in one place. Leaders can gain additional context for further analysis to help achieve a more equitable workplace, where people are rewarded fairly based on their contribution and efforts.

## Measure Impact and Track Progress

Truly understanding how your employees feel about DE&I initiatives at your organization is easier with a modern, unbiased survey platform. With UKG Pro Employee Voice, leaders can choose from two survey templates designed by our in-house industrial-organizational (I-O) psychologist to help you understand employee sentiment and build an employer brand that people will feel proud and excited to work for.

- **The Equity at Work Pulse Survey** helps leaders gauge how employees feel about the level of diversity, belonging, and equity inside your organization, and decide whether a closer look is needed.
- **The Diversity and Inclusion Experience** is a prepopulated, comprehensive survey template enabling leaders to collect, analyze, and benchmark historical data, and closely track progress and performance compared to others in their industry.



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### Respect Cultural Differences

On a global scale, DE&I also encompasses the ability to manage and support your dispersed and diverse workforce with locally relevant experiences, while retaining proper confidentiality and protections. UKG Pro enables you to engage your people locally and respect their culture by taking into account their preferences, and creating a convenient, easy-to-use experience for everyone. Your employees can view their HR, pay, and talent information in their native language, format, and currency, ensuring that they feel a sense of inclusion and belonging.

### Provide Effective Training and Resources

Today, more than ever, it's crucial for employers to follow up on words with action, and committing to formal training around unconscious bias can be a great way to do this. By empowering employees with learning content on DE&I topics, you can help them recognize and challenge their own biases and feel supported when speaking up and doing their part to help foster a truly inclusive workplace culture. **UKG Pro Learning** provides a modern and convenient learning experience that encourages you to shift from speaking at, to engaging with, your employees. With the ability to provide personalized and easily consumable learning content, organizations can promote more inclusive behaviors and thought patterns to guide towards a better future.

### Take a More Human Approach to Service

When it comes to your employees, there's no such thing as "one size fits all." **UKG Pro People Assist** has been designed to take into account your employees' unique personal traits, such as gender, location, or specific needs, and only deliver knowledgebase articles relevant to them. For employees needing further assistance, a request can be submitted and automatically routed to the appropriate HR team member—minimizing risk of exposing sensitive personal information and helping to humanize the employee experience overall.

### Remove Digital Barriers

In recent years, technology has gone from being the great "equalizer" to unintentionally becoming a tool used for exclusion. At UKG, we believe that digital accessibility is no longer a nice-to-have, but a must-have across all aspects of technology supporting the process of employment. One important example of this is in **UKG Pro's mobile app**, which allows team members who are visually impaired to obtain their paychecks and other essential HR-related information through their phone's native voiceover assistant—an often overlooked but essential capability that impacts your employees' lives inside and outside of work.

### Allow Self-Identification

An all-embracing organizational culture also acknowledges and supports employees by more accurately capturing their gender identification information. With **UKG Pro's Gender Options feature**, you can ensure your employee data accurately reflects the preferences of all people, allowing gender-neutral individuals to have their authentic selves better represented at work. Organizations can also comply with local, state, provincial, and national legislation, and guidelines issued by the Equal Employment Opportunity Commission (EEOC) around self-designation requirements.



At UKG, our purpose is people, meaning all people. We believe the most creative and innovative business results occur when people's differences are celebrated in the workplace.

### Make it Easier to Comply With EEOC Reporting

The EEO-1 Report is a compliance survey mandated by federal statute and regulations to help support equitable representation of women and minorities in the workforce. It requires precise reporting around data on hours worked and employee salaries, as well as any updates and changes. **UKG Pro's EEO-1 toolkit** makes it easier than ever for employers to comply and do their part. HR can easily access a dashboard to support EEO-1 filing, as well as generate the Component 2 data file for upload on the EEOC's online filing system.

## Introducing the Equity at Work Council

In order to embed DE&I throughout the employee experience, we also need proven, science-based methodologies to guide innovation. This is why UKG, in close partnership with the Science of Diversity & Inclusion Initiative (SODI), has established the Equity at Work Council (EWC).

The EWC comprises an interdisciplinary group of specialty thought leaders and practitioners dedicated to understanding and developing the science underpinning diversity, equity, inclusion, and belonging. The Council's overarching mission is to educate employers on evidence-based strategies to achieve more open, inclusive cultures and eradicate all workplace inequities.

UKG's customers will benefit from the Council's initiatives and findings, including:

- An annual research study to explore the multidimensional aspects of DE&I at work
- A new Equity at Work Index (E@W Index), used to establish and benchmark quantitative and qualitative drivers of workplace equity
- The development of more tools and resources in HCM to propel organizations to realize work experiences free of inequities
- A community where customers can learn and engage to develop best practices regarding diversity, equity, and inclusion, led by experts and informed by breakthrough research

To unlock your organization's full potential, [contact us](#) today.