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RESOURCE MANAGEMENT

SHRM's Global Diversity Readiness Index

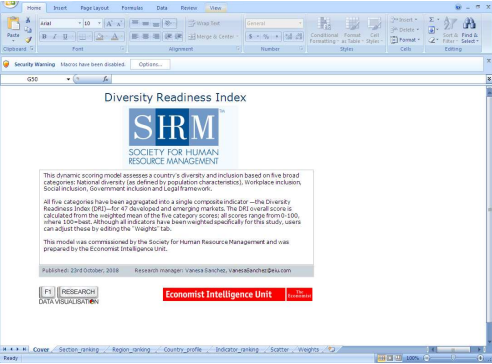
- SHRM's Global Diversity Readiness Index (DRI) was a deliverable attached to SHRM's work with the Economist Intelligence Unit (EIU) to conduct research on the Diversity & Inclusion field with a Global lens
- The DRI ranks and rates 47 countries along 39 separate indicators, which combine to create five broad categories:
 - > National Diversity
 - > Workplace Inclusion
 - > Social Inclusion
 - > Government Inclusion
 - > Legal Framework
- In each category/indicator, countries are ranked from first to last
- Country Profiles, Correlation Scattergrams, and the ability to weight the indicators yourself are additional capabilities of the DRI.
- Rankings are not meant to be interpreted as moralistic judgments; rather, a high ranking simply indicates a higher degree of readiness to manage diversity and foster inclusivity.

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Opening the DRI

- Insert the flash drive into your USB port
- Locate the file (“Global_Diversity_Readiness_Index”) and double-click to open
- The file should open to the Cover Page, as shown:



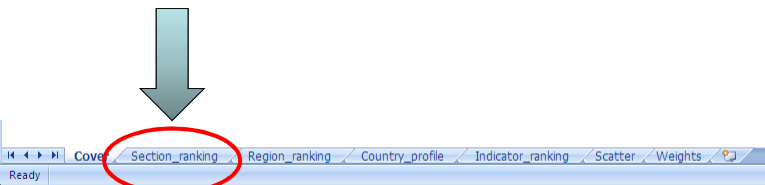
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Section Ranking

- To view the section rankings, click the tab labeled “Section Rankings on the bottom of your window ...



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Section Ranking, cont'd

- Overall rankings and scores according to the five broad categories are displayed on this page ...

OVERALL SCORE	
1 Sweden	73
2 Norway	72
3 New Zealand	71
4 Canada	70
5 Finland	69
6 Denmark	67
7 United Kingdom	67
8 Australia	67
9 Switzerland	66

National diversity	
1 UAE	59
2 Singapore	52
3 Israel	43
4 Switzerland	43
5 Nigeria	42
6 Germany	42
7 France	40
8 Belgium	39
9 New Zealand	36

Workplace inclusion	
1 United States	80
2 Norway	78
3 United Kingdom	77
4 Denmark	77
5 Australia	76
6 Canada	75
7 Sweden	74
8 New Zealand	73
9 Finland	70


Social inclusion	
1 Sweden	78
2 New Zealand	77
3 Finland	77
4 Canada	76
5 Norway	76
6 Czech	75
7 Portugal	74
8 Austria	73
9 France	72

Continue to "Country Profile" by clicking the tab on the bottom of the window ...



Ready | Cover | Section_ranking | Region_ranking | Country_profile | Indicator_ranking | Scatter | Weights

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Country Profiles

- Choose a country from the pick list at the top of the page.
- The country profile will provide a snapshot of the country based on the five broad categories as well as a more detailed analysis of all 39 indicators.

M1 | Select country: **Switzerland**

COUNTRY SUMMARY		Global rank: Score / 100
Overall, category ranks		(#7)
Overall score	9	63
National diversity	4	43
Workplace inclusion	10	69
Social inclusion	19	58
Government inclusion	10	39
Legal framework	13	82

Indicator scores, grouped

POOR (less than 33) **MEDIUM (33-66)** **GOOD (more than 66)**

National diversity

Immigrants as % of population
Religious diversity
Ethnic / racial diversity
Official / major languages

Workplace inclusion


Glass ceilings for minorities
Ease of hiring foreign nationals
Female wage equality; similar work

Social inclusion

Women's access to leadership
Population over 65 yrs of age
Income inequality; Gini coefficient

Legal framework

Social elitism in the workplace
Historic discrimination
Corporate ethics




← Choose a country

← How the country ranks according to the five broad categories


← Detailed analysis based on each of the 39 indicators, graded as Poor, Medium, and Good.

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Indicator Ranking

- To view ratings and rankings based on each of the 39 indicators, click on the “Indicator Ranking” tab at the bottom of the window ...



Home Cover Section_ranking Region_ranking Country_profile Indicator_ranking Letter Weights

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Indicator ranking, cont'd

- Select one of the indicators using the pick list on the left-hand side of the page ...

Select category / indicator

Overall score

National diversity

Male / female population ratio

Immigrants as % of population

Religious diversity

Ethnic / racial diversity

Population over 65 yrs of age

Income inequality; Gini coefficient

Official / major languages

Workplace inclusion

'Glass ceilings' for minorities

Social elitism in the workplace

Ease of hiring foreign nationals

Women's access to leadership

Female wage equality; similar work

Female labour force participation

Meritocratic remuneration

Corporate ethics

Social inclusion

Tension between religious groups

Perceptions of ethnoracial tension

Cultural openness to migrants

Openness to gays and lesbians

Social ills: kidnapping and extortion

[CLICK HERE FOR INDICATOR DEFINITION](#)

Rank	Country	Raw Data	
1	Ghana	70.3	██████████
2	China	68.5	██████████
3	Thailand	66.0	██████████
4	Norway	63.7	██████████
5	Switzerland	61.2	██████████
6	New Zealand	61.0	██████████
7	Canada	60.8	██████████
8	United States	59.7	██████████
9	Denmark	59.0	██████████
10	Sweden	58.5	██████████
11	Brazil	57.0	██████████
=12	Netherlands	56.7	██████████
=12	Finland	56.7	██████████
14	Portugal	56.4	██████████
15	Australia	56.3	██████████
16	Philippines	55.7	██████████
17	United Kingdom	55.0	██████████
18	Russia	54.6	██████████
19	Argentina	54.3	██████████

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Indicator ranking, cont'd

- Highlight the country of your choice for easy reference
- You may also filter the information by region or cultural cluster

Highlight a country →

Filter the information by region or cultural cluster →

Indicator rankings

Highlight country: Switzerland

Region filter: All

Select category / indicator

- Overall score
- National diversity
- Male / female pop
- Immigrants as % of population
- Religious diversity
- Ethnic / racial diversity
- Population over 65 yrs of age
- Income inequality, Gini coefficient
- Official / major languages
- Workplace inclusion
- 'Glass ceiling' for minorities
- Social elitism in the workplace
- Ease of hiring foreign nationals
- Women's access to leadership
- Female wage equality, similar work
- Female labour force participation**
- Multicultural remembrance
- Corporate ethics
- Social inclusion
- Tension between religious groups
- Perceptions of ethnic/racial tension
- Cultural openness to migrants
- Openness to gays and lesbians
- Social ills: kidnapping and extortion

Female labour force participation

[CLICK HERE FOR INDICATOR DEFINITION](#)

Rank	Country	Raw Data
1	Ghana	79.3
2	China	68.5
3	Thailand	68.0
4	Norway	63.7
5	Switzerland	61.2
6	New Zealand	61.0
7	Canada	60.8
8	United States	59.7
9	Denmark	59.0
10	Sweden	58.5
11	Brazil	57.0
12	Netherlands	56.7
13	Finland	56.7
14	Portugal	56.4
15	Australia	56.3
16	Philippines	55.7
17	United Kingdom	55.0
18	Russia	54.6
19	Argentina	54.3

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Indicator ranking, cont'd

- Filtering your data allows you to compare countries in isolation, as shown below ...

Indicator rankings

Highlight country: Switzerland

Region filter: Germanic (cultural cluster)

Select category / indicator


- Overall score
- National diversity
- Male / female population ratio
- Immigrants as % of population
- Religious diversity
- Ethnic / racial diversity
- Population over 65 yrs of age
- Income inequality, Gini coefficient
- Official / major languages
- Workplace inclusion
- 'Glass ceiling' for minorities
- Social elitism in the workplace
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- Women's access to leadership
- Female wage equality, similar work
- Female labour force participation**
- Multicultural remembrance
- Corporate ethics
- Social inclusion
- Tension between religious groups
- Perceptions of ethnic/racial tension
- Cultural openness to migrants
- Openness to gays and lesbians
- Social ills: kidnapping and extortion

Female labour force participation

[CLICK HERE FOR INDICATOR DEFINITIONS AND SOURCES](#)

Rank	Country	Raw Data	Normalised score / 100
1	Switzerland	61.2	62.0
2	Germany	61.2	63.3
3	Israel	60.5	62.0
4	Austria	60.4	61.8

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Indicator ranking, cont'd

- For each indicator, a definition and source information is provided ...

Indicator definition [back to top](#)

Indicator: **Female labour force participation**
 This ratio is a quantitative measure of how much women participate in their country's workforce


Source: United Nations and the International Labour Organisation Gender Info data base

Year: 2006

Notes: The female labour force participation rate equals the number of women in the labour force (i.e. women employed and women seeking employment) as a share of the total female population over the age of 15.


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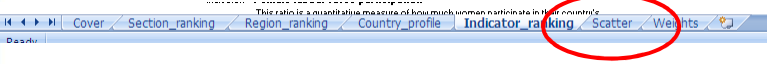
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Scattergrams


- To discover whether or not correlations exist between indicators, click on the "Scatter" tab at the bottom of the window ...





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Scattergrams, cont'd

- Choose which indicators you'd like to compare using the pick lists on the left-hand side of your screen ...

Scatter

Region filter: All

Region highlight (orange): Western Europe

Country highlight: Switzerland

Show outliers (blue dots)

X axis variable:

Overall score

National diversity

Male / female population ratio

Immigrants as % of population

Religious diversity

Ethnic / racial diversity

Population over 65 yrs of age

Income inequality; Gini coefficient

Y axis variable:

Laws ensuring paid maternity leave

Laws protecting immigrants

Policies towards immigration

Quality of judiciary

Enforceability of contracts


Civil liberties

Macroeconomic data

GDP per head at PPP, 2007

5-year average GDP growth 2003-201

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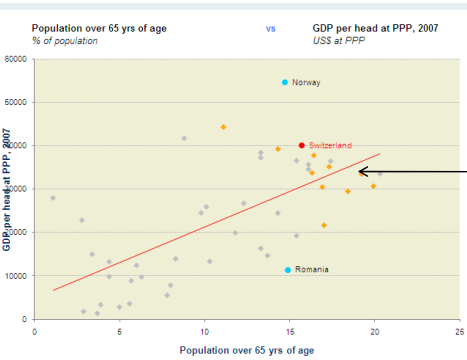


Scattergrams, cont'd

- A positive correlation is shown by a line that appears to be travelling upward when viewed left to right, as shown below ...

Population over 65 yrs of age vs GDP per head at PPP, 2007


% of population vs US\$ at PPP



The direction of the line indicates the degree of correlation; in this case, the correlation is positive

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Weighting the DRI

- The DRI has been given some default weights by the experts at the Economist Intelligence Unit, as shown below ...

Weights

Select weighting profile: Study specific (default) Save profile


Enter relative weighting into the shaded cells. Percent weights are calculated automatically

Category	Weight	Weight %
National diversity	1	17.9%
Workplace inclusion	1.2	21.4%
Social inclusion	1.2	21.4%
Government inclusion	1	17.9%
Legal framework	1.2	21.4%

Indicator	Weight	Weight %
National diversity		
Male / female population ratio	0.1	1.4%
Immigrants as % of population	1.5	21.1%
Religious diversity	1.5	21.1%
Ethnic / racial diversity	1.5	21.1%
Population over 65 yrs of age	1	14.1%
Income inequality: Gini coefficient	1.2	16.9%
Official / major languages	0.3	4.2%

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Weighting the DRI, cont'd

- However, users who purchase the interactive version of the G-DRI have the ability to weight the tool themselves, according to the criteria most important to them ...

Weights

Select weighting profile: Study specific (default) Save profile

Enter relative weighting: Study specific (default)
Neutral (each indicator equal)
User defined#1
User defined#2
User defined#3
User defined#4
User defined#5 weights are calculated automatically

Category	Weight	Weight %
National diversity	1	17.9%
Workplace inclusion	1.2	21.4%

- Simply choose to create a user-defined weighting scheme, then change the weights (in the shaded column) according to your priorities.
- After re-weighting the tool, rankings in the overall score and category rankings will change according to the weights you've assigned.
- Visit www.shrm.org/gdri to purchase the interactive version.


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Questions/Support

- The data used to compile the Global Diversity Readiness Index was compiled by the Economist Intelligence Unit (EIU), a subsidiary of the Economist Group.
- If you have any questions about using the Global Diversity Readiness Index, you can contact the SHRM Knowledge Center at 1-800-283-SHRM (ext. 5) and we'll be glad to help.



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