Diversity, Equity, & Inclusion Status Update

71% of organizations committed to diversity, equity, and inclusion (DEI), and 63% of those organizations are working to implement DEI initiatives. However, only 33% of organizations have an accountability plan for diversity and inclusion, and just 28% of organizations have a chief diversity officer.

Nearly two-thirds of organizations (67%) say that DEI is a high strategic priority, yet...

- 38% have targets for diversity and inclusion, but only 26% of organizations have measurable and regularly reviewed goals.
- 58% of organizations are working to improve DEI, but only 32% have a plan for measuring progress.
- 49% of organizations have a DEI plan, but only 26% have a plan for measuring progress.

What DEI accountability looks like:

- 1 in 3 organizations (33%) has a DEI plan, but only 26% of organizations have a plan for measuring progress.
- 1 in 2 organizations (50%) have a DEI plan, but only 32% of organizations have a plan for measuring progress.

What organizational support is available to improve DEI?

- 1 in 4 organizations (25%) have a DEI plan, but only 26% of organizations have a plan for measuring progress.
- 1 in 5 organizations (20%) have a DEI plan, but only 32% of organizations have a plan for measuring progress.

The majority of organizations (89%) say they track DEI at least once a year, if not more frequently, but are they tracking the actions that could impact those outcomes?

- 1 in 2 organizations (50%) have a DEI plan, but only 32% of organizations have a plan for measuring progress.
- 1 in 3 organizations (33%) have a DEI plan, but only 26% of organizations have a plan for measuring progress.

58% of organizations have a DEI plan, but only 32% of organizations have a plan for measuring progress.

59% of organizations have a DEI plan, but only 32% of organizations have a plan for measuring progress.

55% of organizations have a DEI plan, but only 32% of organizations have a plan for measuring progress.

WHERE ORGANIZATIONS HAVE THE MOST ROOM TO GROW

- Measuring DEI success: 14%
- Understanding DEI policies: 26%
- Communicating DEI initiatives: 49%

A survey of 1,000 respondents from the Adobe customer segmentation data base was conducted in April 2021. For more information, please visit

[Source: Adobe]