



2022 VAYA VISION SURVEY

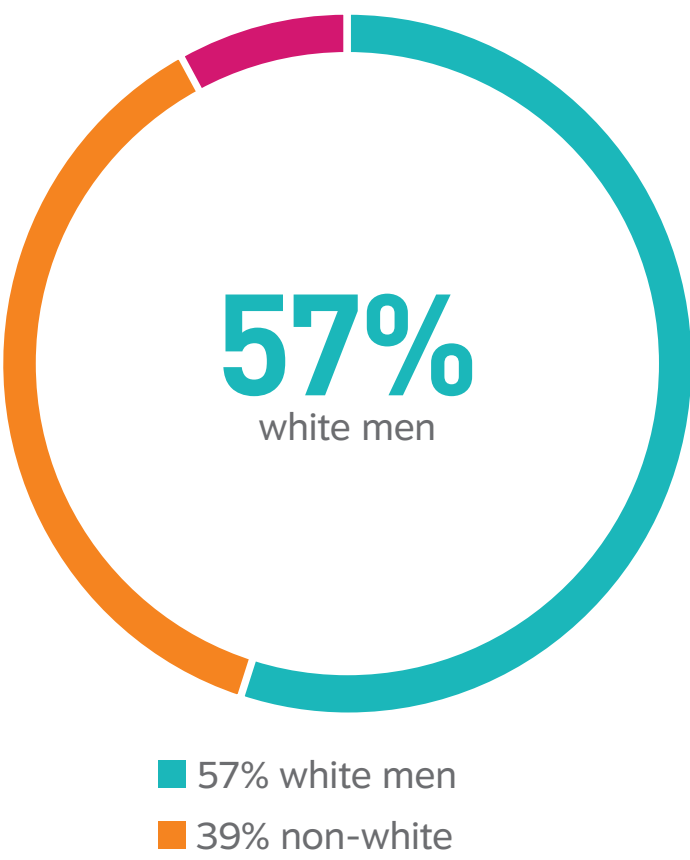
Diversity, Equity, and Inclusion
in Leadership Development

At Vaya Group, we believe leadership development should be accessible to all. We value DE&I initiatives, uncovering bias, and promoting equity in leadership development. Each year, we roll out this survey to 1,000+ U.S. professionals to gain insight on where the bias is. Our hope is to raise awareness surrounding the gaps that exist so we can help establish a level playing field for everyone.

LEADERSHIP DEVELOPMENT TRENDS

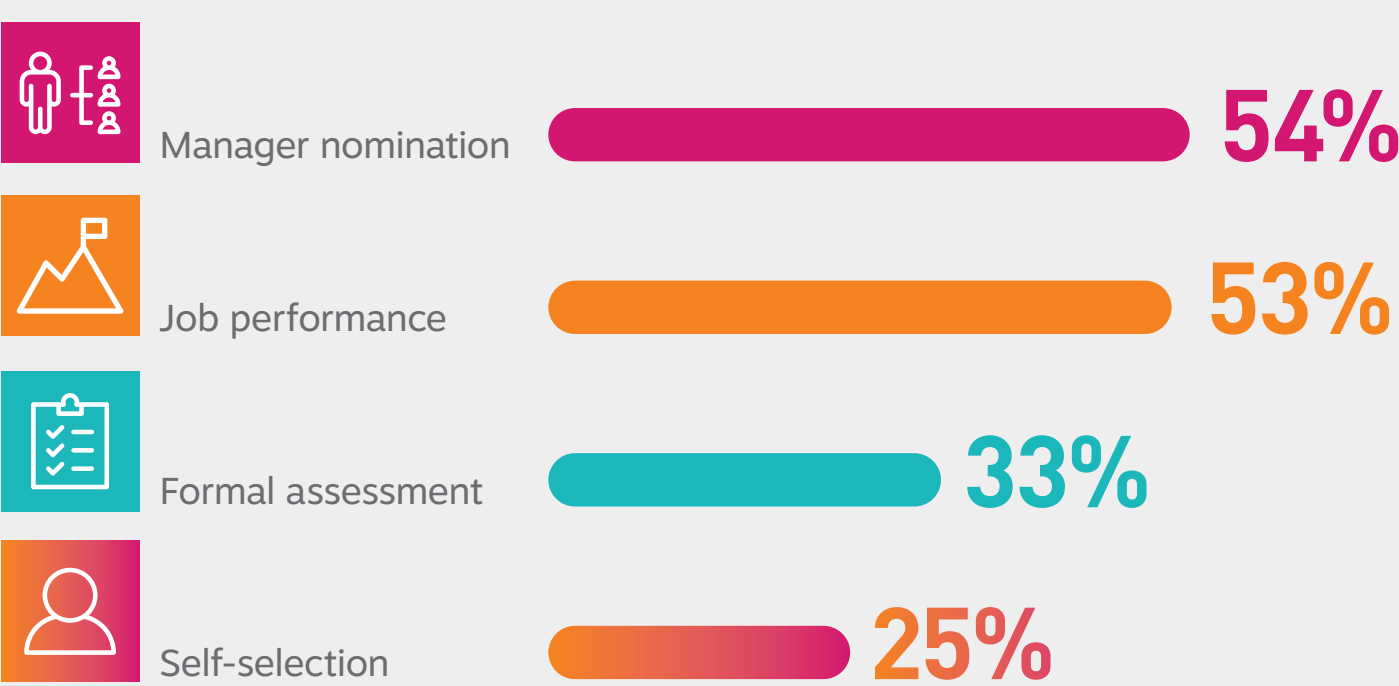
White Men Receive More Leadership Development Training

A statistically significant and consistent finding is that men — and particularly **white men** — are much more likely to attend some form of leadership development training.



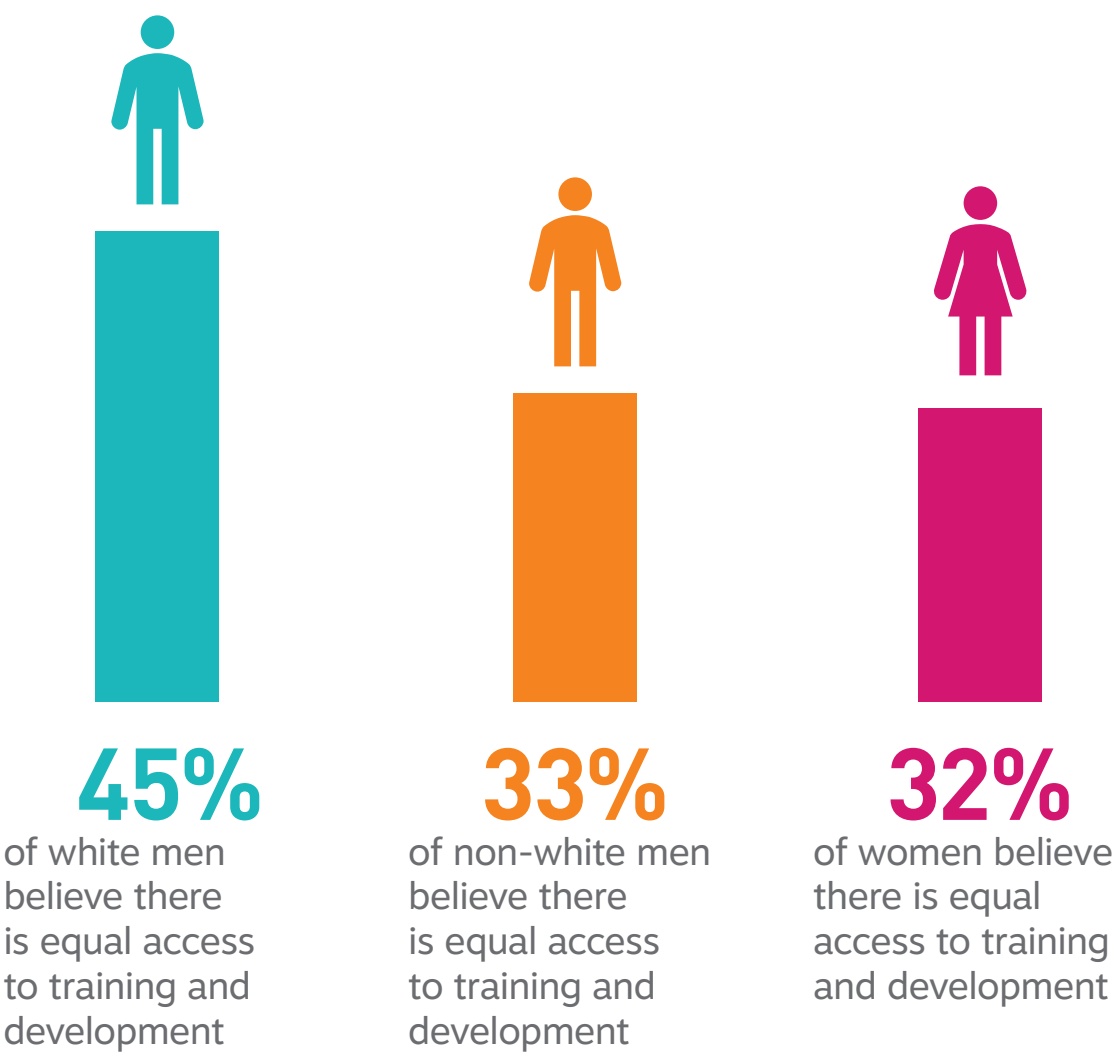
Selection into Learning Programs Too Often Based on Subjective Factors

Organizations primarily rely on subjective measures to select high-potential candidates for leadership development. This often leaves behind emerging, high-potential leaders and allows unconscious manager bias to slip in when making selections.



Few Women Believe There Is Equal Access to Training and Development

Men are significantly more likely to strongly agree that there are equal opportunities for every protected group for promotions, pay, and leadership roles. **Men consistently believe there are more opportunities for women than women do.**



Lack of Support Drives Employees to Seek Inclusion in Leadership Development (LD) Programs

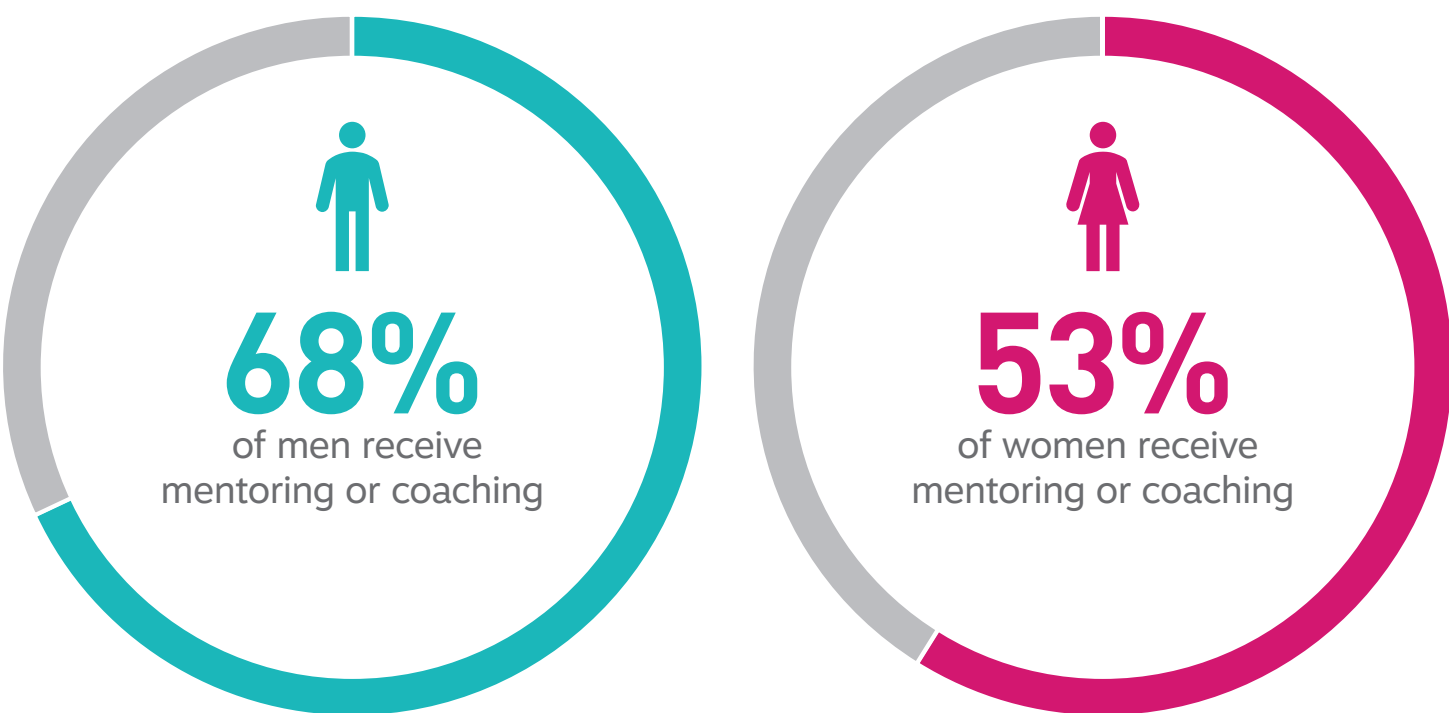
Typically, employees are chosen for LD programs based on performance, but a **quarter of those who participate ask for inclusion/selection.**

REASONS STATED:



Women Are Less Likely to Receive Post-Training Support

Women are less likely to receive mentorship and coaching opportunities after training and are less likely to receive follow-up support at all.



Companies Are Struggling to Prioritize Diversity, Equity and Inclusion

Fewer than half of those surveyed said their company has established an DE&I program.



Diversity, Equity and Inclusion Programs Are Effective

Overall, **most believe DE&I programs are effective** and there is consensus across the demographic groups that DE&I programs help everyone.



WE HELP OUR CLIENTS AND THEIR PEOPLE
TURN POTENTIAL INTO PERFORMANCE

Vaya Group helps the world's leading companies identify, assess, cultivate, and promote the talent needed to thrive in a competitive marketplace. Trusted by Fortune 1000 organizations spanning the globe and across industries, Vaya Group has provided assessment and coaching services to C-suite and senior executives, as well as managers and employees at all levels.

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