

# GALVANIZE

Shaping the Workplaces of Tomorrow

The World Economic Forum tracks annual progress on gender equality, and, in June, they said we're still **131 years away**.

Fairygodboss started Galvanize seven years ago because we wanted to do our part to shorten this unacceptably long time.

At The Muse x Fairygodboss, we have the privilege of working daily with leaders who are committed to diversity, equity, and inclusion. We see the actions you're taking to advance diversity at your own companies and your work to shorten this timeline.

This year, Galvanize convened **450+ leaders** from **220+ companies** to talk about the ways in which they are advancing equity and inclusion in the workplace. We surveyed the Human Resources, Talent Acquisition, ERG, and Diversity, Equity, Inclusion, and Belonging (DEIB) Leaders in attendance about their DEIB priorities for 2024.

## Here's what we learned:

What are your priorities when it comes to investing in your DEIB strategy?

- 1 **71%** Internal Training, Learning & Development, and ERG investments
- 2 **15%** Events to directly connect with intersectional and diverse talent
- 3 **12%** Content and Video creation

Career Coaching  
for Employees

[Learn more →](#)

Fairygodboss-  
Hosted Events

[Learn more →](#)

Content and  
Video Creation

[Learn more →](#)

## Key Insights and Takeaways

We surveyed the Human Resources, Talent Acquisition, ERG, and DEIB Leaders in attendance about their most pressing challenges for the year ahead. From this, we found that over 36% of respondents see supporting women’s advancement into leadership as a top priority.

### Here’s what we learned:

#### What challenges have been most pressing to your companies this year?

- 1 **36%** Supporting women's advancement into leadership
- 2 **27%** Flexible work solutions
- 3 **16%** Addressing an internal pay gap
- 4 **13%** The rising cost of inclusive benefits offerings

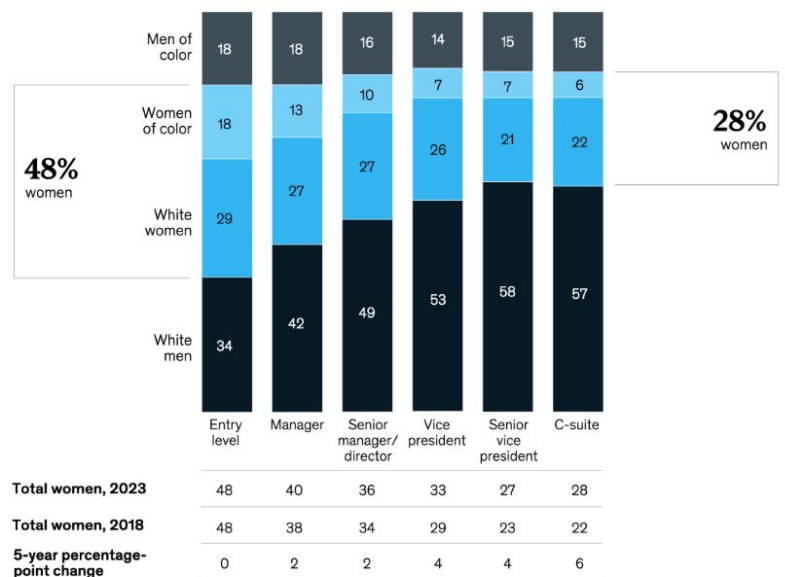
This feedback aligns with McKinsey’s Women in the Workplace 2023 study. The report highlights that, while women are still entering the workforce in approximately equal numbers to men, as they progress and advance, there is a serious decline by the VP level — which is especially apparent for Women of Color.

By partnering with Fairygodboss, you can build your talent pipelines to include more experienced women talent.

[Learn more →](#)

#### Women’s representation saw modest gains throughout the corporate pipeline, but women of color remain underrepresented.

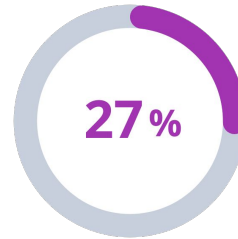
Representation in corporate role, by gender and race, 2023, % of employees (n = 276)



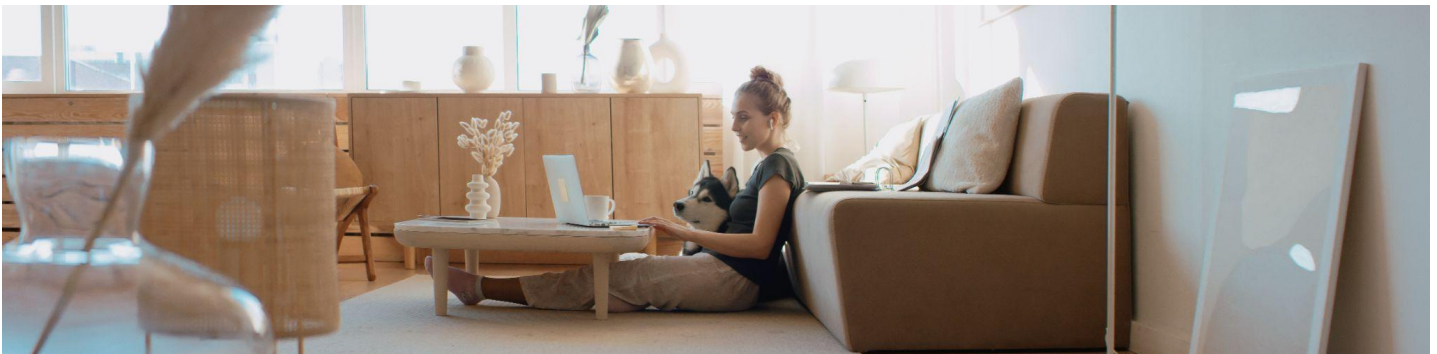
Note: Figures may not sum to 100%, because of rounding. Total percent of women per level may not sum to overall corporate pipeline totals, because overall figure does not include employees with unreported race data.

## Key Insights and Takeaways

At Galvanize, we also discussed the future of work and how organizations have been navigating hybrid/remote work preferences. In fact, **27%** of Galvanize survey respondents said that identifying flexible work solutions was the most pressing challenge for their organizations this year.

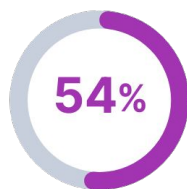


stated that the most pressing challenge for their organizations this year was **identifying flexible work solutions**

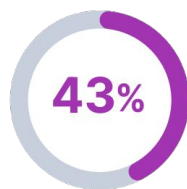


Women’s preference for work flexibility is overwhelmingly apparent and aligns with previous research from the Fairygodboss team. When surveying our user community regarding their work preferences, we found that, of the 9,800+ women who participated, only 3% of respondents preferred in-office-only work.

So, what does this mean for employers? Our data suggests that companies aiming to engage, recruit, and retain women talent will find it beneficial to offer flexible, hybrid, and/or remote options in order to remain competitive and support their diversity hiring efforts.



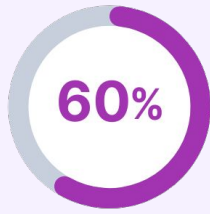
prefer hybrid/  
flexible work



prefer remote  
work only



prefer in-office  
only



of companies have increased their financial and staffing investments in diversity, equity, and inclusion over the past year.\*



And nearly three in four HR leaders say DEI is critical to their companies' future success.\*

Annually at Galvanize, we convene with our peers to discuss top DEIB priorities. This year, we polled our audience to learn:

**What are your priorities when it comes to investing in your DEIB strategy?**

- 1 26% Diversity Training (e.g., unconscious bias)
- 2 14% Dedicated Diversity Recruiters
- 3 11% Diversity Vendor Partnerships
- 4 11% Diversity Job Boards

We also discussed the importance of measuring the results of our DEI successes. Here's what your peers had to say about the factor(s) that are most important when it comes to demonstrating ROI:

**What factor is most important to you when proving the ROI of DEI initiatives?**

- 1 68% Employee engagement (e.g., employee satisfaction, turnover rates, and absenteeism)
- 2 22% Talent attraction (e.g., diverse applications)
- 3 7% Financial Performance (e.g., revenue, profit, and market share)

## At Galvanize, we also heard from those who are just getting started in their DEIB journey and are figuring out where to begin and what efforts to prioritize.

We asked our community to share what efforts are more meaningful to them. Here are the preliminary results of our Fairygodboss user survey:

### What diversity, equity, and inclusion efforts are the most meaningful to you?

- 1 65% Diverse leadership at the company
- 2 57% Published compensation ranges on job descriptions
- 3 52% A commitment to hire more diverse job candidates

By partnering with The Muse x Fairygodboss, you can showcase your commitment to hiring more women and diverse, intersectional talent. It's a great place to begin your DEIB journey and we are here to help.

### About the Muse x Fairygodboss

**The Muse** is the go-to destination for the next gen workforce to research companies and careers. More than 75 million people each year trust The Muse to help them win at work, from professional advancement and skills-building to finding a job. Organizations use our platform to attract and hire talent by providing an authentic look at company culture, workplace, and values through the stories of their employees.

**Fairygodboss** is the largest career community for women. Fairygodboss provides millions of women with free resources like job listings, community advice, and the hard-to-find information about how companies treat women. Fairygodboss works with more than 200 major U.S. companies to help them attract top talent and enhance their employer brand among women. By partnering with us, employers can increase the number of qualified applicants to their open positions, engage their current workforce and leverage their endorsements, and share their story about why they are a great place for women to work.

Want to learn more about us and take the next step in your DEIB journey? [Connect with us today!](#)

