



GETTING TO EQUAL 2020 RESEARCH

Think your workplace culture is inclusive?

Your employees might think differently.

There is a large gap between what leaders think is going on...and what their people say is happening on the ground.

68% of leaders feel they create empowering environments in which employees can be themselves, can raise concerns and can innovate without fear of failure.

But just 36% of employees agree.

And 76% of leaders say employees have good control over when, where and how they work.

But just 29% of employees agree.

If companies narrowed perception gaps by half, global profits would be 33% higher per year, equal to USD \$3.7 trillion in global profits.

A small group of culture makers are ahead of the curve.

They say: Build inclusivity as a priority.

They do: Recognize the importance of an inclusive culture.

They drive: Reward those who foster inclusivity.

Culture makers make it happen.

Findings and recommendations from our latest research can empower leaders to take action.

Learn more at
[**Accenture.com/gettingtoequal**](https://www.accenture.com/gettingtoequal)