



From Appreciation to Equity: Executive Summary



The Black Lives Matter movement, the overturning of Roe vs. Wade, and experiences expressed in the #MeToo movement combined to bring satisfaction with the way things are going in the United States to near-historical lows in 2022.

In response, many businesses have publicly committed to fostering diversity, equity, and inclusion (DEI) among their employees. New research from Gallup and Workhuman suggests a powerful way for organizations to foster the equitable and inclusive workplace today's workforce expects: employee recognition.

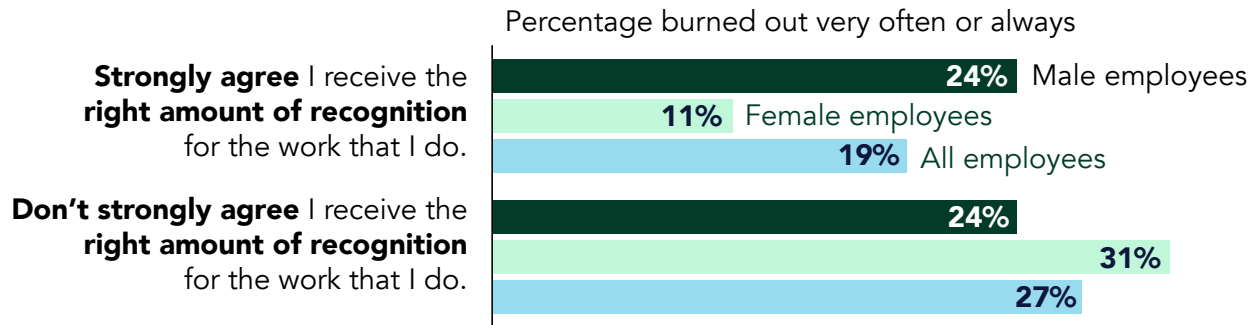
Recognition, when done right, can foster an environment of equity and inclusion, shine a light on historically under-supported employees, and shield a diverse workforce against burnout and turnover.

Employees who strongly agree that they receive the right amount of recognition for the work they do are 4x as likely to perceive their workplace as inclusive, and 7x more likely to perceive it as equitable compared to those who don't receive the right amount of recognition.

Doling out haphazard, inauthentic thanks won't yield the culture boost leaders are looking for.

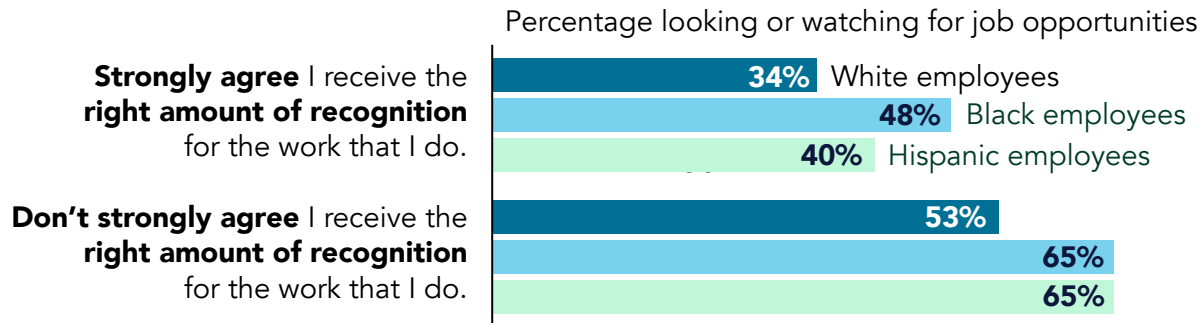
The effectiveness to resolve burnout varies across demographic groups, based on the unique needs and experiences of the workforce. Women, in particular, are experiencing burnout differently, especially women in management.

Burnout levels and the right amount of recognition



While it's critical to build diverse hiring into recruitment practices, it's also important to retain talent. Our analysis found, once again, that fulfilling recognition for gender, racial & ethnic diversity is a crucial pillar for DEI.

Job-changing and the right amount of recognition



How leaders can integrate recognition into DEI strategies today

- Recognize your employees with authenticity and frequency, especially for those who pull extra weight. Think about recognition as a tool to celebrate people for who they are. It is important to remember that your employees are not simply the output of their work.
- Recognition goes farther for some employees than others. If your organization is struggling with retention of women or employees of color, take stock of your recognition practices. Burnout and turnover of traditionally under-supported employee populations can be combated, at least in part, by fulfilling, authentic recognition.

Meaningful recognition can be quite fulfilling, resulting in less burnout and helping to maintain a more inclusive working environment.

Download the full report to see the complete impact of employee recognition on your culture.

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