



Workhuman Cloud: The Bridge Between DE&I

A BOLD, NEW APPROACH TO DIVERSITY, EQUITY,
AND INCLUSION INNOVATIONS

workhuman®

The world is in a different place than it was 12 months ago.

Social and racial injustice have shared the headlines with the global pandemic, prompting companies to ask, "Are we doing enough with our DE&I programs and do we know whether they are working?"

The DE&I strategies we've tried in the past aren't working – which is why we are having the same conversation 20 years later.

TRANSFORMING LIVES THROUGH TECHNOLOGY

Workhuman Cloud® has the first and only proactive, real-time DE&I solution focused on in-the-moment coaching and behavioral change. We are adding new features that help identify gender and ethnic disparities in recognition award values. AI and machine learning – built into the software – can reveal – and correct – unconscious bias before it happens.

Leading companies use Workhuman Cloud because they're the best at what they do. They are the innovators – organizations that can quantify actionable DE&I insights through recognition data. Your HRIS, occasional surveys, and DE&I training aren't going to give insights into the conscious and unconscious biases that may exist in your organization.

Workhuman Cloud facilitates connections by providing one platform for social recognition, continuous performance management, and modules that celebrate the whole human –

including work anniversaries, personal life events, and community activities.

The platform amplifies all voices equally and promotes inclusion by shining a spotlight on the achievements of others and creating visibility into historically overlooked employee populations.

And it is the connections created by giving and receiving recognition to co-workers that lead to a greater feeling of inclusion. Why? There are innate, human tendencies that without our own realization prohibit us from expanding our social circle. We tend to gravitate to people who are most like us.

Social recognition gives you broader awareness of what's going on, revealing the patterns that demonstrate both equitable connections and those that could be inhibiting the growth of your people and your company.

Workhuman Cloud, with recognition at the core, is the bridge between diversity, equity, and inclusion – which can result in an improved employee experience, higher productivity, and reduced attrition, making your workplace culture an environment where humans can thrive.



Recognition by design can tell you just about everything because it feeds into so many parts of the HR ecosystem. When viewing recognition data, insights like recognition volume by demographic and the associated value reveal inequities not found in a traditional HRIS.

Does one group have larger or smaller connections? How balanced are those networks? How do those connections impact the outcomes the business cares about – inclusion, equity, culture, productivity, and innovation? You can draw a straight line from how a culture of gratitude and recognition can advance diversity, equity, and inclusion.

RECOGNITION DATA REVEALS POSITIVE DE&I OUTCOMES AS WELL AS INEQUITIES

While survey data is explicit, social recognition provides implicit data – something your HRIS cannot do. In fact, the language in our recognition data – generated from more than 50 million moments of recognition and gratitude among 6+ million global employees – can reveal unconscious bias, which alerts people leaders that there are perhaps previously unseen inequities. When you have this kind of data in front of you in real time, you can address where those gaps are – and not wait until after the impact has already been felt.

Through network analysis, you can see how work is getting done in your organization. You can see who is getting recognized, the award equity across groups, and which values are being broadcasted.

- After one year in a recognition program, **Asian, Black, and Hispanic employee turnover dropped 20%** and **turnover among women dropped 17%**, according to Workhuman® recognition data across 712,000 employees.

As a result of the pandemic, four times as many women as men dropped out of the labor force in September 2020, according to the [Bureau of Labor Statistics](#). For companies looking to retain top talent, gender equity has never been more important.

In a [global Workhuman survey](#) conducted just before the pandemic, we found that:

- More than half of women in middle and front-line management positions say a manager has taken credit for their work.
- 7% of women surveyed in senior management or executive positions are likely to receive a higher annual bonus, compared with 53% of men.
- Half of women in IT say hiring of staff and decisions on promotions are based on gender and/or race.

When looking at our recognition data, we see that women receive awards at a higher rate than men, but that the average monetary award amount received by men is 12% higher.

These insights can help awaken people leaders in the moment to see disparities in recognition by gender, and across demographic groups, ultimately providing the in-the-moment insight to address DE&I challenges.

YOUR CALL TO ACTION

Every day of inaction is a lost opportunity to better engagement scores, increase employee satisfaction, lower turnover, and increase employee productivity. With just 1% of payroll dedicated to social recognition, your total rewards portfolio provides employee insights you can't find anywhere else. Peer-to-peer recognition, when given throughout the year and aligned to core values and business goals, puts you at the forefront of achieving DE&I in your organization.

It's never the wrong time to invest in your employees and programs that match the way work is being done so people are rewarded more often and inspired to do their best work.

The cost of doing nothing is more than you think.

Contact us today to get started.

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Or read more on our blog: workhuman.com/whblog