

Who does diversity include?

A BRIEF GUIDE

1 Race & Ethnicity

By 2065, Non-Hispanic White people are estimated to comprise only 46% of the population, U.S. Latino people are expected to grow to 24%, Asian people in the U.S. are anticipated to more than double (14%), and Black people are expected to comprise 13% of the U.S. population. The trends in the racial composition of the U.S. workforce are anticipated to mirror these projections.

2 Gender Identity

The participation rate of women in the workforce is 56.8% as of 2022. The number of female CEOs of Fortune 500 companies is at an all-time high of 41 (8.1%). 5% of women in the workforce are pregnant at any given time but this number is expected to rise.

3 Sexual Orientation

Many organizations can still improve the ways that they support LGBTQ+ employees. It is hard to get an accurate count of what the percentage of LGBT individuals is in the U.S. population and workforce. The people who report being LGBTQ+ are 4.5%, although polls suggest that people generally perceive estimates that are five times as high.

4 Religion

By the year 2040, Muslims are expected to be the second largest religious group in the U.S, behind Christians. This is more than a doubling of the current Muslim population in the U.S. As such, we need to make sure they are fully welcomed and included in the workforce.

5 Age

The average age of the general population is higher than ever, and will continue to rise for a while. The 2017 U.S. Census Bureau predicts that by the year 2030, 1 in every 5 residents will be 65 years or older.

6 Ability

19.1% of those with a disability of working age are employed, far lower than the 65.9% of nondisabled individuals who are working. Yet, the number of disabled individuals in the workforce is gradually increasing.

7 Socioeconomic Status

In 2020, 37.2 million people, or 11.4 percent of the nation's population, lived below the official poverty level. In 2020, the working-poor rate—the ratio of the working poor to all individuals in the labor force for at least 27 weeks—was 4.1 percent.

8 Education

In general, the workforce of the future will be more highly educated. However, staggering differences will arise as a function of the predicted educational levels that White versus nonWhite people obtain. And race strongly interacts with education to create very different sets of workplace outcomes.