



## BlueSteps Diversity Report 2007

The BlueSteps Diversity Report was conducted by The Association of Executive Search Consultants (AES) and BlueSteps from November 14, 2007 to December 13, 2007. In order to gauge the current status of diversity issues in the workplace, the results of this year's report were compared to the 2005 BlueSteps Diversity Report. This comparison shows that while there has been great visibility of issues surrounding diversity in the workplace in recent years, there has not been a lot of actual change.

Survey highlights and comparisons are below.

### **2007 Survey Highlights:**

- ✓ 76% of global senior executives say there are currently 0-1 minorities within their company's top executives.
- ✓ 56% say there are currently 0-1 women within their company's top executives.
- ✓ 54% say their company's have an official diversity in the workplace policy in place.
- ✓ On a regional level, the majority of executives from North America (61%) and Asia Pacific (50%) say their company's currently have official diversity policies, while the majority of European executives (54%) said they do not.

Full results from the 2007 global report show:

### **“How many women are there among your company's top executives?”**

- 0 - 29%
- 1 - 27%
- 2 - 17%
- 3 - 11%
- 4 - 4%
- 5 - 2%
- 6 or more - 10%

### **“How many minorities are there among your company's top executives?”**

- |         |                 |
|---------|-----------------|
| 0 - 55% | 4 - 3%          |
| 1 - 21% | 5 - 1%          |
| 2 - 11% | 6 or more - 5 % |
| 3 - 4%  |                 |

**“Does your company have an official ‘diversity in the workplace’ policy?”**

Yes – 54%

No – 51%

Do not know – 5%

A comparison of 2005 and 2007 survey results finds a slight decline – from 59% to 54% – in the percentage of respondents reporting that their companies currently have an official diversity policy in place.

Respondents to the 2007 survey included 357 global senior executives; 61% from North America, 22% from Europe, 9% from Asia Pacific, 5% from Latin America and 3% from other regions. Respondents to the 2005 survey included 571 senior executives coming from North America (67%), Europe (19%), Asia Pacific (7%), Latin America (6%) and other regions (1%).

**About BlueSteps**

BlueSteps is an online global database of senior executives. As an exclusive service of the Association of Executive Search Consultants (AESC), BlueSteps enables executives to remain accessible to all member firms of the AESC. AESC members use the database as an additional resource in the initial candidate and source identification process. For more information about BlueSteps, visit the website at [www.bluesteps.com](http://www.bluesteps.com).

**About The Association of Executive Search Consultants**

The Association of Executive Search Consultants is the worldwide professional association for the retained executive search industry. The AESC’s mission is to promote the highest professional standards in retained executive search consulting, broaden public understanding of the executive search process, and serve as an advocate for the interests of its member firms. For more information, or to download the AESC Code of Ethics and Professional Practice Guidelines, go to [www.aesc.org](http://www.aesc.org).