ED&I in the workplace.

Gen Z	Millennials	Gen X	Boomers
1997 to 2006	1981 to 1996	1965 to 1980	1946 to 1964

community at work

Millennials 86%

Boomers 83%

All generations think they perform better when they feel a sense of community at work, especially Millennials (88%). Millennials and Boomers in particular, want their workplace to feel like a community.

Gen X say they find it more challenging than other generations to get on with colleagues from different backgrounds, though 58% feel trusted by their employer to foster inclusive environments at work.

Younger generations completely agree a sense of community at work is important to mental health and wellbeing (45%) compared to Gen X and Boomers (35%) who are more inclined to 'somewhat agree' (48%)

Gen Z / Millennials 45% Gen X / Boomers 35%

...and 75% of Millennials even socialise with colleagues outside of work, compared to only 58% of Gen X.

Gen Z / Millennials 75% Gen X 58%

66% of Gen Z would quit their job if they felt like they didn't belong, compared to only 54% of Gen X.

Gen Z are the only generation who believe creating a positive work culture primarily sits with them, rather than the employer. All generations believe the responsibility of improving diversity and equity primarily sits with the employer.

32% of Gen Z and 30% of Millennials have quit a job because they didn't feel comfortable sharing personal viewpoints and stances at work without judgment or discrimination, compared to only 13% of Gen X or Boomers.

current employees

The majority of the workforce feel their organisation provides adequate support and resources for marginalised or underrepresented groups, especially millennials (86%).

Only 15% of Gen X and 21% of Gen Z fully trust their employer to offer opportunities for career advancement that are equally accessible to all employees, regardless of gender, age, race or other background, compared to 27% of millennials.

69% of Gen Z feel their employers ED&I efforts are tokenistic and 54% have complained to their employers about this, compared to only 29% of Boomers.

53% of Gen Z have complained because they feel their organisation's ED&I initiatives have 'gone too far' and are against their own social values, compared to only 27% of Boomers.

42% of Gen Z say their employer has implemented equitable recruitment processes in the last year, but only 22% of Gen X say the same.

55% of Millennials believe their organisation's ED&I initiatives aren't wide-ranging enough and only focus on certain demographics, as do 53% Gen Z, 50% Gen X and 45% Boomers.

72% of Gen Z hide aspects of themselves at work and 31% have actually quit a job for this reason! This is surprising as they also trust their colleagues (80%) and leadership (81%) more than any other generations.

59% of Gen Z and Millennials say their employer has implemented mental health-related benefits recently, compared to only 40% of Gen X and Boomers.

In the last 12 months, only 32% of Gen X and Boomers have had ED&I training from their employer, compared to 54% of Millennials and 50% Gen Z.

appealing to future talent

51% of Gen Z and Millennials wouldn't join a company if the organisation wasn't making a proactive effort to improve its diversity and equity, compared to only 35% of Boomers.

Gen Z and Millennials are less likely to join an organisation than Gen X or Boomers if they didn't agree with leadership viewpoints.

74% of Millennials and 66% of Gen Z prioritise mental health support when looking for a new role, compared to only 47% of Boomers and 56% of Gen X.

Gen Z	66%
Millennials	74%
Gen X	56%
Boomers	47%

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