



Designing a More Inclusive Workplace with UKG Pro

Take Action Beyond the Initiative



Start



For many years, diversity, equity, inclusion, and belonging (DEI&B) were regarded as added benefits at organizations rather than as critical business initiatives that can lead to a successful team, culture, and bottom line. Now, it's clear that having a more diverse workforce with a strong sense of belonging positively impacts not only workplace culture but also performance and innovation for business.

Creating a truly inclusive workplace is not a one-off project; it's an ongoing process that continuously adapts to the needs of a diverse team and encourages them to stay and thrive at your company. It also means recognizing individual aspirations and motivations both within and outside of work to ensure you're optimizing outcomes for all employees.

At UKG, this is a central tenet of the way we design human capital management (HCM) and workforce management (WFM) systems to help individuals thrive in both life and work — what we call our Life-work Technology™ approach. By taking into consideration people's emotions and preferences right from the start, Life-work Technology ensures your systems and technology are inherently built to support, measure, and help push the needle on strategic DEI&B initiatives for your people.



How UKG Is Helping to Move the Needle

Here at UKG, to support our innovation and guide the development of our products so that they are more inclusive, we lean on proven, science-based technologies. That's why we partnered with the Science of Diversity & Inclusion Initiative to establish the Equity at Work Council (EWC) — an interdisciplinary group of specialty thought leaders and practitioners dedicated to understanding the developing science underpinning DEI&B.

EWC'S Mission

The EWC aims to educate employers on evidence-based strategies to achieve more inclusive cultures and eradicate workplace inequities through:

- Annual research studies that explore the multidimensional aspects of DEI&B at work
- The Equity at Work Index (E@W Index), used to establish quantitative and qualitative benchmarks for workplace equity
- New tools and resources in HCM that drive organizations to realize work free of inequities
- An expert-led community where customers can learn and engage to develop best practices



The top 25% of organizations for executive-level gender diversity are **21% more likely to be profitable and 27% better at creating value.**¹

So Why Invest in DEI&B?

Organizational impacts



Wider talent pool

Although progress has been made toward equality across confines of gender, race, and sexual orientation, disability is oftentimes overlooked. According to Harvard Business Review, 90% of organizations claim to prioritize diversity, **yet only 4% consider disability** in those initiatives.²



Increased creativity and innovation

Organizations with higher diversity in management earned, on average, **38% more revenue** than organizations with lower diversity, according to Boston Consulting Group.³ Innovation is closely tied to and correlated with diversity in gender, country of origin, career path, and industry background, making it essential to successful businesses around the world.



Enhanced employee retention

When employees feel included, they are more likely to thrive and remain engaged. Organizations need to implement programs and strategies that will bring transparency and continuously drive change.



More accessible experiences

For DEI&B initiatives to be complete, leaders need to take the necessary steps to improve disability inclusion in the accessibility of the workplace and in the products and services offered. Accessible design is good design — it ensures products can work for all users, empowering every individual to thrive in their unique life-work journey, no matter their ability.

Organizations with inclusive environments have:

39%
higher satisfaction

22%
more productivity

22%
less turnover⁴



1. Wider Talent Pool



The first step to building a more inclusive workforce is to make sure your organization is promoting a diversity-focused candidate experience from the very beginning and throughout the employee's life-work journey.



Wider Talent Pool

Candidate Match

Employers should celebrate the ability to encourage a wider pool of talent in the recruitment process. However, unconscious bias can often play a pivotal role in dismissing certain jobseekers before they're even given a chance to interview. The **Candidate Match tool within UKG Pro™ Recruiting** analyzes candidate information and generates a list of applicants and their match scores for a specific opportunity.

- View candidates ranked by relevancy to job title, job type, skills, experience, and more
- Reduce potential unconscious bias and give all qualified candidates a fair opportunity to be considered
- Improve the quality of future suggestions based on the actions you take today

EEO-1 Toolkit

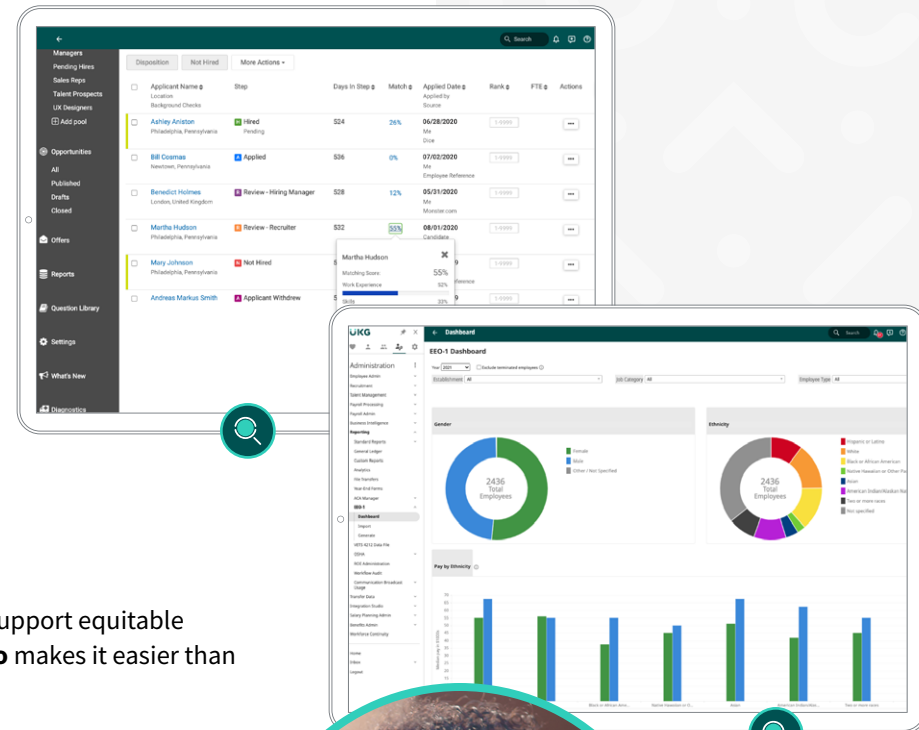
The EEO-1 Report is a compliance survey mandated by federal statute and regulations to help support equitable representation of all groups and minorities in the workforce. The **EEO-1 Toolkit within UKG Pro** makes it easier than ever for employers to:

- Set up data using filters, such as ethnicity, gender, and date ranges
- Download comprehensive reports that can be uploaded directly to the Equal Employment Opportunity Commission (EEOC) website

Gender Options

An all-embracing organizational culture also acknowledges and supports employees by more accurately capturing their gender identification information. The **UKG Pro Gender Options** feature helps you:

- Ensure your employee data accurately reflects the true identity of all people, allowing gender-neutral individuals to have their authentic selves better represented at work
- Comply with local, state, provincial, and national legislation and guidelines issued by the EEOC around self-designation requirements



2. Increased Creativity and Innovation

When employees are supported and made to feel like they belong, they are empowered to share their opinions and ideas freely, create with greater confidence, and promote empathy in the workplace.

Companies with above-average diversity demographics produced a greater proportion of revenue from innovation (45% of total) than did companies with below-average diversity (26%), according to Forbes.⁵

UKG helps organizations uncover what their people need most to be happy and thrive in unique life-work journeys. Through surveys, comprehensive reporting, and insight tools, you can ensure you're respecting cultural differences, removing digital barriers, and empowering people with self-identification options.



Increased Creativity and Innovation

Equity at Work Pulse Survey

Understand how your employees feel about DEI&B initiatives with a modern, unbiased survey platform. **UKG Pro Employee Voice™** offers the **Equity at Work Pulse Survey** template to:

- Gauge how employees feel about diversity, belonging, and equity inside your organization
- Uncover behaviors, attitudes, and practices impacting the level of DEI&B
- Make meaningful, data-driven decisions with access to real-time reporting of responses
- Create anonymous or identifiable employee surveys

Giving

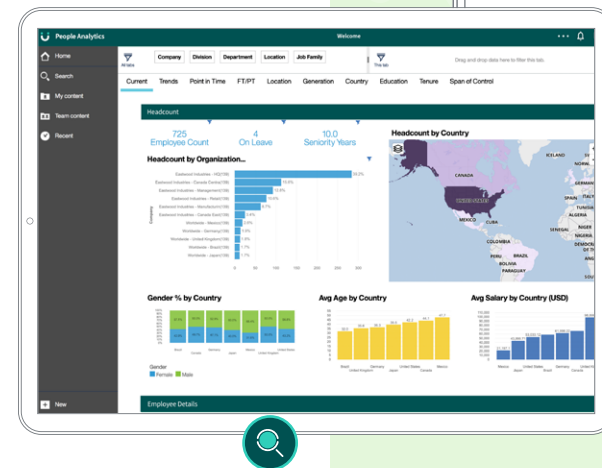
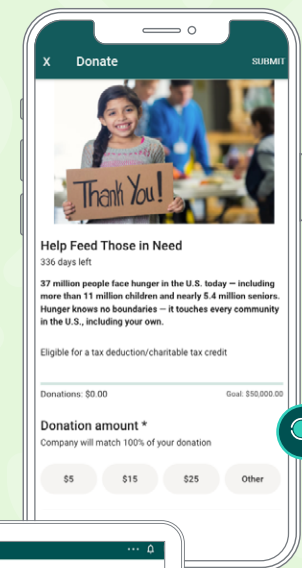
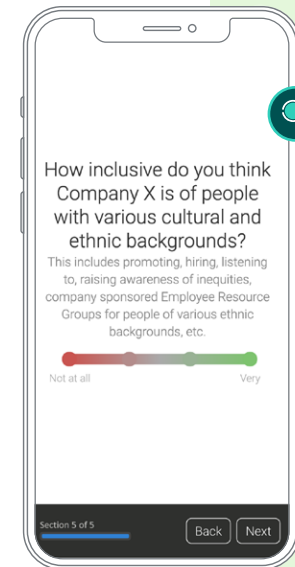
Recognizing and supporting your employees' individual interests fosters happiness and creates a sense of pride and creativity. **UKG Pro Giving™** enables organizations to facilitate and promote charitable giving campaigns to all employees:

- Allow HR teams to create new campaigns to reflect current events or what's important to employees today, and include details about the cause
- Empower employees to support organizations or charities that resonate most with them with any amount, no matter how small or large
- Provide employees with access to a summary of all campaigns they have donated to — showcasing the differences they've made over time

Reporting and People Analytics

Uncover important workforce insights to make smarter, people-focused decisions and reduce extraneous information. Comprehensive analytics within UKG Pro offer a range of critical reporting, including global headcount, a breakdown of demographics, and average pay by ethnicity, age, and disability status, all within **Pro People Analytics**.

- Filter reports by experience level, location, job, demographics, and supervisor
- Assess global demographics information, such as headcount by gender, average salary by gender, and seniority
- Help prevent work-related stress and burnouts with overtime analytics
- Remove extraneous factors in scheduling decisions with intelligent forecasting available within **Pro Workforce Management**



3. Enhanced Employee Retention



Employees who trust in their company's actions to promote diversity are more likely to stay, contribute, and advocate for its success. We provide the transparency needed to uncover any gaps in how your people are paid and where they need support — so you can start making positive, impactful changes today.

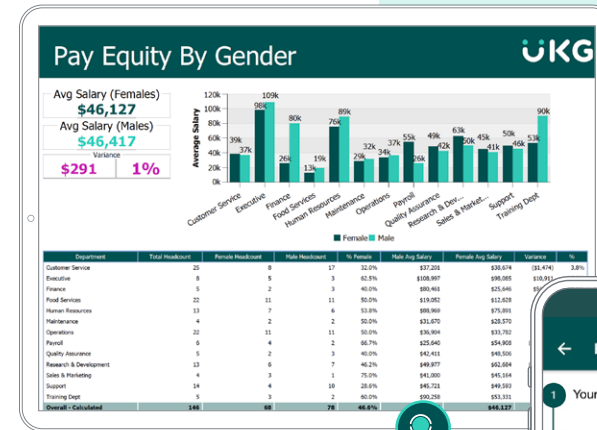


Enhanced Employee Retention

Pay Equity Dashboard

Understand where the data sits in terms of employee pay so that people are valued and rewarded based on their work and effort, rather than DEI&B factors. The **Pay Equity Dashboard**, available within **UKG Pro People Analytics**, allows you to:

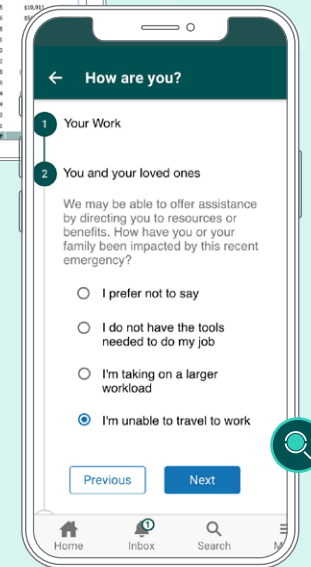
- Analyze pay disparities based on factors such as gender, ethnicity, age, and disability status
- Drill down results by job level and filter reports by experience level, location, job, and more
- Drive change and help achieve a more equitable workplace



Workforce Continuity

See where your people policies and procedures need to evolve to reflect changes in people's needs, whether due to an economic event, natural disaster, or pandemic. **UKG Pro Workforce Continuity** provides an easy way to check in with employees during crises and measure potential impacts across a diverse workforce.

- Gather critical information on workforce impacts, including people's ability to work, assistance required, and willingness to help impacted employees
- Check in regularly with employees regarding their safety status, no matter their location
- Access aggregated reporting of results directly within UKG Pro and take swift action



People Assist

Ensure every team member has access to the right HR-related information to navigate changes in their life-work journey, all within a personalized and familiar interface. **UKG Pro People Assist™** streamlines the way people interact with HR to encourage more meaningful, flexible ways of supporting a diverse workforce.

- Provide a contextualized, knowledge-based solution that takes into account people's name, department, location
- Provide HR teams with predefined answer templates to ensure requests are handled with a consistent best practice
- Gauge employee satisfaction and feedback on the information and help received in resolving a request in order to optimize the experience for all employees



4. More Accessible Experiences



Technology has the power to transform people's experiences and add tremendous value at work — especially when customized to their unique needs and integrated into everyday moments — from checking pay to connecting with colleagues.

UKG Pro strives to be substantially conformant with [Web Content Accessibility Guidelines \(WCAG\) 2.1](#), to keep employees engaged and connected no matter their location or level of ability — in the most personalized and efficient way.



More Accessible Experiences



Mobile app

Digital accessibility is no longer a nice-to-have — it's a must-have across all aspects of technology supporting the process of employment. The **UKG Pro mobile app** empowers team members who are visually impaired to access their paychecks and other essential HR-related information.

- Understandable and descriptive navigation tabs to present information in a clear way to the user via a screen reader
- Intuitive keyboard focus to make it easier to navigate to various elements on the screen using gestures or a screen reader
- Descriptive text for screen readers so users can understand interactive elements and actions that can be taken



Recruiting

UKG adopts numerous assistive technologies across **UKG Pro Recruiting** and other public-facing websites to help our customers become employers of choice, including:

- Enhanced job boards to better accommodate applicants who use screen readers, have visual impairments, or only use a keyboard
- Descriptive labels for icons, enabling screen reader software to convey information clearly even when the icon has no text label in the visual interface
- Color adjustments for text and images to provide more visual contrast against the background colors within Pro Recruiting
- Newly designed My References page to make it easier to use with a keyboard or with other assistive technologies



Workforce Management

The day-to-day actions and tasks for proper time management in the workplace are critical to making sure your people are paid accurately and on time. **UKG Pro Workforce Management** has been designed to make daily activities, such as punching in and managing their schedules, easier for all people, including:

- Support for screen readers that communicate what's on the screen to the user and navigation using the mouse and standard keyboard gestures
- Ability to invert colors, helping reduce common eye fatigue and accommodate colorblindness
- Magnification of small text by zooming to scale from 50% to 200%
- Text foreground-to-background ratio of 4.5:1.4 for people with varying levels of vision or color blindness in order to meet modern web standards



Cultural preferences

On a global scale, DEI&B also encompasses the ability to manage and support your dispersed and diverse workforce with locally relevant experiences, while retaining proper confidentiality and protections.

UKG Pro enables you to engage your people locally and respect their culture. Employees are empowered to view their HR, pay, and talent information in their native language, format, and currency — ensuring that they feel a sense of inclusion and belonging.

At UKG, Our Purpose is People.™ We believe the most creative and innovative business results occur when people's differences are celebrated in the workplace. A truly diverse and inclusive workplace means all people, regardless of who they are or what they do for the company, feel equally supported in all aspects of their job. By giving your people a voice and creating an inclusive culture, you will improve employee engagement and trust, increase productivity and collaboration, and gain stronger business results and profits.

Contact us today to learn how to create a more inclusive workplace with UKG Pro.



Our purpose is people

Connect with us online @[UKG.com](https://www.ukg.com).

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