

# STAFFING WORKSTREAM

The Staffing Workstream is a group within the Women Business Collaborative (WBC) comprised of a group of executives, leaders, and associations in the staffing industry with a specific purpose: driving awareness and progress around gender equity and parity within the industry. The Staffing Industry Results Dashboard compiles surveys responses from 489 respondents in the staffing industry and through a series of infographics shows workforce composition, the extent of gender diversity, and industry breakdown.

## OBJECTIVES

### Educate

- Gather data through surveys and benchmarks to build an understanding of today's baseline.
- Measure and track progress against the baseline.
- Communicate results with staffing leaders to create awareness.
- Leverage partners to build awareness.

### Elevate

- Build awareness around a focus in diversity, equity and inclusion within staffing.
- Establish an arm of the WBC focused on the staffing industry.
- Understand how we can leverage and work within the pillars of the WBC.
- Agree on what each of the participants will provide to support this staffing industry initiative.

### Activate

- Discover opportunities to make a difference.
- Determine the best ways to communicate this across the staffing industry.
- Identify key metrics and institute ways to track.

The Staffing Workstream is led by a steering committee and has **25 members**. It meets regularly to analyze the data of the Diversity Dashboard, translate the data into actionable research and share the findings so that leaders across the staffing industry can ensure equal position, pay and power for all women.

*To learn more about the WBC Staffing Workstream and how you can get involved, please contact [bbruno@goodasgoldtraining.com](mailto:bbruno@goodasgoldtraining.com)*

## DASHBOARD FINDINGS

- **There is a profound pay gap between women and men** – both within the industry and across the U.S. as a whole.
- The staffing industry has a fair balance of men and women across its workforce, however **imbalance occurs as leadership levels increase, with an underrepresentation of women in senior leadership roles.**
- Women CEOs bring a unique perspective to leadership – **they are more likely to drive initiatives that create a stronger more balanced culture (including priorities around diversity).**
- There is a lack of racial diversity across this industry with **people of color comprising well under 10% of all staff.**

## TEAMS

The workstream is divided into four separate operating 'teams' who each have a specific area of focus including:

### Staffing Workstream Teams

- A. Pay Equity**
- B. Women in Leadership**
- C. Gender Diversity**
- D. Diversity in the Staffing Industry**

WBC is proud to bring together The American Staffing Association (ASA), National Association of Personnel Services (NAPS), Staffing Industry Analysts (SIA), and TechServe Alliance (TSA) on the council.