



News Release  
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## **Comprehensive review of U.S. and UK corporate workplace diversity and inclusion launches this month**

### **The McKenzie-Delis Review is the first of its kind to launch in the U.S. and aims to accelerate progress on 10 facets of workplace diversity and inclusion**

Leading brands across the U.S. and UK are being encouraged to take part in a ground-breaking diversity and inclusion report that aims to shed light on some of the key issues holding back growth, innovation and creativity in their economies.

The McKenzie Delis Foundation, a charitable organisation committed to moving the dial on diversity, equality, inclusion and belonging in the workplace; and Ipsos, the third largest market research company globally, are behind the report and have today announced its launch for 2021.

In an open letter penned to the CEO's of every Fortune 100 and FTSE 100 company, [Leila McKenzie-Delis](#), CEO of Dial Global and Founder of The McKenzie Delis Foundation, [Tami Erwin](#), CEO of Verizon Business, [John Standley](#), Executive Vice President of Walgreens Boots Alliance & President of Walgreens and [Lord Simon Wooley](#), Operation Black Vote CEO and member of the House of Lords, called on corporate leaders to widen their lens of diversity and invited companies to be part of the new initiative.

While other lists focus on a single facet of diversity, such as gender or ethnicity, the **2021 McKenzie-Delis Review on Diversity and Inclusion** is the first review of its kind to take a holistic approach to diversity and inclusion by providing a comprehensive review of how employers are addressing and prioritising their efforts across 10 facets of workplace diversity and inclusion. These are: Ethnicity, Gender, Age, Nationality, Mental Health, Sexual Orientation, Socioeconomic Status, Disability & Neurodiversity, Religion, and Parenthood.

The Review, expected to be published in April 2022, is based on self-reported practices of companies and follows an [inaugural UK report in 2020](#). The 2021 report will also cover the U.S. market for the very first time, incorporating businesses from the Fortune 100 list.

“The McKenzie-Delis Review is not your typical ranking or best-of list but creates an industry standard diagnostic and meaningful report to harness the power of all aspects of both visible and invisible diversity,” said **Leila McKenzie-Delis, Founder, The McKenzie Delis Foundation**.

“The Review is designed to help companies turn commitments into actions and go beyond traditional diversity pledges to track progress over time in a way that will help position them to recruit and retain the top talent they need to be competitive.”

Large and medium businesses across the U.S. and UK will be invited to participate in a survey on their D&I approach and practices that will inform the report starting October 4. The Report will showcase the top 25 companies in each country driving change to create greater diversity and equality in the workplace across the 10 facets. It will also share overall progress and corporate trends and provide

actional guidance for businesses to further accelerate their D&I efforts. Other partners include LexisNexis Risk Solutions, KPMG, Britvic PLC, Ipsos MORI and Revolt Communications.

**Lord Simon Wooley, Operation Black Vote CEO, member of the House of Lords and Co-Chair of the UK McKenzie Delis Review Committee, said:** “Big businesses are starting to ask some searching questions when it comes to diversity and inclusion but there is so much more that needs to be done, particularly in senior leadership positions.

“We need to ensure we create multiple pathways to success and a pipeline of diverse talent so that people know it doesn't matter where you start - you can get to wherever you want to be. Institutions, policy, business and society all benefit if we can get diversity right.”

**Bina Mehta, Chair of KPMG UK and Co-Chair of the UK McKenzie Delis Review Committee, added:** “I see the benefits diversity brings to business every day, from the quality of conversations and different perspectives people bring right the way through to delivering better business outcomes for our firm and our clients.

“It's vital businesses play their part in championing inclusion, diversity and equity. Diversity of thought is integral to the growth and sustainability of all businesses. Participation in the McKenzie-Delis Review is a chance to join with like-minded organisations to make a difference in society as well as business, to drive equity and inclusion, and, to dismantle barriers and empower growth and progress”.

An independent review committee of corporate and non-profit leaders will guide the report's framework. Members include representatives from Verizon, KPMG, Walgreen Boots Alliance, Google, Intel, Microsoft, Motorola, Bridgestone, and other international companies. A complete list is available [here](#).

“Data show that by focusing on the full spectrum of employee diversity, employers can create a stronger, more impactful culture of inclusion,” said **Tami Erwin, Executive Vice President and Chief Executive Officer, Verizon Business, and Co-Chair of the U.S. McKenzie-Delis Review Committee.**

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**John Standley, Executive Vice President of Walgreens Boots Alliance & President of Walgreens and Co-Chair of the U.S. McKenzie-Delis Review Committee** added: “Now is the time for corporate America to build on its diversity and inclusion efforts to ensure no one is excluded.”

“Our success is built on the great diversity within our organizations. Together we can create cultures where all employees are welcomed for who they are and supported to do their best work.”

The McKenzie-Delis Review will also serve as a diagnostic tool for businesses that take part. All participants receive a personalised score card that compares their performance to peers and top-performing organisations in the UK and the U.S. for each of the 10 facets, at no cost. The tool identifies opportunities for improvement and provides guidance on how to get there.

“One of the oldest pieces of management advice is what gets measured gets done,” said **Ben Page, CEO of Ipsos MORI in the UK and Co-Chair of the UK McKenzie Delis Review Committee.** “Through participation in The McKenzie-Delis Review, companies can track their progress to demonstrate if and how they are moving the needle and identify where they need to focus.”

For more information and to learn how to participate, visit [www.mckenziedelisfoundation.com](http://www.mckenziedelisfoundation.com) or email [hello@mckenziedelisfoundation.com](mailto:hello@mckenziedelisfoundation.com)

### **About The McKenzie Delis Foundation**

The McKenzie Delis Foundation is a charitable organization committed to driving research and insight into how businesses are moving the dial on diversity, equity, inclusion and belonging in the workplace. Our mission is to create a more open, diverse and inclusive society and help organisations grow authentic cultures to unlock more innovation, more creativity and more profitability. To achieve this, we have created an industry standard diagnostic tool that factors in 10 facets of visible and invisible diversity and inclusion and represents a significant step forward in how diversity and inclusion is considered and measured. With this diagnostic, we are able to create meaningful reports that provide benchmarking, best practice and insights that allow organisations to measure and drive their actions to create greater diversity and equality. For more information, visit [www.mckenziedelisfoundation.com](http://www.mckenziedelisfoundation.com)

### **About Ipsos MORI**

Ipsos MORI is the third largest market research company globally, operating in 90 markets and employing over 17,000 people. Our passionately curious research professionals, analysts and scientists have built unique multi-specialist capabilities that provide true understanding and powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers, or employees. Our 75 business solutions are based on primary data from our surveys, social media monitoring, and qualitative or observational techniques. “Game Changers” – our tagline – summarizes our ambition to help our 5,000 clients navigate with confidence our rapidly changing world. Founded in France in 1975, Ipsos MORI has been listed on the Euronext Paris since July 1, 1999. More information at [www.ipsos.com](http://www.ipsos.com)

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