

MEDIA EMBARGO: 5.00am, Thursday 27th April

HIGH CALIBER MULTI CULTURAL EXECUTIVES QUIT JOBS DUE TO HIDDEN BIAS

**Global Multicultural Executives and the Talent Pipeline Study
Published by the Center for Work-Life Policy**

On April 27th 2006 a remarkable piece of research revealing startling new data on leadership, altruism—and hidden bias—among multicultural executives will be launched at an event at the House of Commons. **Global Multicultural Executives and the Talent Pipeline** is the third study published by the **Hidden Brain Drain**, a private sector task force. Comprised of 34 leading global companies and led by **Sylvia Ann Hewlett, Carolyn Buck Luce and Cornel West**, this Task Force was established in 2004 by New York based **Center for Work-Life Policy** to investigate how to better realise female and multicultural talent over the life span.

The report highlights the on-going prevalence of **HIDDEN BIAS** which leads to distrust, alienation and a propensity to quit—almost half of these executives are considering leaving their jobs. But the report also highlights hard work, dedication, transferable skill sets and leadership potential. Precisely because multicultural executives comprise such a valuable segment of the talent pool, they are the last people who should be dropping out—and the first ones a company should be concerned with retaining. Eighty percent (80%) of the global talent pipeline these days is non-white and female, and companies are facing a serious challenge as they expand internationally and are dependent upon this new stream of talent. A major strength of the study is that it showcases solutions—ten examples of emerging best practice among Task Force companies.

This new global study is based on a survey of 1,912 executives located primarily in India, South Africa and the UK and a series of focus groups carried out in the US, Europe and Asia. The findings fall into four general areas:

On the positive side the study finds:

- To a much greater degree than their white peers, multicultural executives reach out and give back to their families and communities of origin – building **cultural capital** and an impressive array of transferable skills sets.
- Multicultural global executives are more **ambitious and hard-working** than their white peers—and more likely to go the extra mile.

However, the research also reveals a dark side:

- The vast majority of global multicultural executives, especially women, experience subtle forms of discrimination. When it comes to appearance and accent, they feel enormous pressure to conform to a white male model. **Hidden Bias** is severe enough to make a large percentage (43%) consider quitting.

- **Widening the tent**, the research shows that global multicultural executives carry a heavy load of responsibility, caring for large extended families and non-biological children. These obligations often go unrecognised by their employers.

The Hidden Brain Drain Task Force is comprised of senior executives from 34 leading-edge corporations in the USA and UK. They range across sector from Citigroup to BP to Microsoft. The Task Force Co-Chairs are: Booz Allen Hamilton, Ernst & Young LLP, General Electric Company, Goldman Sachs, Lehman Brothers, Johnson & Johnson and Time Warner. These companies employ over two million people in 150 countries around the world.

Global Multicultural Executives and the Talent Pipeline follows the Hidden Brain Drain studies 'Off-Ramps and On-Ramps: Keeping Talented Women on the Road to Success' (March 2005) and 'Leadership in Your Midst: Tapping the Hidden Strengths of Minority Executives' (November 2005). Both studies were published in the Harvard Business Review. *Global Multicultural Executives and the Talent Pipeline* expands on the findings in 'Leadership in Your Midst' which focused on minority executives in the USA.

Sponsors of *Global Multicultural Executives and the Talent Pipeline* include Citigroup, General Electric Company, PepsiCo, Time Warner and Unilever.

Distinguished speakers at the House of Commons event include: **Paul Boateng**, British High Commissioner to South Africa; **Cari M. Dominguez**, Chair of the US Equal Employment Opportunity Commission; **Lord Eatwell**, President, Queens' College, Cambridge University; **Jeremy Isaacs**, Lehman Brothers' CEO for Europe and Asia; **Paul J. Ostling**, Ernst & Young's Chief Operating Officer; **Lord Ouseley**, former Chair of the UK Commission for Racial Equality; **Trevor Phillips**, Chair UK Commission for Racial Equality; **Jenny Watson**, Chair UK Equal Opportunities Commission and **Cornel West**, author and professor, Princeton University.

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