Preface

At the 2017 Annual Meeting of Academy of Management in Atlanta, Eddy S. Ng and Kara Arnold convened a caucus which brought together 30 scholars (which included Christina Stamper and Alain Klarsfeld) from 20 countries interested in diversity and inclusion (D&I) research to discuss an idea. That idea, first proposed in a Social Sciences and Humanities Research Council of Canada grant proposal, was to develop a Global Diversity and Inclusion Index that is useful for facilitating cross-national and comparative research on equity and diversity. The discussions that ensued at the Caucus quickly proved that such an endeavor would not be feasible. There were too many questions related to definitions of diversity, scope for inclusion (e.g., sexual orientation and gender identity do not receive legal protection in many jurisdictions), units of analyses, compliance with public policies, what to measure and who to survey, and numerous other complexities. The following year, at the 2018 Annual Meeting of the Academy of Management in Chicago, we invited back the Caucus participants (many agreed) to present several globally recognized and established indices on various dimensions of diversity. This Compendium is the outcome that grew out of that frustration in developing a Global Diversity and Inclusion Index and represents some of the research that was presented at the 2018 Annual Meeting. The aim of this Compendium is to showcase 23 popular and frequently cited indices on diversity and equity, and to unpack these indices to shed light on and address some of the challenges that surfaced during the 2017 Caucus. For each index (organized as a chapter in this Compendium), we asked each author team to research its origin and history, identify the organization which developed the index, its purpose, critically review its methodology, including a list of the underlying dimensions (if conceived), data source, how the index is calculated, investigate how it has been used (e.g., in academic research or public policy setting), assess its strengths and weaknesses, and suggest potential future uses. We are encouraged by the enthusiasm of the researchers who joined us in this project at the beginning and impressed with the work they have completed at the end. We hope the resulting Compendium will bring value and insights to your research and/or decision-making endeavors.