Index

Abbas, S. 26
ABI Inform 75
Abor, J.Y. 28
access
to education 83, 142, 152, 171
to finance 133, 135, 139, 142
to public service employment 275, 276
adolescent birth rate (ABR) 85, 87, 94, 97
advancement gap 153–4
Afiouni, F. 144
Agbloyor E.K. 28
aggregation methods 124–5
agility 50–51, 53
Ahmed, A. 213
AIDP (Italian Association of Personnel Directors) 220
“Anglo bloc” countries 305
anti-discrimination 252, 255, 275, 276, 287, 288
Apple 188
Arango, J. 254
Artificial Intelligence (AI) 158
Asian Development Bank Institute 167, 168
assimilationist approach to manage immigration 287
Atif, A. 213
attitudinal psychographics 113
authenticity of Social Watch 109
Aydin, N. 18, 27, 29
Bailey, B. 202
Baker, S. 94
Balch, A. 252
Banting, K. 286–7, 302, 305, 307
Barcelona Centre for International Affairs (CIDOB) 254, 258
Bardhan, K. 84
Barriers to Naturalization Index (BNI) 274
Bartůsková, L. 93
Basic Capabilities Index (BCI) 106
quality-of-life 109
Baubock, R. 254
Beijing Platform for Action 118
benchmarking
in LGBT workplace equality indices 244–5
SOGI 237
Berry, J.W. 287
Bertossi, C. 282, 305
Beteta, H.C. 171
Black, D. 68
Bloemraad, I. 12
Bloomberg 197
Bohemian Index 67–8
Booysen, L. 44
Brinda, E.M. 92
British Council 252, 254, 259
Buddhism 310–12, 314
Buitrago, E.M. 76
Bullen, C. 252
Burchardt, M. 277, 278
business environment, general 133, 135, 140, 141, 147
Business Source Complete 75
Butt, L. 145
Byron, K. 187
Caligaris, S. 158
Campbell, K. 179
Carrim, N.M.H. 147
Cars, M.B. 159
Charmes, J. 105, 113
Choe, S.A. 151
Cho, S.I. 151
Christianity 310–12, 314
Chun, D. 188
Cirinnà Law 222–3
Cities and the Creative Class (Florida) 67
Citizenship Policy Index (CPI) 274
civic-nationalist vs. ethnic-nationalist 278
civic integration policies 302
Civic Integration Policy Index (CIVIX) 306
climate change 16, 30
coercive control 127
command over economic resources of HDI 20
communication 39, 52, 53, 57, 60–61, 65, 181, 182
employee-level assessment 59
organisational-level assessment 57–8
Social Watch 106, 108
Comparative LGBT Indices 9, 11
comparative rating of WEOI 140, 141–2
Composite Diversity Index (CDI) 67–8
Consultative Group to Assist the Poor (CGAP) 137
consumers of information 2
Convention on Elimination of All Forms of Discrimination against Women (CEDAW) 105, 120, 140
Cook, A. 213
Corporate Equality Index (CEI) 8, 11, 202–3, 231, 233–5, 245
applications 211–12
organizational level 212–13
personal/individual level 212
criteria by iteration 206
future directions 216–17
methodology for LGBT inclusion 203–4
composition of criteria 204–5, 216
composition of sample 205, 207–9, 211
research utilization 210
strengths 213–14
tracking points for diversity training 207
weaknesses 214–15
Council on Foreign Relations 169
creative class 66, 77
see also Global Tolerance Index (GTI)
creative professionals 66
Creativity Index 67, 79
Crippa, F. 158
cultural difference 45, 271, 272, 274, 278–81, 283
Curran, M. 305
Currid-Halkett, E. 66
Czaika, M. 16

Das, J. 75
de Haas, H. 16
del Carmen Triana, M. 144
DEMIG POLICY database 280
demographics 3, 310, 316, 317
Desai, M. 17
de Vroome, T. 277, 278
digital inclusion 164, 166, 167, 169, 171
Dijkstra A.G. 29
Dima, B. 75
Dima, S.M. 75
Directive 2003/86/EC 260
direct sampling 40
disability 13, 85, 237, 238, 240, 248
Disability Equality Index 13
dissemination 198
diversity 45, 76, 78, 79, 176
barriers to 39
management 221
“one-size-fits-all” approach to 45
policies 287
valuing 77–8
diversity and employment indices 3–4
Diversity and Equality Diagnostic 14, 231, 239–41
diversity and equity indices 2–3, 13–14
data and validity 12
list of 4–10

scope 3, 11
use 11–12
Diversity and Inclusion Global Best Practices Index 11
Diversity and Inclusion Global Best Practices Instrument (DIGBPI) 4, 13, 34–7, 44, 46
categories of findings 37–8
effectiveness 47
regional results 38–40
Diversity Index 79
general 3–4, 11
see also Equilar Gender Diversity Index (EGDI); Gender Diversity Index (GDI); Religious Diversity Index (RDI)

Dubois, J. 289
Duyvendak, J.W. 282, 305
Dwumfour, R.A. 28
economic participation 28, 84, 106, 111, 118
and opportunity 153–4, 156
women 148, 164
Economist Intelligence Unit (EIU) 35, 133, 135, 144, 148
education
in HDI 20, 28
indicators 106, 111
and training 133, 135, 139–40
educational attainment 84, 153, 154, 156
educational rights 275, 276
Education Index (EI) 17, 18
8-K filings 189
El-Hajjari, F. 282, 305
Else-Quest, N. 92
employee(s) 2, 11, 12, 34, 36, 50, 63, 143, 146, 203, 318
employee-level assessment 58–9, 60
Executive Opinion Survey among 172
inclusiveness to 211
LGBT 221, 224, 228, 234, 235, 236, 247
perception 59
relations 52, 53, 56–7, 62
transsexual and transgender 223, 224, 225
empowerment
in GII 84, 86, 87, 95
political 106, 111, 153, 154, 156
women 92, 110, 144–5, 152–3
see also Gender Empowerment Measure (GEM)
Ennis, D. 214
epistemic circumspection 114
epistemic humility 109, 111
epistemic modesty 103, 114
equality 78
benchmark 155
Index

gender equality 101, 118, 152–3, 161
individual 271, 272, 274, 278
of opportunity 66
of opportunity measures 170
of outcome measures 170
valuing 77–8
see also Corporate Equality Index (CEI);
   Gender Equality Index (GEI); Gender
   Inequality Index (GII); LGBT
   workplace equality indices
Equilar 188, 189, 193–6
Equilar Diversity Network (EDN) 188, 198
Equilar Gender Diversity Index (EGDI) 8, 11, 13, 178, 188–9
   applications 191–3
   awareness of diversity issues 198
   gendered language and dissemination 198
   gender parity predictions 191
   promotion of 197–8
   report 190
   scores 190
   strength 194–5
   weakness 195–7
Erhardt, N.L. 179
ethnic fractionalization 77
ethnic inequality on boards 195
EU-wide survey on Violence against Women 127
European-wide policy recommendations 258, 262
European Commission (EC) 119
European Gender Equality Index 117
European Institute for Gender Equality (EIGE) 117, 119–20, 125, 127, 130
European Quality of Life Survey (EQLS) 120
European Union 117
   policies of 118
European Union Agency for Fundamental Rights (FRA) 120
European Values Survey 76–7
European Working Conditions Survey (EWCS) 120
Eurostat 117, 120, 130
Everly, B.A. 213
executive feeder groups 179
executive opinion survey 154, 172
expected years of schooling (EYS) 17, 20, 23
expulsion 271, 275, 276
Fair and Progressive Employment Index (FPEI) 5, 11, 50, 51
   employee-level assessment 58–9, 60
   future directions 64
   item development 51–2
   learning journey 59–62
   mapping of Schein’s embedding mechanisms 52
   measurement 53, 58
   organisational-level assessment 54–8, 60
   strengths 62–3
   weaknesses 63–4
Fair Consideration Framework (FCF) 55
fairness 50–51, 53
fair organisation 53, 58
female empowerment index 87
female labor market index 87
female reproductive health index 85
Fernández-Sáez, J. 111, 112
five-point Likert-type scale 58
Florida, R. 11, 12, 66–8, 75–8, 110
folk religions 310, 311, 312
Food and Agriculture Organization (FAO) 134
Forbes magazine 159, 161
Foreign-Born Index 68
Foreign Policy Centre 252
formal economy 133, 147
formal multicultural policy 302
Fortune 500 companies 193, 205, 207, 208, 213–15
4Rs’ framework 30
Friedman, B.A. 212
Fulcrum 12, 237–8, 246–9
full policy 305, 306
Fu, S. 213
Gates, B. 176
Gates, G. 68, 75
Gay and Lesbian Values Index (glvIndex) 202–3
Gaye, A. 110–11
Gay Index 67–8
Geddes, A. 252
gender
   as binary term in EGDI 195–6
   composite indicators 118
   disparities 83
   equity 146, 156
   gaps 124, 145
   gender-based discrimination 150
   gender-focused indices 102–5
   gendered language 198
   indices 3–4, 12, 13
   inequities 108
   representation in US corporates 178
Gender-related Development Index (GDI) 19–20, 83–5, 86, 105, 118, 133, 134, 144, 161
Gender Development Index (GDI) 1, 14, 19, 20–21, 23, 24, 26–7, 114, 150, 157
gender diversity
   on boards 196
   of corporate boards in US 178
   of firm’s board 179
   in technology sector 181
Gender Diversity Index (GDI) 7, 13, 176–7, 193
application 178–80
future directions 180–81
methodology 177
strengths and weaknesses 181–4
Gender Empowerment Measure (GEM) 14, 83–5, 86, 92, 105, 114, 118, 150, 157, 161
gender equality 1, 101, 118, 152–3, 161
on boards 195
measurement 117
in society 165–6, 170
in work 165–6
Gender Equality Index (GEI) 13, 117–19, 150
aggregation and weighting methods 124–5
application 125, 127
data sources 120, 123–4
dimensions 119–20
effects of different levels of achievements 129
future research 129–30
illustration of results 125
metrics and scores 123
scores and differences 126
strengths 127–8
structure and indicators 121–2
weaknesses 128–9
see also Gender Inequality Index (GII)
Gender Equality Measure (GEM) 19–20
Gender Equity Index (GEI) 6, 13, 101, 105–6, 157, 161
application 110
methodology 106, 108
recommendation
for alternate rankings 112
for methodological transparency 112–13
for qualitative data 113
selected entries from GEI 2012 ranking 107
selection of conceptual categories 110–11
statistical modelling 111
strengths and weaknesses 108–10
gender gap in life expectancy (GGLE) 92
gender inequality 19–20, 26, 83, 92–5, 97–8, 150, 152, 156–9, 171
on company boards 195
level in different countries and regions 168
measurement using GII 84–5
Gender Inequality Index (GII) 5, 11, 13–14, 19, 20–21, 23, 84–5, 86, 96, 105, 150
applications 91–3
comparative ranking 87, 88, 90, 91
dimensions and indicators 85–7, 88
international heat map 90
next release and update 97–8
rankings, dimensions and measures 89
strengths 93–4
suggestion for future use 98
suggestions for improvement 96–7
top-five and bottom-five countries 90
weaknesses 94–5
see also Gender Equality Index (GEI)
Gender, Institutions and Development Data Base (GID-DB) 118
gender parity 164–5
attainment and inequality measures 171
on boards 187
Russell 3000 company boards 192
Gender Parity Index (GPI) 150
Gender Parity Report 164, 165, 173
Gender Parity Score (GPS) 7, 13, 164, 165
applications 167–9
future research 173
list of indicators 166
methodology 165–7
strengths 169–71
weaknesses 171–3
geometric mean 18–19
Gero, M. 193
Giri, A.K. 27
Giugni, M. 271
Glass, G. 213
Global Creativity Index 11, 67, 74, 77
Global Diversity Readiness Index (GDRI) 1, 4, 11, 13, 35, 40, 43–4, 46
country ranks on 43
data collection and analyses 40–42
effectiveness 47
measures and weights 41
results 42–3
Global Gender Gap Index (GGGI) 6, 11, 13, 105, 133, 134, 150–51, 161
applications 158–9
country ranking and comparisons 155–6
data collection for development 154–5
future directions 160–61
gaps vs. levels 152
gender equality vs. women’s empowerment 152–3
outcomes vs. inputs 152
strengths and weaknesses 156–8
sub-indexes/dimensions and indicators 153–4
Global Gender Gap Report 150–51, 159
Global Social Tolerance Index (GSTI) 76, 79
Global Tolerance Index (GTI) 3, 5, 11–13, 67, 69, 72–3
applications 73–5
country ranking 70–72
exploring tolerance 75–7
future research 80
global tolerance map 73
strengths 77
valuing equality and diversity 77–8
weaknesses 78–9
Goodman, S.W. 282, 305
Google 188
Gould, J.A. 181
government inclusion 40, 41
Grabe, S. 92
Gregurović, S. 261
gross domestic product (GDP) 17, 118
gross national income (GNI) 17, 18, 84
groupings in RDI 312, 315
Growth Competitive Index 75
Gruczyńska, A. 25–6, 28
Grundfest, J.A. 192–3
Guiraudon, V. 254
Hanmer, L.C. 29
“hard-to-count” phenomena 105
hard indicators 155
Hartley, J. 78
Hausmann, R. 155
Hawken, A. 145, 158
health
dimension in HDI 20, 22, 28
domain in GEI 122, 124–6
in GII 84–5, 87, 94–5
and survival 153, 154, 156
healthy life expectancy (HLE) 92
Herfindahl–Hirschman Index 311, 312
Hinduism 310–12, 314
Hoobler, J.M. 187, 305
Hooghe, M. 277, 278
Hossain, M. 213
HRC Corporate Equality Index 13, 233–5
human capital, 27, 66, 68, 76, 165
human development, 1, 17, 19, 22–3, 26–9, 88–9, 94, 96
components 146
dimensions 17–18, 20, 83–4
gender indices in 86, 95
indicators 83, 96, 97
Human Development Index (HDI) 1–2, 4, 13, 17,
83–4, 144
applications 19–23
future research 29–30
high development group 23
low development group 24
measurements and indices 25
medium development group 24
methodology 17–19
origin and history 17
strengths and weaknesses 23–8
very high development group 22
Human Development Report (HDR) 21, 83, 85, 97–8
Human Development Report Office (HDRO) 96
Human Poverty Index 21
Human Rights Campaign (HRC) 8, 202, 211, 230
CEI 231, 233–5, 245
guidance on LGBTQ inclusiveness 216
rationales 204
human trafficking legislation 27
Hunt, V. 181
immigrant minorities, MPI in 287, 289–91, 292–3
inclusion 34, 45, 50–51, 53, 176
core value 53
digital 164, 166, 167, 169, 171
“one-size-fits-all” approach to 45
workplace 40, 41, 43, 232
inclusiveness 277, 282
inclusive organisation 53
Income Index (II) 18
Indicators of Citizenship Rights for Immigrants
(ICRI) 10, 13, 260, 270
access to data set 279
applications 276–8
contribution 280
correlations of ICRI scores 274
countries ranking 276
first version 272–3
future directions 283
immigrant type 280–81
indicators 275, 281
number of countries and range of indicators 279
number of non-European countries 281
policy fields 271
scoring of indicators 281–2
second version 273–4
specific contributions 279
strengths 278
theoretical basis 279
theoretical dimensions 271
third version 273, 275–6
validity, reliability, replicability and
applicability 282–3
weaknesses 279
indigenous peoples, MPI in 295, 298–9, 300–302
individual equality 271, 272, 274, 278
Inequality-adjusted Human Development Index
(IHDI) 19, 20–23
inequality, 20, 28–30, 117, 144, 166, 169
ethnic and racial 195
gender 19–20, 26, 83–5, 92–5, 97–8, 150, 152, 156–9, 168, 171, 195
income 305
indicators 1
interactional 171
measurements 102, 111
structural 170–71
see also Gender Inequality Index (GII)
Instituto del Tercer Mundo (ITeM) 114
Integration Index 68–9
integrationist approach to immigrant acculturation 288
interactional inequality 171
International Labour Organization (ILO) 12, 20, 105, 134, 137, 138, 154, 155, 159
International Lesbian, Gay, Bisexual, Transgender, and Intersex Association (ILGA) 249
International Migration Policy and Law Analysis (IMPALA) database 280
International Monetary Fund (IMF) 12, 134
International Telecommunication Union (ITU) 137
intersectional analysis, lack of 195
intra-national comparisons of HDI 25–8
Islam 310–12, 314
Italy
Cirinnà Law 222–3
LGBT-friendly companies in 219, 221
LGBT diversity management in 221–2, 228
Jack, G. 78
Joecks, J. 180, 181
Johnston, D. 213
Judaism 310–12, 314
Kamal, S. 26
Karam, C.M. 144
Khan, A. 28
Khristvalashvili, N. 144
Khattab, J. 144
Kim, G. 92
Kim, H. 151
Kim, J.I. 92
Klarsfeld, A. 44
Klasen, S. 20, 29, 84, 95
knowledge domain in GEI 121, 123, 125–6, 128
Kohler, A. 27
Kolankiewicz, G. 254
Koopmans, R. 270–75, 279, 281, 282
study on immigrant rights using ICRI 276–8
Kramar, R. 78
Kubelková, K. 93
Kwon, R. 305
Kynlicka, W. 286–7, 302, 305, 307
labor force participation rate (LFPR) 87, 153
labor market in GII 84, 86, 87, 95
labour policy 133, 135, 138, 142
labor practices 133, 135, 138, 139
Law 76/2016 see Cirinnà Law
Lazorenko, O. 145
leadership, 44, 52, 53, 63–4, 91, 113, 125, 155, 165, 169, 187, 192, 235
employee-level assessment 58
organisational-level assessment 54–8
women and men’s leadership aspiration levels 93
legal framework 40, 41, 45, 168
legally resident Third Country Nationals 253
Legal Obstacles to Integration-Index (LOI) 274
lesbian, gay, bisexual, and transgender (LGBT) 202, 217
Equality Index (CEI)
importance of laws and policies for 232
inclusion 203, 215, 219–20, 224, 227, 228, 231, 241, 248
legal, social, and economic position of LGBT people 230
LGBT-friendly companies 220, 228
public attitudes toward LGBT people 232–3
see also Corporate
“levelling down” pattern 128
LGBT Diversity Index 8, 11, 13, 219, 220
awarded companies 227
composition 223–4
data collection and outcome 224, 227
development 221–2
future directions 228–9
macro rating criteria and layout 223
methodology 222
purpose 221
questionnaire 225–6
strengths and weaknesses 227–8
LGBTQ inclusive workplace practices 216
LGBTQ people, attitudes to 314
LGBT workplace equality indices
approach to assessment and validation 244
CEI 231, 233–5, 245
comparison in type of ranking and visibility of participants 245
content of Index 241, 244
countries of focus 231–3
cross-national analyses 230–31
Diversity and Equality Diagnostic 231, 239–41
extent of transparency and wider applications 246–7
methodology 231
ranking, benchmarking, and reward systems 244–5
reach and scope of participation 246
SAWEI 231, 238–9, 248
strengths and weaknesses 242–3
Ukrainian Corporate Equality Index 231, 237–8
WEI 231, 235–6, 241, 245
Liaw, F. 64
Liebowitz, D.J. 110–12
life expectancy (LE) 83–4, 92, 97
Life Expectancy Index (LEI) 17, 18
Liu, Z. 74
local interests in EGDI 194–5
longitudinal data for EGDI 194
Lorbiecki, A. 78
Lukenbill, G. 202–3

Macro Demographic and Health Survey 22
mainstream legal immigrants 271–2
Malik, O.F. 74
Malina, M.A. 213
Mann, S. 27
marriage migration 271, 275, 276, 282
Martin, A. 179
Martiniello, M. 254
Mastercard Index of Women Entrepreneurs (MIWE) 144–5
Mastracci, S. 28, 151, 159
maternal mortality 166
maternal mortality ratio (MMR) 85, 87, 94, 97
Maternity Leave Directive withdrawal 130
McAllister, M. 64
McKinsey Gender Parity indices 12
McKinsey Gender Parity Score Report 11
McKinsey Global Institute (MGI) 159, 164–5, 173
mean years of schooling (MYS) 17, 22–3, 31
Mean Years of Schooling Index (MYSI) 17, 18
Mecatti, F. 158
Melting Pot Index 67
mental health 161
Metz, I. 12, 305
Mia, L. 213
Michalowski, I. 270, 271, 275, 282
study on immigrant rights using ICRI 277–8
Migrant Integration Policy Index see Migration Integration Policy Index (MIPEX)
migrants and multiculturalism indices 3–4, 13
migration 1, 13, 16–17, 26, 96, 252, 260–61
Migration Integration Policy Index (MIPEX) 3, 9, 12, 13, 252–3, 259, 274, 275
applications 259
academic research 259–60
policy evaluation at EU Level 260
policy-making at national level 261
countries and indicators in 253
development and purpose 253–5
future research 263–4
indicators to assess outcomes of migrant policies and governance 259
list of cooperating experts 267–8
methodology 255
data collection at national level 258
quality process 258–9
scoring 255 258
network of partner institutions 266
policy area and policy dimensions 256
sample of indicators from 257
sources of MIPEX equality standards 268–9
strengths and weaknesses 261–3
Migration Policy Group 252
Migration Policy Index (MIPEX) 306
Millennium Development Goals (MDG) 22
Miller, D. 92
Mills, M. 111, 113
Minguez-Vera, A. 179
money domain in GEI 121, 123, 125–6
Money, V. 176
MPG 254, 258–9
multiculturalism 286, 302
change of 288
for OECD countries 306
multiculturalism policies (MCPs) 286
adoption and implementation 305
countries rejecting 305
evaluation using MPI 289–90
Multiculturalism Policy Index see Multicultural Policy Index (MPI)
Multicultural Policy Index (MPI) 3, 10, 12, 13, 274, 279, 286–8
in application 302–5
future directions 306
methodology 288
immigrant minorities 289–91, 292–3
indigenous peoples 295, 298–9, 300–302
national historical minorities 291, 294–5, 296–7
strengths and weaknesses 305–6
Multidimensional Poverty Index (MPI) 21–2
multinational corporations (MNCs) 231, 237
Multiple Indicators Cluster Survey 22
Munck, G. 145, 158
Muslims 311, 312, 315–17
national comparisons of HDI 25–8
national diversity 40, 41, 47
national historical minorities, MPI in 291, 294–5, 296–7
nationality acquisition 271, 272, 275, 276, 278, 282
national statistical offices (NSOs) 96

Index
National University of Singapore (NUS) 50, 51
Nevala, S. 127
new gender development index (nGDI) 84–5, 86
Ng, E.S. 12, 44, 305
Niessen, J. 252
Nigeria, HDI in 26
Nili, Y.G. 191
Nkomo, S. 305
non-affiliated religions 310–12
non-discrimination policies 205–6, 214, 224, 238, 248
Nordic model of economy and social structure 88
Nordic Paradox 127
one-sided scale 155
“one-size-fits-all” approach to diversity and inclusion 45
openness 76, 79
organisational-level assessment 53, 60
communication 57–8
leadership 54–5
systems 55–7
Organisation for Economic Co-operation and Development (OECD) 12, 105, 137, 134, 159
Organisation for Security and Co-operation in Europe (OSCE) 145
organizational policy change 234
Orwell, G. 19
Österman, C. 159
Ottaviano, G.I.P. 79
Page, S.E. 79
Parks 219–20
LGBT Business Forum 220
membership fees 228
work environments for LGBT employees 221
Passy, F. 271
Peiro, M.J. 253
people-centred sustainable development 106
Perceived Insider Status scale (PIS) 58
Perceived Organizational Support (POS) 58
Peri, G. 79
Permanyer, I. 29, 94
Pew, J.N. 310
Pew Research Center 12, 310
Pew-Templeton Global Religious Futures project 310
Pichler, S. 215
Plantenga, J. 117, 119
policy/policies
development 17, 23, 28, 34
EU gender equality 118, 120, 128, 129
of European Union 118
fields 252, 255, 258, 261, 271, 279
full 305, 306
labour 133, 135, 138
multicultural 302
non-discrimination 206, 214, 224, 238, 248
public 61, 80
political empowerment 106, 111, 153, 154, 156
political rights 275, 276, 287, 288, 306
Post, C. 187
Potrafke, N. 27
power domain in GEI 122–6, 128
Presente 246, 247, 250
Diversity and Equality Diagnostic 231, 239–41
Pricewaterhouse (PwC) 26, 193, 198
pro-equality argument 28
Pro-equality Growth Assessment (PeGA) 29
productivity 50–51, 53, 62
pro equality growth index 29
proportion of parliamentary seats (PR) 87
ProQuest 73, 75
purchasing power parity (PPP) 17, 144
racial inequality on boards 195
random-digital-dial (RDD) telephone survey method 69
ranking in LGBT workplace equality indices 244–5
Razavi, S. 172
Readiness Index 46
see also Global Diversity Readiness Index (GDRI)
Reed, L.J. 212
Reese, L.A. 79
religious diversity 310, 314, 315, 317
Religious Diversity Index (RDI) 2–3, 10, 14, 310
applications 313–14
calculation method 313
comparative ranking/listing as illustration 312–13
countries with respective RDI score 314
dimensions 312
future directions 316–18
methodology 311
strengths and weaknesses 314–16
religious identity 315
religious indices 3–4, 13
religious tolerance and freedom 78
remuneration gap 153
reproductive health dimension 97
resource allocation 52–4
Return on Assets (ROA) 179
Return on Investment (ROI) 179
rewards and recognition 56
reward systems in LGBT workplace equality indices 244–5

Rise of the Creative Class–Revisited, The (Florida) 67
Rise of the Creative Class, The (Florida) 66, 67
Ritzel, C. 27
Rodriguez, J. 181
role modelling 53, 54

Saifuddin, S.M. 93–4
Sands, G. 79
Scalfarotto, I. 219
Schein E.H. 51, 52
Schüler, D. 20, 29
Schwab, K. 16
Schwarz, J.L. 213
Scientific and Cultural Organization (UNESCO) 12
secondary education (SE) 84, 87, 92, 97, 171
security studies 145
Sehrawat, M. 27
self-assessment for organisations 50
self-identification 311
Sen, A. 17–18, 19
sexual orientation and gender identity (SOGI) 230, 232, 237, 248
indices 2, 3, 11, 13
in Italian workplaces 220–23
Shan, L. 213
Shelby, R.A. 144
Sherwani, R.A.K. 26
Shrader, C.B. 179
SHRM Global Study of Diversity and Inclusion 34, 35
applications 43–4
DIGBPi 34–40, 44, 46
future directions 46–7
GDRI 35, 40–43, 44, 46
strengths 44–5
weaknesses 45–6
SISGI Group 145
small-and medium-sized enterprises (SMEs) 62, 146, 246
social inclusion 40, 41, 45
Social Indicators Gender Index (SIGI) 105
social indices 102–5, 113
Social Institutions and Gender Index (SIGI) 118, 157, 158, 161
Social Progress Index 76–7
social tolerance 75–6
Social Watch 101–2, 105, 114
accessibility 112
authenticity of 109
communications and campaigns 106
decision making 111
grassroots and decentralized nature 109
Social Watch Gender Equity Index 11, 12
Society for Human Resource Management (SHRM) 11, 34
see also SHRM Global Study of Diversity and Inclusion
Solodoch, O. 277, 278
Sommer, U. 277, 278
Sonnabend, S. 193
South African LGBT+ Management Forum 238
South African Workplace Equality Index (SAWEI) 14, 231, 238–9, 248
Spotlight on Sustainable Development (2019) 106
Starbucks 188
Statham, P. 271
Statistical Advisory Panel 94
statistical modelling in GEI 103, 111
stigma 230–33
Stolarick, K. 66, 68
Stonewall 219, 230, 244, 246, 247
WEI 231, 235–6, 241, 245
stories and statements in FPEI 52, 53, 57
subscription-free resource in EGDI 194
Sun Oil Corporation 310
super-creative core 66
Šuran, I. 219
sustainability 50–51, 53
sustainable development 106
sustainable development goals (SDGs) 96, 117, 161
Syed, J. 78
symbols and activities in FPEI 52, 57–8
systems in FPEI 52, 53
employee-level assessment 58–9
organisational-level assessment 55–7
Talent Index 67
Tayar, M. 230–31
Tech-Pole Index 67
Technology Index 67
technology, talent and tolerance (3T’s) 67
Third World Institute see Instituto del Tercer Mundo (ITeM)
Thirty Percent Coalition 178, 182–3
time domain in GEI 121, 123, 125–6, 128
tinkering strategy 129
Tinsley, C.H. 191
Tobin’s Q 179
tolerance 75–7, 79
Tolerance Index (TI) 3, 67–9, 78–80
Tolley, E. 289
transgender employees in Italian companies 224
Transgender Europe (TGEU) 249
transsexual employees in Italian companies 224
triangulation process 45
“trickle-down” effects 179
Tripartite Alliance for Fair and Progressive Employments Practices (TAFEP) 11, 50, 51, 61–4
Tripartite Alliance Singapore 50
tripartite models 50
Trump, D. 286
truncation method 158
Tsai, W.S. 212
Tuten, T.L. 212

Ukrainian Corporate Equality Index (CEI) 13–14, 231, 237–8
unaffiliated religions see non-affiliated religions
UN Beijing Conference on Women, Peace and Development (1995) 118
UN Children’s Fund (UNICEF) 12
Unique Entity Number (UEN) 59
United Nations Department of Economic and Social Affairs (UNDESA) 85
United Nations Development Fund for Women (UNIFEM) 91
United Nations Development Programme (UNDP) 16, 17, 21, 22, 29, 83, 85, 96, 98, 118, 137
gender indices 84
Human Development Reports 19
United Nations Economic Commission for Europe (UNECE) 91
United Nations Educational, Scientific and Cultural Organisation (UNESCO) 12, 137, 154
University of Sheffield 252, 254
US Securities and Exchange Commission (SEC) 189
U.S. tax law 202

Vanhala, L. 289
Van Reekum, R. 282, 305
Visintin, E.P. 260
Vital Voices 145
Von, M. 289

Waibel, S. 270
Walsh, C. 176
Wang, P. 213
weighting methods 124–5
Werbel, J.D. 179
West, J. 145
Westlake, D. 287, 289
Wieringa, S. 105, 113
within-faith denominations 312
Woetzel, J. 174

women
economic opportunity 12, 110
economic participation rate 153
empowerment 92, 110, 144–5, 152–3
legal and social status 133, 135, 140, 141
representation on corporate boards 177
representation within labour market 187
Women on Boards (WOB) 176–7, 183
campaign 193
Gender Diversity Index 11
Women’s Economic Opportunity Index (WEOI) 6, 11, 13, 105, 133–4
access to finance 138, 139
application 144–5
categories and indicators 137
comparative rating 140, 141–2
country ranking and scores 142
development and purpose 134–5
education and training 139–40
future direction 147–8
general business environment 140, 141
information on regions and countries 135–6
labour policy and practices 138, 139
methodology 135, 137
scoring 143
strengths 145–6
suggestion for improvement 147–8
validation 143–4
weakness 146–7
Women’s Empowerment Matrix (WEM) 105, 113
Women’s Social and Legal Status 147
work domain in GEI 120, 121, 123, 125–6, 128
workforce planning 55–6
Work–life Balance Initiative 130
Workplace Equality Index (WEI) 231, 235–6, 241, 245
workplace inclusion 40, 41, 43, 229, 232
workplace LGBT organizations 220
World Economic Forum (WEF) 150–51
assessment of gender gap size 118
Schwab, K. 16
see also Global Gender Gap Index (GGGI)
World Health Organization (WHO) 12, 134
World Values Survey 75–7, 166
WZB Berlin Social Science 270
see also Indicators of Citizenship Rights for Immigrants (ICRI)

Young, K. 145

Zanakis, S.H. 76, 79
Zetlin, D. 144
Zheng, L. 213
Župarić-Iljić, D. 261
Zwingel, S. 110–12