

# A Journey To Move Business Beyond Bias

A century ago the world looked very different

1900



15% of global workforce was female, resulting in a loss of 17% Global GDP



Average life expectancy: 32 years



Population: 1.6 Billion



Industrial Revolution

Here's how it looks today

2016

40% of global workforce is female



Average life expectancy: 69 years



Population: 7 Billion



Digital Revolution



The workforce is changing, but not fast enough



4% of Fortune 500 CEOs are women



1% of Fortune 500 CEOs are people of color



25% of IT jobs globally are held by women



22% of all parliamentarians are female



By 2020 50% of workers will be Millennials



By 2020 25% of workers will be over 55



66% of entry level employees hired at Wall Street's biggest firms in 2014 were white; over 75% were male

Now Imagine a World Beyond Bias

Where diverse genders, nationalities, and generations participate fully in an inclusive, modern workforce for the digital era

- Companies with more **diversity** in leadership have better **financial performance**  
\*Diversity Matters, McKinsey and Company report, Feb 2015
- \$12 Trillion** could be added to the global GDP by 2025 by advancing women's equality  
\*Diversity Matters, McKinsey and Company report, Feb 2015
- Companies that embrace pro-LGBT policies **perform better** in the stock market  
\*Credit Suisse ESG Research 2016

SAP helps businesses move beyond bias

Industry-leading innovations in machine learning and text analysis help organizations measure, detect and prevent unconscious bias across every step of the workforce experience

4,900  
Cloud HCM  
customers

+42 Million  
Cloud HCM  
users

177  
Countries

41  
Languages