

Emerging careers

Diversity & inclusion

One of the more remarkable things about the year 2020 is that it will be remembered for more than *just* a global pandemic. It was also the year in which the demand for civil rights, equality, and justice in the US became more insistent than any time since the 1960s.

In the past few years there's been a growing demand for equality and representation. As a result, more companies are championing the need for diversity and inclusion (D&I) in the workplace and hiring specialists to help them meet that need.

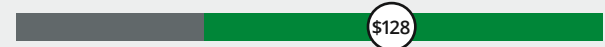
In a 2018 column for Inclusion at Work, Jennifer Kim noted that taking on a D&I role comes with significant risk, as they're often the first cut in an economic downturn.⁽¹⁾ This prediction held true at the onset of COVID-19 when job postings plummeted. However, just months later, the US saw widespread civil rights protests in the wake of George Floyd's death, and D&I job postings did a quick about-face.

There's hope right now that roles supporting D&I are newly focused on action over awareness. Examples include GE, which pledged \$10 million toward racial justice and inclusivity initiatives, and

Salesforce, which committed to increasing Black representation, especially in leadership.⁽²⁾ The rebounding of job postings is also a positive sign of change. Each of the roles included below supports employers' mission of attracting, developing, retaining, and supporting the advancement of a diverse workforce.⁽³⁾

Specialties^(2,4,5)

Chief diversity officer (\$75-\$211K)



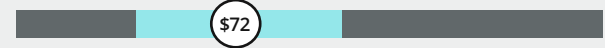
D&I director (\$89K-\$120K)



D&I manager (\$55K-\$124K)



D&I specialist (\$46K-\$118K)



D&I coordinator (\$25-\$102K)



\$0 \$25K \$50K \$75K \$100K \$125K \$150K \$175K \$200K

Skills of the field

Technical skills^(4,6)

- Inclusion strategy
- Human resources
- Change management
- Community outreach
- Strategic planning

Soft skills

- Social perceptiveness
- Verbal/written communication
- Active learning
- Psychology
- Sociology/anthropology

Job market growth⁽⁷⁾

Diversity & inclusion job openings, November 2019 – December 2020. Job openings on Glassdoor, indexed to 100 for March 2, 2020.

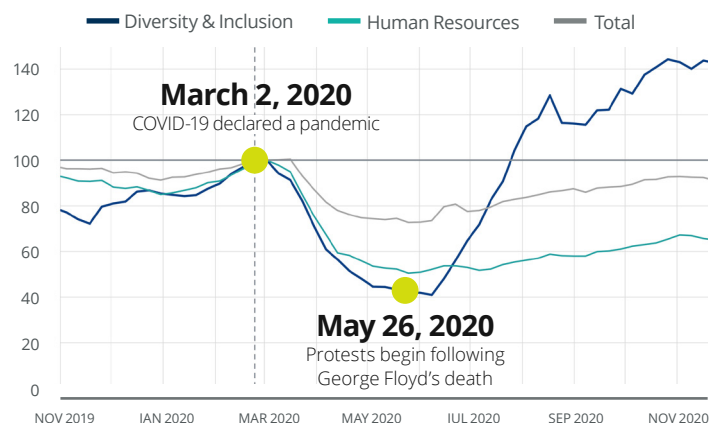


Chart adapted from Glassdoor, data through November 30, 2020

Study options available

Options for a degree specific to D&I are limited, but available. Some institutions, such as Tufts University and The University of Kansas, have developed master's degrees in D&I leadership. However, most D&I job applicants come from a wide range of backgrounds. Some studied and worked in business or human resources management, choosing to specialize along the way. Some transitioned from other areas of their organization, driven by passion and seeing the need for this role. For them and others, there is a proliferation of graduate certificate and online course options that support D&I development.

It's worth noting that while education demands are high for these roles — 45.6% hold master's degrees⁽⁶⁾ — transferable skills and a demonstrable interest in social justice should not be discounted as qualifying factors. A number of institutions, such as Emporia State University, offer interdisciplinary degrees in subjects like ethnic, gender, and identity studies that will give candidates a social science foundation and help them stand out in the hiring process.

Explore additional fast-growing professions that offer new opportunities for rewarding careers—with the right education and skills.

[See the careers >](#)

Sources

¹ "Real talk on D&I as a career path", Jennifer Kim

² [glassdoor.com](https://www.glassdoor.com)

³ "Career Pathways in L&D: The Path to Chief Diversity and Inclusion Officer", Taryn Oesch

⁴ [payscale.com](https://www.payscale.com)

⁵ [ziprecruiter.com](https://www.ziprecruiter.com)

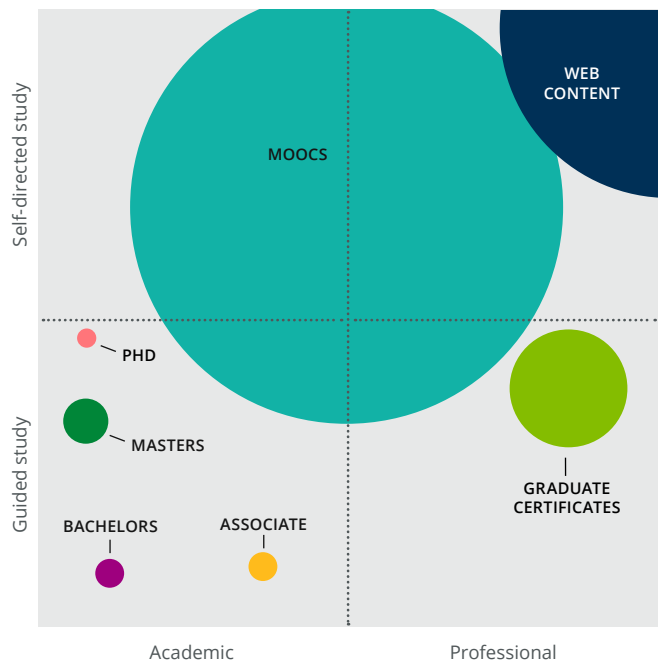
⁶ "Diversity Manager Overview", zippia.com

⁷ "Diversity Now: How Companies and Workers Are Bringing Nationwide Social Justice Protests to the Workplace", Amanda Stansell and Daniel Zhao

⁸ "Multicultural & Diversity Studies Major", courseadvisor.com

⁹ "Jobs in Diversity, Inclusion and Belonging Have Risen 123% Since May—Here's How To Get One", Jane Kellogg Murray

Diversity & inclusion education options



Insider advice

"My number one advice for folks looking to get into diversity, inclusion, and belonging (DI&B) is to look at what they can do right now, within their sphere of influence, to create an inclusive culture. DI&B is a vast field, needing a multitude of skills and backgrounds. Consider how your skills translate to DI&B work and start doing that work before you ever have a DI&B title."

— **Allison Dingler**, Global DI&B Program Manager, Indeed⁽⁹⁾