

# 2023 - The stakes get higher for companies as they strive for diversity, equity, inclusion, and belonging

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In 2023, diversity, equity, inclusion, and belonging will continue to evolve for companies, shareholders, prospective employees, and other external stakeholders.

## **Predictions for the year**

- In response to changing expectations by existing and prospective employees, companies will implement more inclusive benefits. These benefits will appeal to the broader and diverse needs – socioeconomic, women’s health, transgender benefits – of their employee populations. Companies will continue to grow their focus on the holistic well-being of their employees, both at work and in their non-work lives.
- External stakeholders, including investors, potential employees, and customers, will demand more public statements and actions around ESG (Environmental, Social and Governance). This demand will be driven by ESG impact to their households, communities, and investments.
- Data transparency will be an important focus for many companies who want to demonstrate how their business practices have a direct impact on marginalized communities around the world and support their customer’s sustainability goals.

The Lumen talent acquisition team embraces diversity hiring practices that focus on helping hiring managers to effectively assess talent in the recruitment process. We can expect to see increased emphasis on Diversity, Equity, and Inclusion (DE&I) training and employee resource groups (ERGs), enhancing the overall employee experience.

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DE&I will continue to shift from programs that focus on the value of diversity to a threaded set of work where DE&I is embedded in a company's goals to promote a more inclusive work culture.

### **Lumen reflects on 2022 accomplishments**

***Responsible. Just. Transparent. Leader.*** These are words that top-tier publications, companies, and non-profits used to recognize Lumen's work to provide a welcoming and inclusive workplace for all people. In the first quarter of 2022 alone, Lumen programs won accolades from eight respected advocates for sustainability and equal opportunity.

As a testament to our work culture, Newsweek named Lumen Technologies in January to its list of [America's Most Responsible Companies 2022](#) and the non-profit [JUST Capital](#), along with its media partner CNBC, named Lumen to its [2022 Rankings of America's Most JUST Companies](#). In addition, Forbes recognized Lumen as [One of America's Best Employers for Diversity 2022](#).

Also for the fourth consecutive year, Lumen earned a score of 100 on the Human Rights Campaign (HRC) Foundation's annual [Corporate Equality Index \(CEI\)](#) placing us on the list as one of the best places to work for LGBTQ+ equality. Lumen ranked #20 to [Minority Engineer Magazine's Top 50 Employers List](#) for the seventh consecutive year and ranked #12 in this year's [31st Annual Top 50 Employers in CAREERS & the disABLED magazine](#) list for the fifth consecutive year.

November came in on a super high note with the hiring of our first woman CEO Kate Johnson. That same month, *Forbes* magazine recognized Lumen as one of the [World's Top Female Friendly Companies in 2022](#). We're honored to receive these awards, and especially proud that several of them are based on direct input from Lumen people as [Eight Reasons Lumen's Workplace Ranks Among the Best](#). As one of [FlexJobs' Top 100 Companies to Watch for Remote Jobs in 2023](#) we understand that flexible work is the future of work, and we're proud to be recognized for our support of better work/life balance for our team members.

## **Even Bigger Wins Expected in 2023**

Under Kate's leadership, Lumen is committed to customer obsession by offering world-class solutions to our customer's problems. This starts with changes to our culture. Teamwork, trust, and transparency are at the core of how we operate as a team. These operating principles are more than just alliteration- they strike the heart of every employee forcing us to show up as our full selves at work. Teamwork, trust, and transparency will change how we serve our customers, but it will also change Lumen. Diversity champions stand and applaud leaders who are courageous enough to put those culture stakes in the ground – and keep them there.

This will continue to be a critical part of our overall business strategy because it's just the right way for Lumen people to work.

<https://news.lumen.com/2023-the-stakes-get-higher-for-companies-as-they-strive-for-diversity-equity-inclusion-and-belonging>