

Talent and diversity in dealmaking

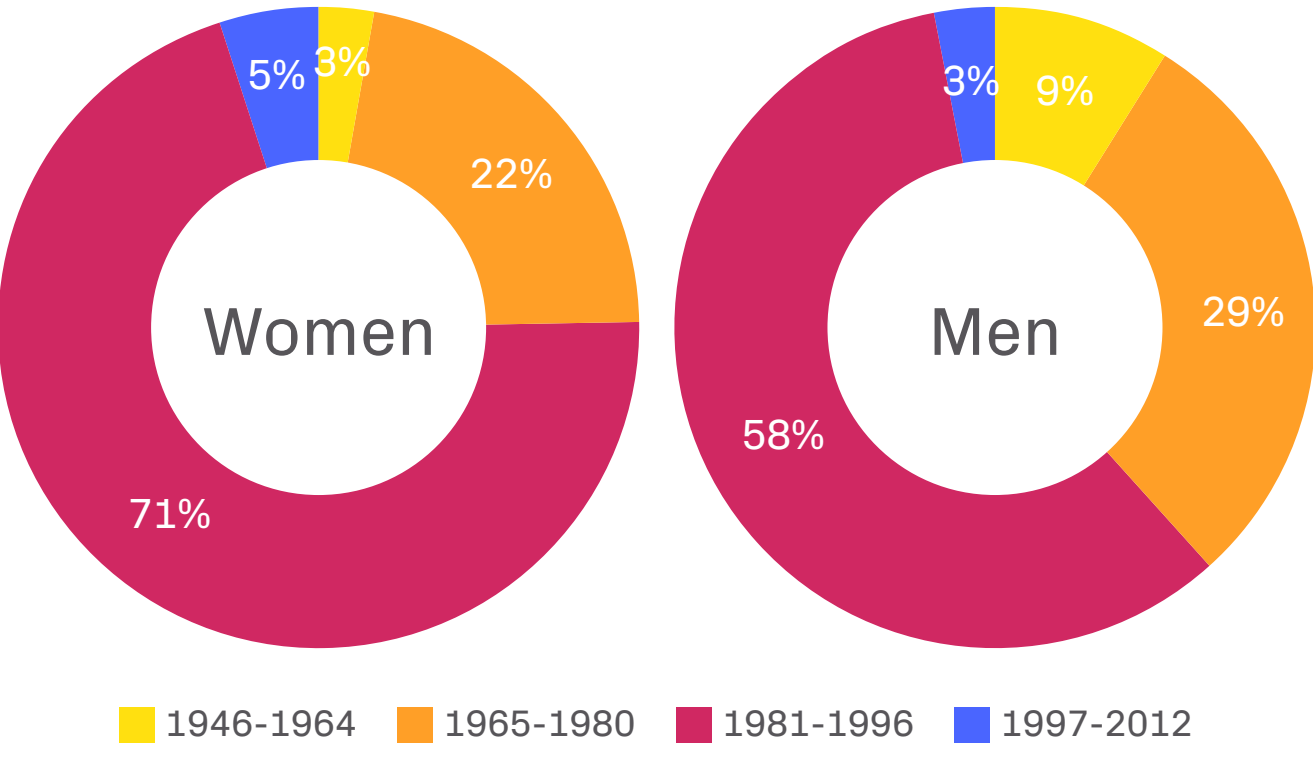
At a time when many global workers are leaving their organizations for more flexibility, greater career opportunities or higher pay, the question of how to build and keep talent becomes increasingly important. Dealmakers have a unique view on these broader business trends, which can affect them from both a personal perspective as well as how they go about their jobs. To better understand how dealmakers view diversity, equity and inclusion (DE&I) in their own workplaces and in dealmaking, Datasite surveyed 600 global M&A professionals across the US, UK, Canada, France, Germany and Australia. Following, are some of the key findings.



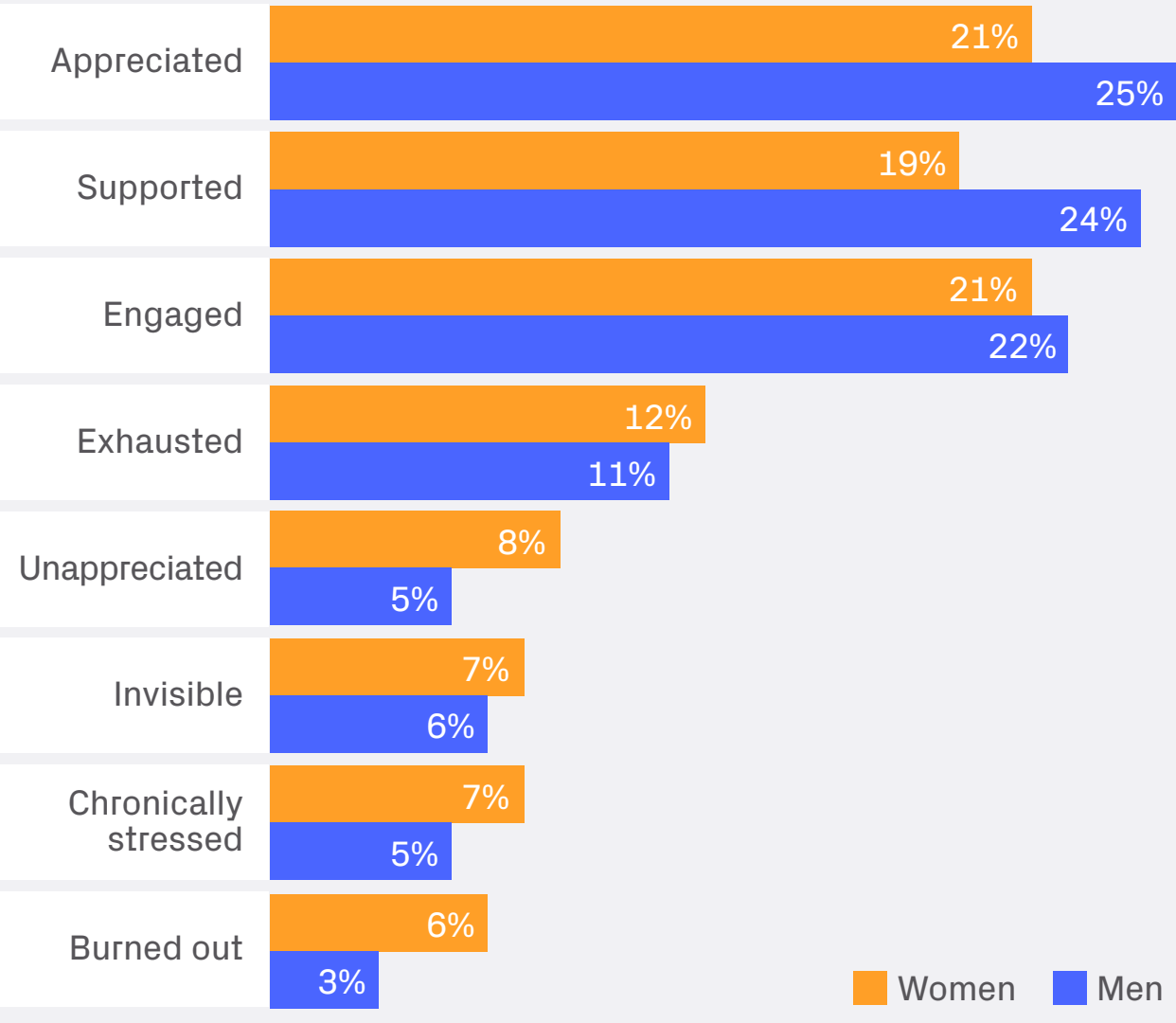
Women in M&A are making progress, but there's still room for improvement

Among Millennials and Generation Z, there are more women in M&A than men. Yet, while both male and female dealmakers said they felt consistently engaged at work over the last year, female dealmakers felt less appreciated and supported than their male counterparts and double the number of women compared to men felt burned out.

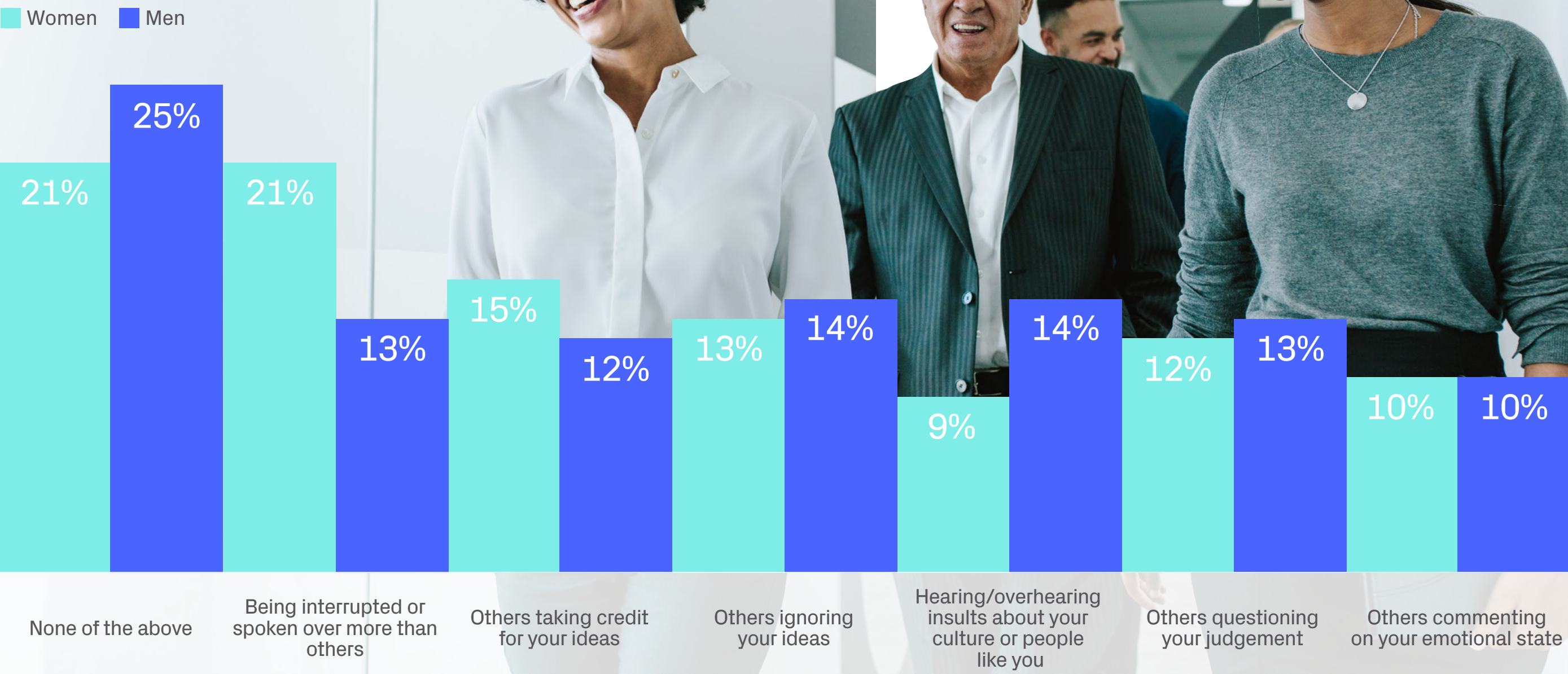
When were you born?



In the past year, which of the following have you felt consistently at work?



In the past year, have you consistently experienced any of the following?

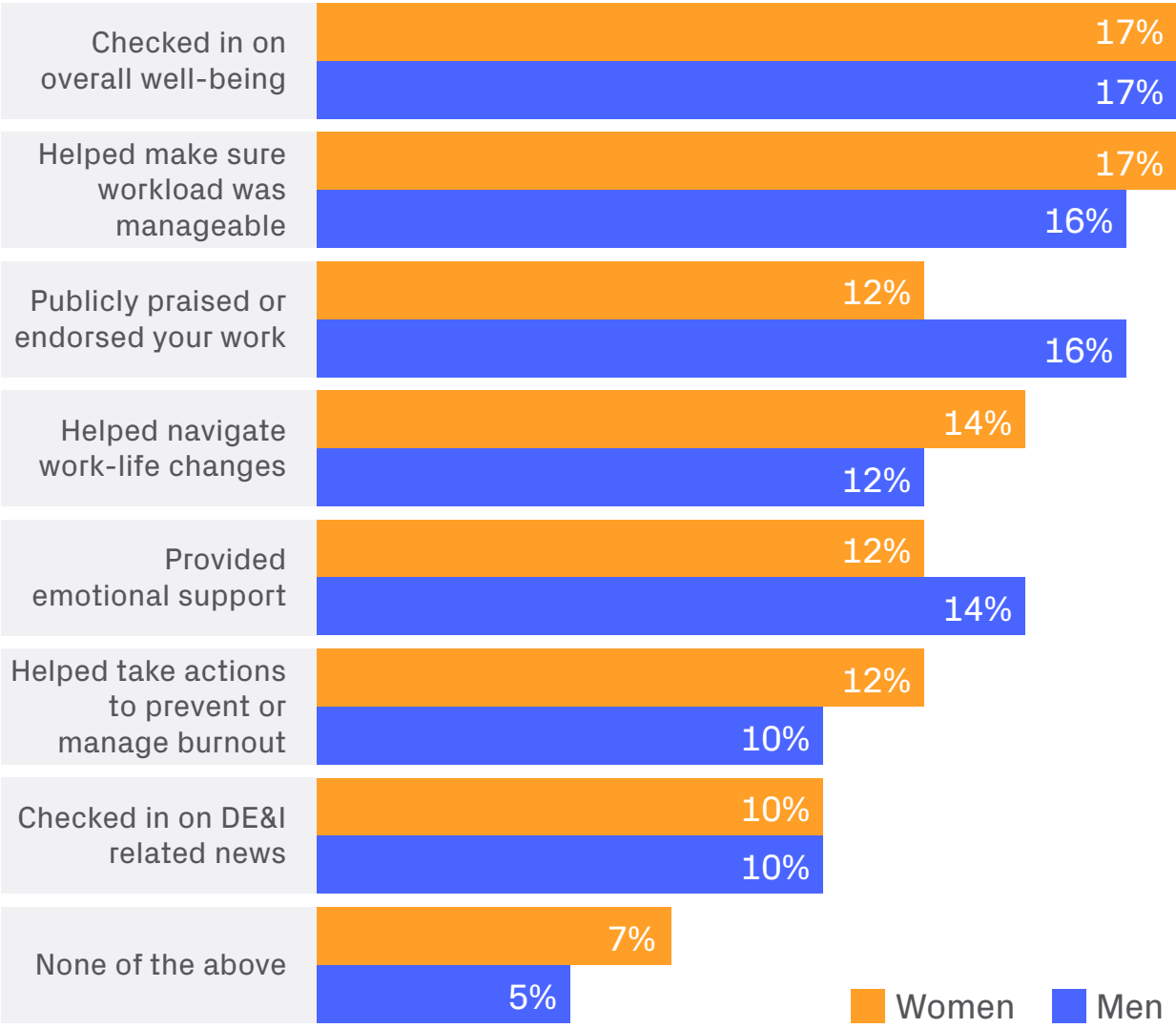


Talent-loss risks are high, but most dealmakers aren't planning to jump ship

Despite the 'Great Resignation,' record-breaking levels of dealmaking activity, and stretched resources last year, most dealmakers don't plan to leave their current job anytime soon. Manager help, including checking in on workloads and overall well-being, may have helped.



In the past year, which of the following have you felt consistently at work?



The case for continued DE&I training

As dealmaking organizations consider how best to find and foster M&A talent, there is a continued need for more DE&I training, especially as dealmakers cite fears about how to engage appropriately as the biggest factor holding them back from participating in meaningful allyship.



Say fears about how to engage appropriately holds them back from participating in meaningful allyship with people from diverse backgrounds.

DE&I-related issues can derail deals

New regulations, the global pandemic and growth in social media have accelerated the shift of environmental, social (including DE&I) and governance factors becoming a concern for acquirers and sellers.

