

DIVERSITY
and
INCLUSION

WHAT'S GOING ON?

69%

of executives rate diversity and inclusion an important issue

15%

of the world's one billion full-time workers are engaged at work. In the U.S., that rises to about 30%

48%

of companies consider themselves adequate at focusing on global cultural diversity

6%

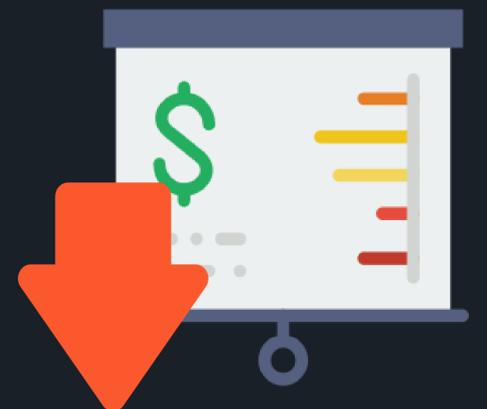
companies tie compensation to diversity outcomes though the belief is that diversity and inclusion allows competitive advantage

Negative Consequences

Low Employee Engagement and High Turnover



Little Innovation and Company Growth



Loss of Dollars in Investment in Diversity and Inclusion Initiatives





Diversity and Inclusion
MATTERS

Equality in Gender,
Sexual Orientation,
Race and Age



Collaboration and
Involvement of All

Different Perspectives
for Problem-Solving
and Innovation



Variety of Skills and
Talents To Build the
Team and Company

✕ **WAYS TO
ACHIEVE
DIVERSITY *and*
INCLUSION**



Understand the individual and
focus on the people of the
organization



Recognize the group dynamics
and understand how to
regulate the group behavior



Practice and reinforce the
overall values of the whole
organization

CREATE *Sustainable* INCLUSIVE CONDITIONS THAT *Welcome* DIVERSITY



Higher Employee Performance,
Engagement and Retention



Increased Adaptability to the
Changing Market



Improved Competitive Advantage, Brand
Recognition and Company Purpose



Growth in Revenue and
Return on Equity

DIVERSITY AND INCLUSION BRINGS SUCCESS

Gender-diverse companies are

15%

more likely to outperform their peers

Ethnically-diverse companies are

35%

more likely to outperform their peers

Companies in the top quartile for racial and ethnic diversity are

35%

more likely to have financial returns above their respective national industry medians

Companies in the top quartile for gender diversity are

15%

more likely to have financial returns above their respective national industry medians

Employees who are able to bring their whole selves to work are

42%

less likely to say they intend to leave their job within a year

To learn more on how to create a diverse and inclusive work environment, contact us today



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Sources:

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