When 10% more of a company’s employees report feeling included, average attendance increases by almost one day per year per employee.

Inclusive teams outperform their peers in team-based assessments by 80%.

Employees that feel included and think their organization is committed to and supportive of diversity, report an uplift in innovation, responsiveness to customers and team collaboration.

INCLUSION IS TANGIBLE
The concept of inclusion incorporates both an active process of change and an emotional outcome (“I feel included”). More specifically, feelings of inclusion are driven by perceptions of a.) fairness and respect, and b.) value and belonging. These two elements build upon one another sequentially.

WORK-LIFE BALANCE IS A KEY SIGNAL
An employee’s ability to balance their work-life commitments is a key driver of an employee’s feeling of inclusion. It signals that an employee is seen as a whole person with life within and outside the workplace. Work-life balance is also interpreted, perceived or recognized as a signal of the organization’s support for diversity.

* Deloitte Australia

STRATEGIES IMPLEMENTED BY FIRMS EXPERIENCING STRONGER FINANCIAL OUTCOMES THROUGH INTENTIONAL D&I WORK INCLUDE:
• Creating a top-level focus and strategy at the CEO/COO/CHRO level
• Assigning a top executive the responsibility for leading and sponsoring the inclusion and diversity program
• Creating behavioral standards, diversity metrics and holding leaders accountable for results
• Creating an internal and externally-visible scorecard to measure progress for recruiting, promotion rates, compensation levels, participation in coaching programs, turnover, and participation in Employee Resource Groups (ERG), supplier diversity
• Integrating diversity and inclusion strategies in recruitment, performance management, leadership assessment and training
• Creating employee networks/resource groups around company-wide D&I efforts
• Competing in external benchmarking and award programs

* Bersin by Deloitte

REPORTED BENEFITS
• Improved customer orientation
• Greater employee satisfaction
• Better decision making and innovation
* McKinsey & Company