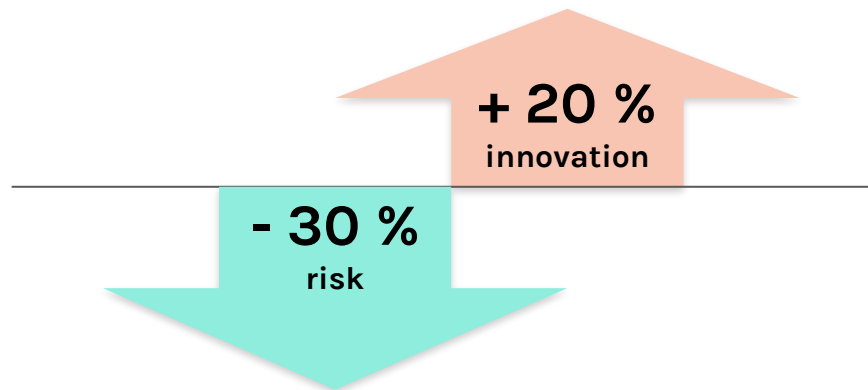


# **Why are *Diversity, Equity and Inclusion* important in organizations?**



# The case for Diversity and Inclusion is strong

## Deloitte. The Value of Diversity



## Benefits of an inclusive culture are: (Deloitte 2018)



2x  
as likely to meet or  
exceed financial targets



3x  
as likely to be  
high-performing



6x  
more likely to be  
innovative and agile



8x  
more likely to achieve  
better business outcomes

Lähde: Juliet Bourke, Which Two Heads Are Better Than One? How Diverse Teams Create Breakthrough Ideas and Make Smarter Decisions (Australian Institute of Company Directors, 2016)

# Not only for organizations, also for individuals

**"Hiding your personality at work takes a lot of mental and emotional energy."**

---

Source: The Oprah magazine (2019)

***"When people feel like they belong at work, they are more productive, motivated, engaged and 3.5 times more likely to contribute to their fullest potential."***

Harvard Business Review (2019)



**Harvard  
Business  
Review**

# The importance of D&I has gained increasing media attention in the past few years

## How Diverse Teams Produce Better Outcomes



**Sian Beilock** Contributor

Education

Scientist researching performance anxiety, women in STEM & education.

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Articles on Forbes

Photo Credit: Getty GETTY

Forbes

Source: Forbes (2019)

## For younger job seekers, diversity and inclusion in the workplace aren't a preference. They're a requirement.

Millennial and Gen Z professionals are avoiding companies without a diverse workforce, clear promotion traffic and a commitment to confronting systemic racism in their ranks

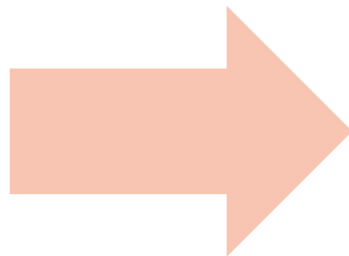


Source: The Washington Post (2021)

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# Diverse and inclusive organizations thrive

**When we build diverse and inclusive organizations everyone benefits:**  
organizations will thrive and grow, teams will perform better and the well-being of individuals increases.



Support business growth and increase profits

Increased creativity and innovation

Better decision-making and faster problem-solving

Variety of ideas and perspectives

Improved company reputation

Attract and engage talent

**With DEI we build better  
workplaces, company cultures  
and businesses.**