Diversity & The Bottom Line
How Inclusive Cultures Impact Business Results

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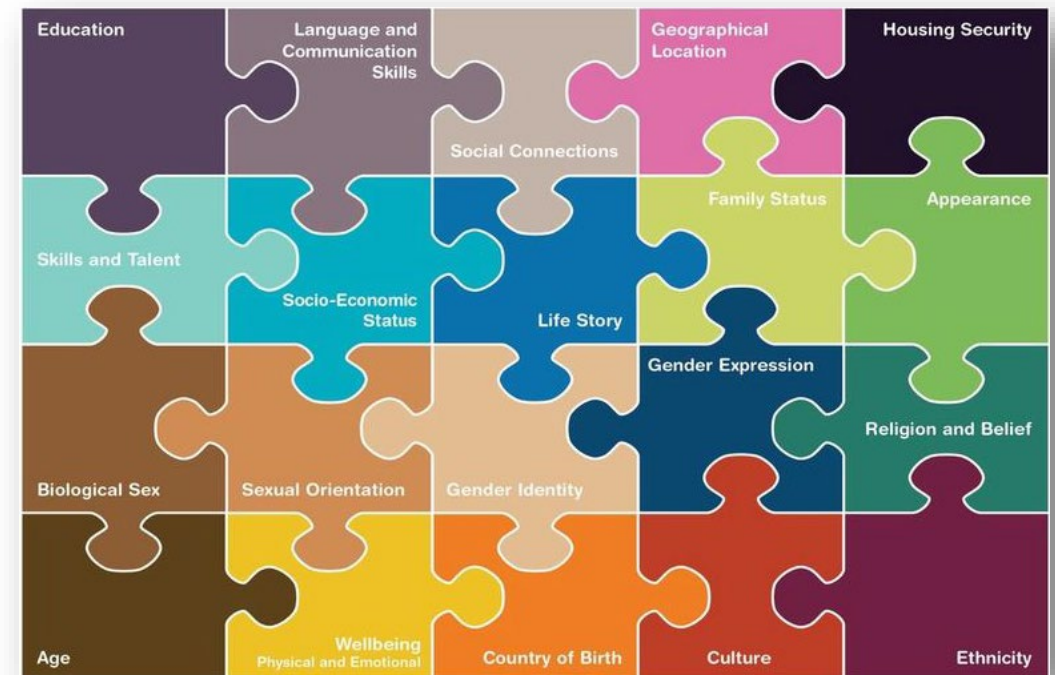
What is "Diversity"?

Traditional focus
Gender and Race

VS.

Modern acknowledgement
There are many pieces to the "diversity" puzzle

Diversity Statistics

%   Highly inclusive organizations **generate 1.4X more revenue** and are **120% more capable of meeting financial targets**.
Source: Bersin by Deloitte, Predictions for 2017, December 2016

%   Companies with the highest rankings for racial/ethnic diversity were **35% more likely to have financial returns** above their national industry median.
Source: McKinsey, Why Diversity Matters, January 2015

%   **Millennials and Gen Z workers are 42% more likely to stay five or more years** working for employers perceived to have a diverse workforce and 16% more likely to stay when the senior management team is seen as diverse.
Source: Deloitte Millennial Survey 2018

Marketplace Trends

Source: Getty Images

New York City's **Fearless Girl** has become **a symbol of female empowerment** and increasing gender diversity on corporate boards.

CALIFORNIA REPUBLIC

All publicly traded companies with headquarters in California are **required to have at least one woman on their boards** by the end of 2019.

Diversity and Inclusion – What's the Difference?

Diversity is…	VS.	Inclusion is…

Diversity is…

Identity

Where we are from

Who we are

Cognitive

Diverse perspectives

How we think

Inclusion is…

Empowered, engaged and enabled

Bring your whole self to work

Being able to share your ideas

Having your voice heard

Diversity & Inclusion Workplace Challenges

1 **Each organization is different**

2 **Programs require good implementation plans**

3 **Connecting to the "Why"**

4 **Dealing with unconscious bias**

Ways to Foster Diversity & Inclusion

1 Cultivate a culture of learning

2 Engage managers in solving the problem

3 Create opportunities for networking and visibility

4 Reward outcomes achieved not hours worked

5 Leverage technology

6 Encourage women to make the leap

Recognizing that others have things to teach us and we have things to teach them creates connectedness, which helps you look past the outer shell and labels.

Be a Bridge Builder

What ONE step can you take within your organization now to foster connection and understanding to break down barriers to inclusion?