

Building the Case for Diversity & Inclusion

2017 research by McKinsey found:

- Companies with the most ethnically/culturally diverse boards worldwide are 43% more likely to experience higher profits.
- Companies with the most ethnically/culturally diverse executive teams – not only in terms of absolute representation, but also of the variety or mix of ethnicities – are 33% more likely to outperform their peers on profitability.
- Companies in the top-quartile for gender diversity on executive teams were 21% more likely to outperform on profitability and 27% more likely to have superior value creation.
- Companies that incorporate diversity and inclusion into the workforce see 27% higher profitability and 22% less turnover.

Bersin research found:

- More inclusive companies have a 2.3x higher cash flow per employee over a 3-year period
- Inclusive companies are 1.7x more likely to be innovation leaders in their market

Research by Harvard Business Review found diverse companies are 70% more likely to report that the firm captured a new markets

A Forbes Insights study showed that maintaining a diverse workforce is crucial for attracting top talent. It also found that diversity in the workplace is a key driver of innovation and is a critical component to success on the global scale.

According to the Peterson Institute for International Economics, an organization with 30% female leaders could add up to 6% to its net margin.

A Catalyst study found that companies with a higher percentage of women in executive positions had a 34% higher total return to shareholders; companies with the most women directors outperformed those with the least by 26%.

According to research from Glassdoor, 67% percent of job seekers said that a diverse workforce is an important factor to them when considering companies and job offers.

Gallup found the combination of employee engagement and gender diversity resulted in 46% to 58% higher financial performance -- comparable revenue and net profit, respectively -- for business units above the median on both engagement and gender diversity, compared with those below the median on both.

- [Catalyst research](#) shows that companies with more women on the board statistically outperform their peers over a long period of time
- [Deloitte Australia research](#) shows that inclusive teams outperform their peers by 80% in team-based assessments

Investing in a Culture of Inclusion & Belonging Pays Off

Research by [Harvard Business Review](#) found:

- Employees with inclusive managers are 1.3 times more likely to feel that their innovative potential is unlocked.
- 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.
- Employees with sponsors are 62% more likely to have asked for and have received a promotion.
- 69% of women who off-ramp would have stayed at their companies if they'd had flexible work options.

In a study by [i4cp](#), nearly 75% of high-performance organizations say that inclusion improves productivity.

[Deloitte](#) research found organizations that effectively capitalize on the strengths of all employees and leverage their differences and unique values have the most engaged employees.

Inclusive teams outperform their peers by 80% in team-based assessments. [Source: Deloitte](#)

Employees with the highest level of engagement perform 20% better and are 87% less likely to leave the organization, according to a survey by TowersPerrin.

A study by the Hay Group found engaged employees were as much as 43% more productive. Productivity improves by 20-25% in organizations with connected employees. (Source: [The McKinsey Global Institute](#))

Employees who exercise their strengths on a daily basis are 8% more productive and 6x more likely to be engaged. Teams with high employee engagement rates are 21% more productive than those with low engagement. (Source: [Gallup](#))

Organizations with highly engaged employees had an average 3-year revenue growth 2.3 times greater than companies whose employees were only engaged at an average level. (Source: [UNC Kenanflager Business School](#))

Increasing employee engagement investments by 10% can increase profits by \$2,400 per employee per year. (Source: [Workplace Research Foundation](#))

Companies with engaged employees outperform those without by 202% (Source: [Business 2 Community](#))

ROI of Sponsorship

Women with sponsors are [27%](#) more likely to seek a raise and 22% more likely to seek 'stretch assignments' that build their leadership experience.

Sponsored women are more likely to request pay increases and stretch assignments than unsponsored women.

CTI studies found that [85% of mothers](#) (employed full-time) who have sponsors stay in the game, compared to only 58% of those going it alone.

In a study by [HBR](#), 46% of women expressed a preference for male sponsors, citing men's superior networks as the reason. 31% of women in the same study felt that senior men were either unavailable or unwilling to mentor them, and 30% pointed to the potential for attraction in one-on-one male-female relationships as a roadblock to productivity.

[KPMG Women's Leadership Study](#)

- 70% of working women feel a personal obligation to help more women advance in the workplace, but only 33% have learned to leverage and support other female employees.
- 70% of women ages 18-64 claim, "I am more likely to talk to other women about the challenges around career advancement rather than the opportunities."
- 82% percent of professional working women believe access to and networking with female leaders will help them advance in their career.
- 76% of working women plan to personally take active steps to help other women advance in their careers.

Alignment of D&I with CSR

[Deloitte](#) found that employee volunteering can play a significant role in building leadership skills:

- 92% of respondents agreed that volunteering improves employees' broader professional skill sets
- 92% agree that volunteering is an effective way to improve leadership skills
- 80% said active volunteers move more easily into leadership roles
- 88% believe that employers should play a vital role in alleviating concerns related to issues such as income inequality, hunger and the environment
- 86 percent say the business success should be measured by more than profitability.

[Cone Communications](#) found 75% of millennials would take a pay cut to find work that matches their values

[Nielsen](#) found that 67% of employees prefer to work for socially responsible companies, and 55% of consumers will pay extra for products sold by companies committed to positive social impact

[McKinsey](#) found employees who feel their jobs have meaning, or that they are able to make a difference, exhibit greater levels of loyalty.

According to [SHRM](#), in 2018 nearly one in four companies and non-profits in the U.S. are using paid volunteer time off to turn CSR into a competitive advantage