



BUSINESS CASE FOR INCLUSION

Why you should invest in a fully inclusive climate

In a fully inclusive climate, employees are able to reach their full potential in pursuit of organizational objectives. The organization accesses the benefit of the full contribution of all employees.

Employees are able to reach their full potential when:



They feel safe, trusted, respected, and supported



They do not have to hide important aspects of who they are



They see others who are similar to them are also valued and engaged



They are able to bring their diverse identities to work

Cost of a negative inclusion climate:

- Under performing teams
- Communication barriers
- Difficulty adapting
- Employee turnover



42%

of business leaders *strongly* agree that DEI challenges are a barrier to organizational growth