

A Positive DEI Climate Advances All Strategic Objectives



Diversity and Financial Performance

McKinsey & Colleagues (2014)

At the Leader Level:

- ✓ Organizations in the top quartile for gender diversity are 15% more likely to have financial returns above their national industry median.
- ✓ Organizations in the top quartile for racial / ethnic diversity are 30% more likely to have financial returns above their national industry median.



Diversity and Financial Performance

Gompers and Kovvali (2018)

- ✓ Study of venture capital – the success rate of acquisitions and IPOs was 11.5% lower, on average, for investments by partners with shared school backgrounds than for those by partners from different schools.
- ✓ Shared ethnicity *reduced* an investment's comparative success rate by 26.4% to 32.2%..

“Thriving in a highly uncertain competitive environment requires creative thinking in those areas, and the diverse collaborators were better equipped to deliver it.”



Diversity in a Negative DEI Climate

Affects Every Aspect of Your Organization's Functioning

A poor IDE climate can lead to:



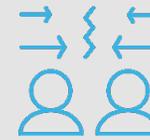
Under-performing teams



Lower employee commitment and engagement



Increased conflict



Communication barriers



Difficulty adapting to changing conditions