



# The Business Case for Inclusive Climate Assessment (FAQs)

## ? Why Should We Invest Resources in Creating and Maintaining an Inclusive Climate?

The climate for inclusion affects every aspect of your organization's functioning.

### A positive diversity inclusion climate has been shown to:

- Positively affect outcomes on the individual, group, and organizational level
- Foster innovation, creativity, and problem solving
- Increase employee commitment and engagement
- Increase flexibility and adaptation during rapid change

### A negative inclusion climate is very costly due to:

- Under-performing teams
- Lower employee commitment and engagement
- Increased conflict
- Communication barriers
- Difficulty adapting to changing conditions including:
  - New ways of working
  - Rapidly changing technology
  - Changes organizational structure, size, and funding contingencies
  - An increasingly diverse population

## ? How Does an Inclusive Climate Link to Our Strategic Objectives?

Common strategic objectives include:

### Improve organizational performance and efficiency (lower costs):

- A positive inclusion climate is a necessary condition for your staff and teams to contribute at the highest level

### Become an employer of choice:

- A positive inclusion climate will improve your ability to recruit, attract, engage, develop, and retain top talent

### Meet the current and future needs of your organization and its staff.

- A positive inclusion climate increases your ability to adapt to changing times, ways of working, and staff needs

### Equal opportunity:

- A positive inclusion climate reduces common barriers specific to employee subgroups to ensure their development and advancement

### Strengthen/improve patient/client/customer experience and quality of care:

- A positive inclusion climate improves interpersonal and technical processes in addressing the needs of the people you serve. A negative inclusion climate undermines every aspect of patient/client/customer-facing processes

## ? What Do You Mean by "A Fully Inclusive Climate"?

In a fully inclusive climate all employees can reach their full potential in pursuit of organizational objectives. The organization reaps the benefit of the full contribution of all employees.

### Employees can reach their full potential when:

- They feel safe, trusted, respected, and supported
- They believe that they can work with others and contribute without having to hide or give up important aspects of who they are
- They are proud of their diverse identities and strengths and able to bring them to work in ways that lead to growth and productivity
- They see that others who are similar to them are also valued and engaged

### Learn more at:

[diversityscience.org/dei-climate-assessment](https://diversityscience.org/dei-climate-assessment)

### Ready to get started? Contact us:

[solutions@diversityscience.org](mailto:solutions@diversityscience.org) (612) 524-5841