



The Business Case for an Inclusive Climate Assessment (FAQs)

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

A positive inclusive climate affects every aspect of how your organization functions.

A positive environment for inclusion 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 environment for inclusion is very costly because of:

- 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 Assessment Link to Our Strategic Objectives?

Common strategic objectives include:

Improve organizational performance and efficiency (lower costs).

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

Become an employer of choice.

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

Ensure equal opportunity.

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

Strengthen & improve your patient/client/customer experience and quality of care.

- A positive inclusive climate improves interpersonal and technical processes in addressing the needs of the people you serve. A negative inclusive 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

Have more questions? Drop us a line!

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