

Diversity and inclusion

Companies with great diversity and inclusion outperform their peers by a significant margin

15%

the extent that gender-diverse companies are likely to outperform their peers.

McKinsey

35%

the percent by which ethnically diverse companies are more likely to outperform their peers.

McKinsey

80%

Teams that include a rich mix of experiences, perspectives, genders and ethnicities outperform their peers by 80%.

Catalyst

83%

of millennials actively engaged when they believe their organisation fosters an inclusive culture, compared with only 60% of millennials who are actively engaged when their organisation does not foster inclusion.

Fast Company



"A MIX OF GENDER, ETHNIC AND RACIAL BACKGROUNDS, NATIONALITY, SEXUAL ORIENTATION, AGE, SOCIO-ECONOMIC BACKGROUND, AMONGST OTHERS, BRINGS **DIFFERENT PERSPECTIVES** AND EXPERIENCES TO BUSINESS THAT CAN **CHALLENGE THE STATUS QUO** AND GROUPTHINK, WITH INSIGHTS THAT CAN HELP IDENTIFY AND ADDRESS **NEW MARKET OPPORTUNITIES**."

Source: Centre for Talent Innovation, CTI, 2013.

Building a culture of diversity starts with each of us

Recognise that we all make up the diversity of the organisation. NO EXCEPTIONS!

Understand and then unlearn your biases.

Practice including others whenever possible - inclusion is that deliberate effort to leverage diversity.

