

# The Bottom Line on Diversity & Inclusion

Diversity and inclusion have a tremendous impact on a company's financial performance. Today's most successful organizations know that building an inclusive workplace is key to reaching their full potential.

## How can Diversity & Inclusion affect the bottom line?



**2x**

Organizations with inclusive cultures are **TWICE** as likely to meet or exceed financial targets when compared to their non-diverse counterparts.<sup>1</sup>



### AWARENESS IS A PROBLEM

In a recent study, only 33% of employees were aware of the D&I initiatives at their employer.<sup>2</sup>



### DATA IS NOT BEING SHARED

Only 3% of Fortune 500 companies completely share the gender and race of their employees.<sup>3</sup>



### RECRUITING RAMIFICATIONS

Job seekers highly value diversity. Two-thirds of candidates want to join a diverse team.<sup>4</sup>

*"The more your network includes individuals from different cultural backgrounds, the more you will be creatively stimulated by different ideas and perspectives"*

— Roy Y.J. Chua, Harvard Business School

According to the Mid-Market Report on Diversity and Inclusion by Bersin:

## At inclusive companies, employees feel

### EMPOWERED

Diversity and Inclusion initiatives help employees be more proactive and engaged.



### SAFE

Workplaces where D&I is taken seriously have employees who are comfortable speaking up.



### RESPECTED

Valuing inclusion shows employees that their voice counts and increases team performance.



A company's culture won't reflect its values unless leaders are willing to hold themselves and the rest of their employees accountable.

## Diversity & Inclusion by the numbers

**71%**

A strong majority of organizations want to have a diverse and inclusive workplace.<sup>5</sup>

**12%**

However, only 12% of these same companies have reached an advanced level of diversity.<sup>6</sup>

**6%**

Additionally, only 6% of companies link diversity outcomes to employee compensation and bonuses.<sup>7</sup>

ELI is a training company that helps organizations solve the problem of bad behavior in the workplace. This means more than just preventing discrimination and harassment lawsuits. It's about addressing the bigger costs of lost productivity, turnover, and brand damage caused by uncivil behavior.

Our award-winning training experiences are based around real-life scenarios and are backed by our deep legal expertise and a proactive, high-touch approach. It's how we've helped many of the world's best-known brands build a workplace that works.

For more information about ELI® learning solutions, contact your client representative at (800) 497-7654 or visit eliinc.com

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