> Diversity and Inclusion

A short guide to the current state of play, the advantages and the challenges involved in implementing effective D&I practices.

DIVERSITY AND INCLUSION IN 2020

Amongst many of the challenges this year, the social case for diversity and inclusion has been a focal point of recent discussions. Numerous studies, voices and independent reviews have spoken to the disparities between different groups success in the workplace. Government and the wider business community have been largely supportive and taken steps towards advancing these initiatives, however there are multiple hurdles towards implementing change in this field.

BUSINESS CASE

There is a strong and widely researched business case for implementing D&I programmes and initiatives. Numerous studies have shown this has a positive impact on profits and growth, in particular innovation profits.

PERFORMANCE AND INSIGHT

Diverse teams and organisations have been shown to deliver results that outperform less diverse teams. An organisation with a variety of older and younger employees are able to up skill from both groups' skill sets and experiences.

RETENTION

The impact and performance benefits that are achieved in diverse and inclusive workplaces are shown to decrease employee turnover and increase engagement from employees.

REPUTATION

The more diverse and inclusive an organisation is, the better it is viewed in the wider public. This leads to being able to attract better hires and improve the organisations relationship within the wider society.

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