

DIVERSITY & INCLUSION BUSINESS CASE

An inclusive culture empowers diverse talent to think differently and share their experiences and perspectives, which is a key driver for innovation, development, and engagement.



Decisions made by diverse teams delivered 60% better results



Companies with under 20% female executives see declining or slow profitability



Inclusive teams make better business decisions 87% of the time



48% performance gap between the most and least gender-diverse companies

DIVERSITY & INCLUSION KEY STATISTICS

- ☑ Only **5%** of FTSE 100 leadership roles are held by individuals from BAME backgrounds
- ☑ **30%** of UK employers struggle with diversity in recruitment
- ☑ Inclusive companies see **22%** lower turnover rates
- ☑ **83%** of millennials are more engaged when their company promotes inclusion
- ☑ **1 in 4** minority employees in the UK face workplace discrimination
- ☑ Only **38%** of UK workers feel their employer is making meaningful strides in diversity and inclusion

DIVERSITY & INCLUSION **5 KEY STEPS**



10 FOSTER INCLUSIVE LEADERSHIP

Leaders set the tone for an inclusive culture. Train managers and senior staff to model inclusive behaviors, such as active listening, empathy, and openness to diverse perspectives. Encourage leaders to champion inclusion by recognising and addressing biases, creating psychological safety, and ensuring equitable access to opportunities.

2 CREATE DIVERSE HIRING PRACTICES

Ensure recruitment processes attract and assess a wide range of candidates. This includes writing inclusive job descriptions, expanding outreach to diverse communities, and using structured interviews to mitigate bias. Implement blind recruitment techniques where possible, and track diversity data to measure the success of these initiatives.



PROMOTE EMPLOYEE RESOURCE GROUPS

Support the creation and sustainability of Employee Resource Groups (ERGs), which provide a safe space for employees from underrepresented groups to connect, share experiences, and contribute to business initiatives. ERGs foster a sense of belonging and can offer valuable insights to leadership on fostering inclusivity.

4 ENCOURAGE OPEN DIALOGUE

Create platforms for open dialogue where employees can voice their thoughts on inclusion. This could be through surveys, focus groups, or regular "town hall" meetings. Ensure feedback is taken seriously and acted upon. Transparency in addressing challenges and implementing changes strengthens trust and promotes inclusion.

5. OFFER INCLUSIVE TRAINING

Provide ongoing training on topics like unconscious bias, allyship, and cultural competency. Ensure training is part of a continuous learning process, not just a one-time event. Additionally, offer development programs that ensure employees from diverse backgrounds have equal access to career advancement opportunities.

TO FIND OUT MORE INFORMATION
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