

The Business Case for Inclusion to Drive Diversity [By the Numbers]

Like a lot of DE&I principles, building inclusion makes intuitive sense. We know that everyone wants employment that's responsive to our needs and priorities. This infographic pulls together some key stats that will help you better prove the business case for inclusion to any skeptics.

Why Inclusion = Better Business Outcomes

Organizations with inclusive cultures are:

2x

as likely to

meet or exceed financial targets

3x

as likely to

be high-performing

6x

as likely to

be innovative and agile

8x

as likely to

achieve better business outcomes¹

Inclusive leadership behavior results in a:

70%

increase in reported experiences of fairness, respect, value, belonging, psychological safety, and inspiration by individuals

17%

increase in **team performance**

20%

increase in

team decision-making quality

29%

increase in

team collaboration¹

People Want to Work for Inclusive Organizations

39%

of people would **leave** their current organization **for a more inclusive one.**

Millennials

are particularly motivated by inclusivity—

53%

state they would **leave if they felt their employer was not inclusive.** Nearly **one-third** claimed to have already done so².

The Huge Cost When We Fail to Include

US businesses lose around

one trillion dollars

annually to **avoidable turnover.**

Replacing an individual employee costs between one half to

twice their annual salary.

52%

of employees

who choose to leave say that **their manager or organization could have done something** to prevent them from leaving.

51%

say that

no one in a leadership position discussed with them their **job satisfaction or future in the organization** in the three months leading up to their exit.³

1. Bourke, J. (2018). 'The diversity and inclusion revolution: Eight powerful truths'. Deloitte Insights. [Available online.](#)
 2. Cooper, T. (2017). 'Fostering an inclusive culture at work: Engaging today's workforce'. Deloitte. [Available online.](#)
 3. McFeely, S. Wigert, B (2019). 'This Fixable Problem Costs U.S. Businesses \$1 Trillion'. Gallup. [Available online.](#)

To learn more about using inclusion to take your diversity efforts to the next level, read our full ebook:

Inclusion Drives Diversity: Harnessing Inclusive Policies as an Engine for Organizational Change

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