

Workplace Inclusion & Belonging


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Right Talent, Right Now
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BEST INNOVATIONS
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Let's Talk About . . .

- Impact of Inclusion on Retention & Engagement
 - What is Inclusion?
 - How does Inclusion feel?
 - What do companies do to create that feeling?
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Trends Summary



- Numerous studies show that **inclusive and diverse leadership teams and labor** can mean everything from increased customer bases to greater innovations. **Financial performance can improve by as much as 30 percent.**
- **Gallup studies indicates that inclusion and engagement are highly correlated.** Results show that most engaged employees rated the company high on D&I. The least engaged employees rated the company very low.
- Polarization thwarts attempts for inclusion. Polarization is the opposite of inclusion. **Polarizations fosters an “us versus them”, whereas inclusion attempts to create a sense of belonging and unity.**
- **When employees feel “psychologically safe”,** they are also more engaged and innovative. **They feel they can speak up** about problems and tough issues.

Inclusion is essential for engaging and retaining today's workforce . . .

80%

Inclusion is important when choosing an employer

39%

Reported they would leave their current organization for a more inclusive one

23%

Have already left



Whiteboard Question:

What words or phrases would you use to describe Inclusion?

Brene Brown's Empathy Video





Key Inclusion Practices

- Modeled from the top down
- Shift in focus to how an inclusive culture feels
- Embrace the intersectionality of your people
- Integrate inclusive behaviors in KPIs and performance management frameworks



THANK YOU!

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