

FACE THE FACTS

Compiled by Ivana Vasic Chalmers



MEASURING THE IMPACT OF EQUALITY, EQUITY, DIVERSITY AND INCLUSION (EEDI)

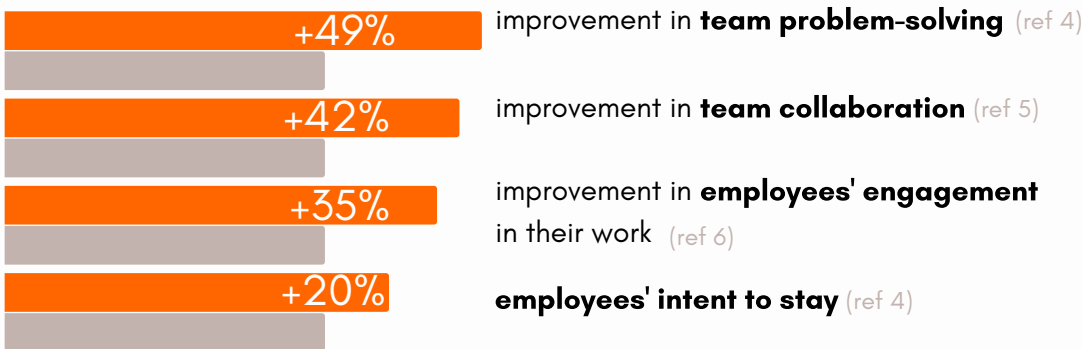
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PEOPLE IMPACT OF EEDI

+59% Companies with inclusive cultures report up to two thirds increases in **creativity, innovation and openness** (ref 1, ref 2)

X 1.5 Staff who feel included are 1.5 times more likely to believe their **career advancement** is outpacing their peers. (ref 3)

Positive experiences of inclusion result in employees reporting:

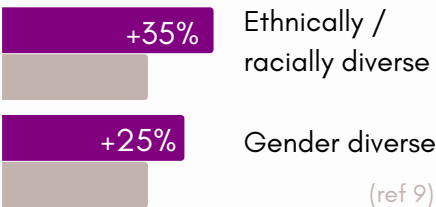


When men are involved in gender diversity programmes, **96%** of respondents report **progress**. Where they are not involved, only 30% report progress. (ref 7)

FINANCIAL IMPACT OF EEDI

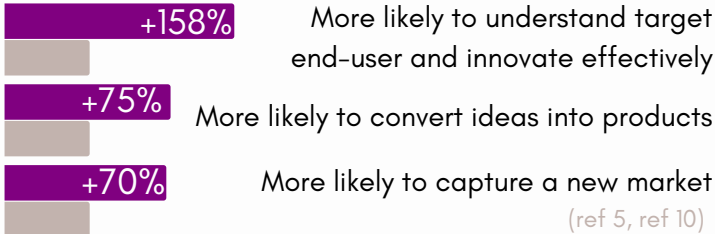
ROI EBITDA PROFIT ROA The World Economic Forum acknowledged that diversity is linked to an overwhelming number of indicators of profitability and financial health. **ROE REVENUE SALES VALUE** (ref 8)

£ **Diverse organisations have above average profit in their industries**



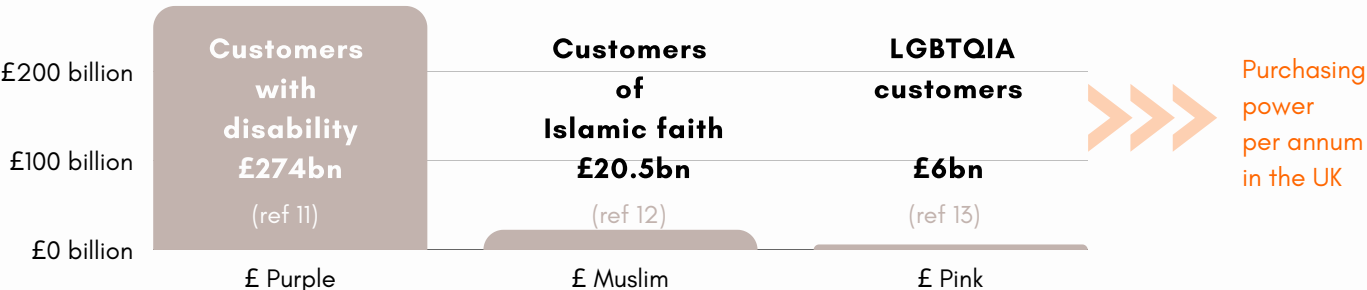
(ref 9)

£ **Diverse teams and organisations meet market needs better than competitors**



(ref 5, ref 10)

£300 billion — **Diverse organisations maximise customer purchasing power:**



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LEADERSHIP HOLDS THE KEY



Diverse and
inclusive
BOARDS

- Better Environmental, Social and Governance (**ESG**) performance (ref 14)
- Improved risk management (ref 15)
- Create more progressive organisations leading to better **employee satisfaction** (ref 16, ref 17)
- Better board engagement (ref 18, ref 19)



Diverse and
inclusive
**EXECUTIVE
LEADERS**

- Manager behaviours affect up to 45% of employee experiences of inclusion (ref 6)
- Improved **innovation** and team communication (ref 20)
- When leaders focus on inclusivity actions, staff are 1.7 times more likely to **feel included** (ref 3)

GETTING IT WRONG

£24 billion
each year

7.5 in 10 of disabled people and their families have walked away from a UK business because of poor accessibility or customer service, equating to £24bn p/a.
Nearly 1 in 5 people have a disability. (ref 11)

£127bn
each year

Value of loss in productivity due to workplace discrimination in the UK. (ref 9)

39%



A survey of >2,000 people found that 39% of respondents have turned down or decided not to pursue a job because of a perceived **lack of inclusion** at an organisation. (ref 3)

>20%



More than a fifth of **senior UK women** would change jobs for more flexible arrangements. (ref 21)

47%



47% of **millennials are actively looking** for diversity in the workplace when sizing up potential employers. (ref 22)

depression anxiety
isolation

Academic research has shown that feeling excluded is physically and psychologically distressing. It also negatively affects those who witness it. (ref 23)

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OTHER SOURCES OF INFORMATION

- Percentage of workers in each ethnic group employed by different sectors (link)
- Ethnic diversity of public sector workforces (link)
- Minority ethnic share in creative industries in the UK in 2019, by sector (link)
- Minority ethnic individuals in politics and local government as of 2019 (link)
- Financial services diversity in the boardroom (link)
- FTSE 100, 250, 350 gender diversity in UK (link)
- Disability leaders in civil society (link)
- Charity sector: Taken on Trust (trustee demographics) (link)
- Charity CEO pay and equalities (link)
- Why Diversity and Inclusion matter for Financial Performance (with case studies) (link)

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Full Colour works with organisations to help them achieve strategic and systemic change around equality, equity, diversity and inclusion. We also run leadership development programmes to help leaders become truly inclusive and equip them to drive change. Founded by Srabani Sen, we now have a team of regular associates. Clients include Teach First, Friends of the Earth, the RSPB, London Transport Museum, the South London Gallery, Oxford University's Internet Institute, the Old Vic, The Postal Museum, Wildlife and Countryside Link, Unicef UK, Shopify and Target Ovarian Cancer.