

# Why an Inclusive Culture Gives Your Business A Commercial Edge



**2x** more likely to meet or exceed financial targets



**3x** as likely to be high performing



**6x** more likely to be innovative and agile



**8x** more likely to achieve better business outcomes

Source: Deloitte

More diverse companies enjoy

**2.3x**

higher cash flow per employee.

Diverse companies are

**70%**

more likely to capture new markets

More women in C-Suite roles brings

**34%**

greater returns for shareholders

The most diverse businesses are

**35%**

more likely to outperform industry norms

## 10 Steps to Improving Diversity & Inclusion at Work

- 1** Acknowledge the lack of diversity in the first place!
- 2** Establish mentorship programmes for a **72%** improvement on retention rates
- 3** Adjust how you screen and search for candidates to increase your talent pool
- 4** Make diversity training available without being forceful for better buy in
- 5** Change your language - buzzwords don't inspire change
- 6** Amend your grievance and complaints procedure for accessibility
- 7** Celebrate **all** religions and cultures, not just western holidays
- 8** Implement cross-training programs to foster an inclusive culture
- 9** Transparency in raises - women only earn 81p for every £1 a male counterpart makes
- 10** Hire Diversity managers and be rewarded with a **19%** increase in profits

**Additional Reading** [Click to read](#)

[Harvard Business Review](#)  
[McKinsey](#)

[Important D&I Stats](#)  
[PWC](#)