



The Business Case for Leading **Inclusively**



DIVERSITY

Range of differences in backgrounds, beliefs, customs, ideologies and behaviors among people

EQUITY

giving each person the resources and opportunities they need to reach an equal outcome

INCLUSION

the state of being valued, respected, and supported, with the right conditions in place to achieve your full potential

BELONGING

represents a deeper level where individuals feel accepted for their authentic and whole selves

The background of the image is a grid of 24 small, square portraits of diverse individuals, including men and women of various ethnicities and ages, all smiling. The portraits are arranged in a 4x6 grid. The text is overlaid on the center of this grid.

Diversity is a **fact**.
Equity is a **choice**.
Inclusion is an **action**.
Belonging is an **outcome**.

- Arthur Chan

Inclusive **Leaders** Experience



16%

Higher
Employee
Engagement



17%

Increased
Team
Performance



20%

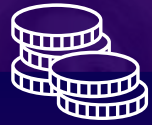
Better
Decision
Making



29%

Greater
Team
Collaboration

Inclusive **Companies** Experience



2_x

Greater
Financial
Success



3_x

Higher
Performance
Results



6_x

More
Innovation
and Agility



8_x

Better
Business
Outcomes

Included **Employees** Experience



5_x

Higher
Loyalty
to Company



6_x

More
Pride
in Work



10_x

Greater
Motivation
at Work



12_x

More
Empowered
to Perform