

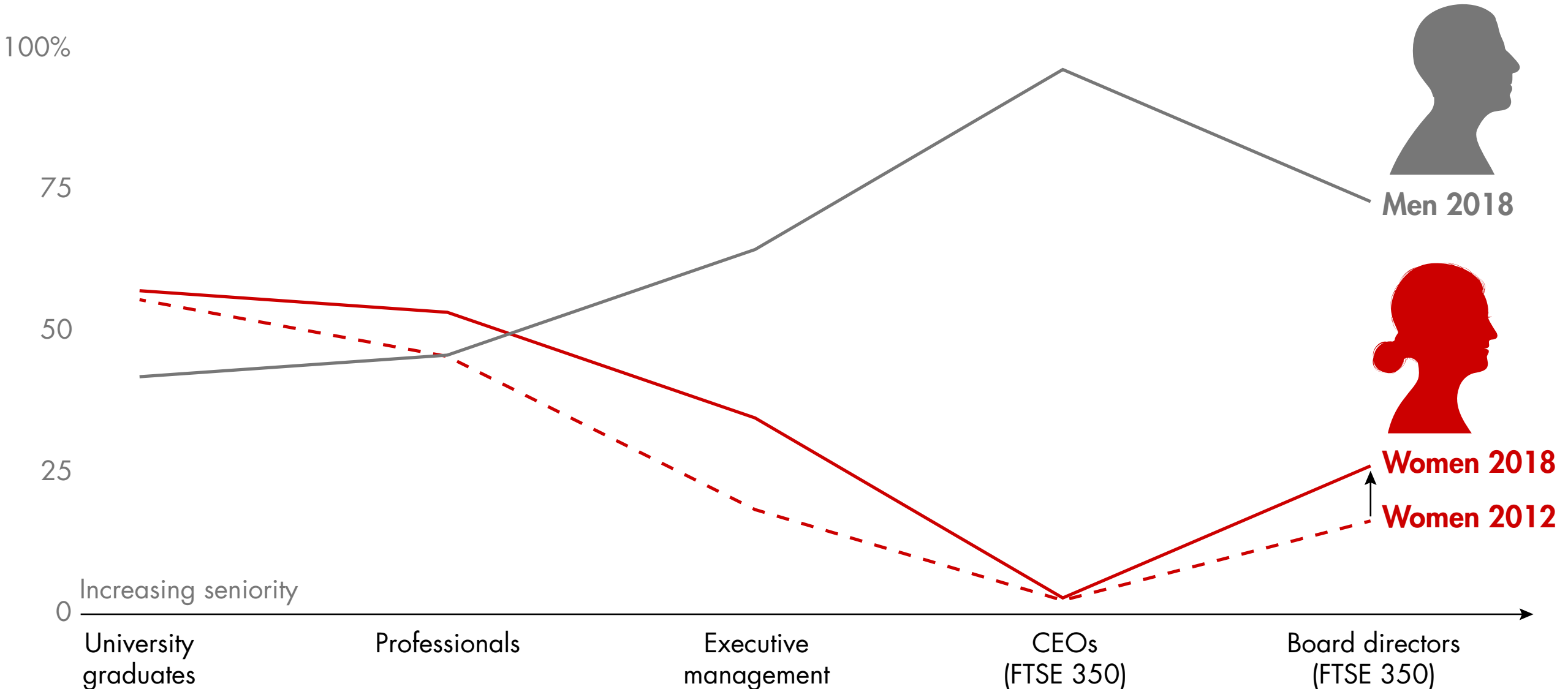
Five Actions to Improve Inclusion and Diversity in the Workplace

Sustaining these actions can help leaders gain traction.

The diversity dilemma

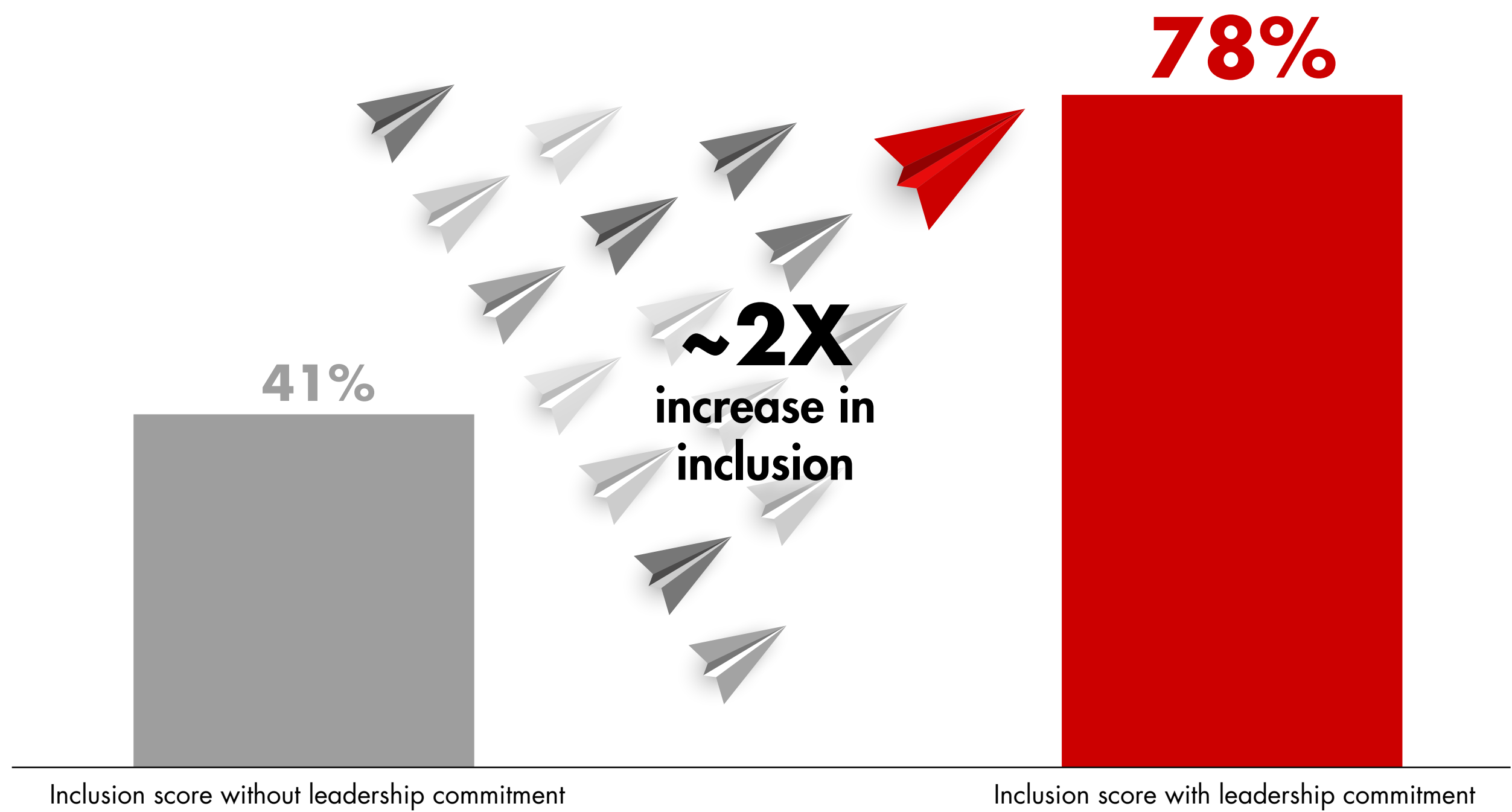
The link between diversity and corporate performance has been proven, but progress on diversity remains frustratingly slow.

Percentage of populations



Commitment from the top

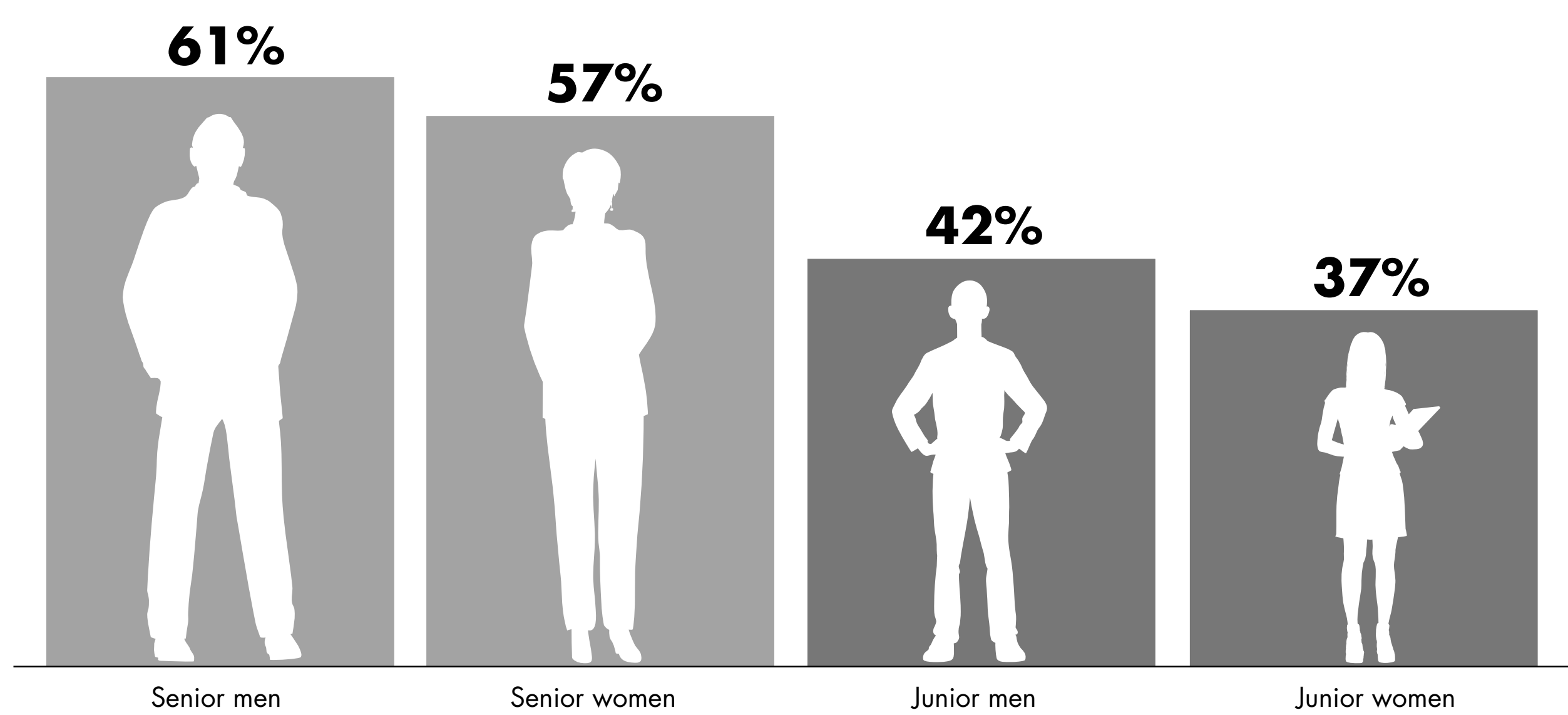
When leaders are committed to inclusion and diversity, employees' sense of inclusion nearly doubles.



Perception matters

Senior men and women perceive their organisations to be more diverse than do junior men and women.

My organisation's senior leadership team is sufficiently diverse

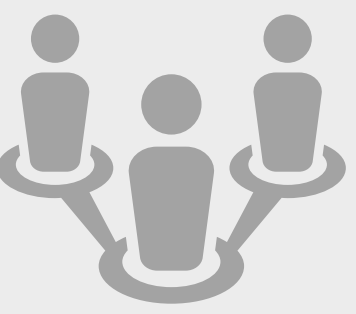


5 actions can improve inclusion and diversity



Focus on facts

Mine data to diagnose key issues and build the case for change.



Lead and cascade

First engage leadership, then cascade through line managers; celebrate desired behaviours, and track results.



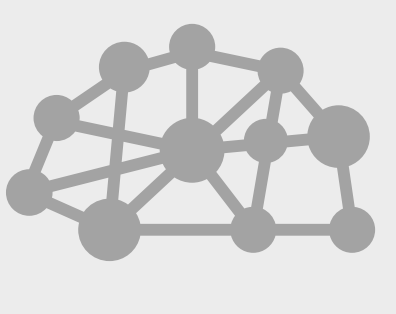
Communicate intentionally and inclusively

Link back to your corporate mission, make it inclusive and fill the void with facts.



Prioritise caregiver support, flex and sponsorship

Focus on the three initiatives that matter most to all groups.



Mitigate bias systematically

Bias exists; you can't train it away, but you can drive behavioural change through structural interventions.

Read more:



Take Action, Gain Traction: Inclusion and Diversity in the UK Workplace
www.bain.com/inclusion-diversity-uk