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STATISTICS

- Diverse groups are 30% more accurate than homogeneous ones.
 - Katherine W. Phillips, "Is the Pain Worth the Gain? The Advantages and Liabilities of Agreeing with Socially Distinct Newcomers."
- 70% organizations rely on their ERGs to build a workforce that reflects their customer base.
 - Goode, Shelton. (August 25, 2016). "Are Employee Resource Groups Good for Business? Two Experts Debate the Issue." SHRM.
- Organizations with mentorship programs saw their managerial positions diversify by as much as 24%
 - Dobbin, Frank and Alexandra Kalev. (July–August 2016). "Why Diversity Programs Fail, And what Works Better." Harvard Business Review.
- Mentees are 5 times more likely to be promoted.
 - Quast, Lisa. (October 31, 2011). "How Becoming a Mentor Can Boost Your Career." forbes.com
- With anonymization, the hiring of women rises to 60%.
 - www.diversitybestpractices.com
- People are more than 5 times as likely to remain at a company that is inclusive.
 - Bush, Matt. (April 13, 2021). "Why Is Diversity & Inclusion in the Workplace Important?" Great Place to Work.
- If an employee leaves, an organization loses 6–9 months of full production.
 - USI. "Cost of Employee Turnover." mnwi.usi.com
- In the U.S., organizations lose \$1 trillion every year on employee turnover.
 - McFeely, Shane & Wigert, Ben. (March 13, 2019). "This Fixable Problem Costs U.S. Businesses \$1 Trillion." gallup.com
- Inclusive companies see 45% more innovation revenue.
 - BCG. (2021). "Diversity, Equity, and Inclusion." www.bcg.com
- 43% of 75 million millennials identify as ethnically diverse
 - Johnson, Stefanie K. (2020). *Inclusify*.
- 86% expect brands to support social change.
 - "2021 Edelman Trust Barometer." www.edelman.com
- Inclusive organizations are 70% more likely to reach new markets.
 - Jacimovic. (2/25/21). "The Importance of Diversity in the Workplace." What to Bec



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- Organizations are 25% more likely to invest successfully if diverse.
 - Johnson, Stefanie K. (2020). Inklusify.
- 67% of prospective employees consider a company's DEI strategy.
 - Glassdoor Team. (November 17, 2014). "What Job Seekers Really Think About Your Diversity and Inclusion Stats." Glassdoor for Employers.
- Organizations with gender diversity at the highest levels are 25% more likely to achieve above average profitability. Those with ethnic diversity are 36% more likely to achieve the same.
 - McKinsey & Company (May 2020) "Diversity Wins: How Inclusion Matters."
- By 2060, the number of non-Hispanic White Americans will decrease from 61% to 44.3%. Black populations will increase to 15%, Asian populations to 9.1% and Hispanic Americans to 27.5%.
 - census.gov
- Diverse teams are more likely to avoid mistakes and create innovation.
 - Rock, D., et al. (November 2016). "Why Diverse Teams Are Smarter." HBR.
- Inclusive teams make better decisions 87% of the time
 - Korn Ferry. (2021). "The Importance of Inclusion in the Workplace."
- Resumes of "White-named" applicants receive callbacks 9.7%. Résumés of "Black-named" applicants with the exact same qualifications receive callbacks 6.5%
 - Bertrand, Marianne & Mullainathan, Sendhil. (September 2004). "Are Emily and Greg More Employable Than Lakisha and Jamal?"
- Reviewers note errors by White reviewees 49% of the time but notice errors by Black reviewees 70% of the time.
 - Reeves, A. (2014). "Written in Black & White: Exploring Confirmation Bias in Racialized Perceptions of Writing Skills." nextions.com
- 28,000 people from underrepresented groups were 10-15% more likely to more likely to quit not because of enduring negative work experiences but because of "missing out on positive work experiences" that their counterparts in majority groups take for granted.
 - "Deprivation at Work: Positive Workplace Experiences and the Racial Gap in Quit Intentions" by Peter Norlander
- Metrics of inclusion are fair treatment, integrating differences, decision-making, psychological safety, trust, belonging, and diversity, ERG membership, participation rates in mentoring programs and training
 - "How to Measure Inclusion in the Workplace" by L. Romansky. hbr.org
 - "Meaningful Metrics for Diversity and Inclusion" by Felicity Menzies cultureplusconsulting.com



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HELPFUL SOURCES ABOUT CULTURE CHANGE

- *Actions Speak Louder* by Deanna Singh
- *DEI Deconstructed* by Lily Zheng
- *DEI Reconstructed* by Lily Zheng
- *Inclusify* by Stefanie K. Johnson
- *Subtle Acts of Exclusion* by Tiffany Jana and Michael Baran
- *Erasing Institutional Bias* by Tiffany Jana and Matthew Freeman
- *The Leader's Guide to Unconscious Bias* by Pamela Fuller, Mark Murphy, and Anne Chow
- *Demanding More* by Sheree Atcheson
- *You Can't Talk About That at Work* by Mary-Frances Winters
- *The Memo* by Minda Harts
- *Listen Like You Mean It* by Ximena Vengoechea
- *Listening, Helping, Learning: Core Competencies of Process Consulting* by Mark L. Vincent
- *Doing Agile Right* by Darrell Rigby, Sarah Elk, and Steve Berez
- *How to Change* by Katy Milkman
- *The Art of Gathering* by Priya Parker
- *Pre-Suasion: A Revolutionary Way to Influence and Persuade* by Robert Cialdini
- *Belonging: The Science of Creating Connection and Bridging Divides* by Geoffrey L. Cohen
- *Start at the End: How to Build Products that Create Change* by Matt Wallaert
- *The 4 Disciplines of Execution* by Chris McChesney
- *Change (the) Management: Why We as Leaders Must Change for the Change to Last* by Al Comeaux
- *You Need a Manifesto: How to Craft Your Convictions and Put Them to Work* by Charlotte Burgess-Auburn
- *Transcend: The New Science of Self-Actualization* by Scott Barry Kaufman
- *The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth* by Amy C. Edmonson

