



Why DEI Matters and Strategies to Foster Inclusivity



DEI Continues to be of Importance

Diversity, Equity, and Inclusion (DEI) have become integral components of thriving workplaces. SHL's Global Talent Trends survey¹ uncovered that despite economic challenges, 1 in 5 organizations expressed a stronger commitment to DEI initiatives.

The interconnectedness of a diverse, equitable, and inclusive workplace with sustainable organizational success is apparent—nearly half of respondents (44%) consider DEI a top talent priority.

This eBook explores key benefits of DEI initiatives to an organization, how they are demonstrating commitment and investment to DEI, and strategies to foster an environment conducive to the growth and well-being of all employees.

¹ The 2023 Global Talent Trends survey collected insights from roughly 1,600 human resource professionals from around the globe. Its purpose was to gather global insights regarding talent management and assessment practices among organizations.





How DEI Initiatives Improve Organizational Outcomes

Embracing DEI initiatives is now seen as more than a moral imperative—it is a strategic business decision that can positively impact employee performance, retention, company reputation, and long-term success.

1. Attracting and Retaining Talent

Organizations committed to DEI become magnets for candidates, enhancing their reputation and appeal to top talent. This commitment translates into higher employee retention rates and a reduction in hiring costs due to lower staff turnover. A workplace that fosters inclusivity ensures employees feel valued, leading to increased engagement, job satisfaction, and a stronger sense of loyalty.

2. Improved Innovation, Creativity, and Decision-Making

Diverse teams bring varied perspectives, promoting creativity and innovation in problem-solving. Inclusive environments encourage open communication and consideration of diverse viewpoints, leading to well-rounded decision-making processes.

3. Market and Customer Understanding

A diverse workforce enhances market and customer understanding, resulting in products and services that cater to a broader consumer base, ultimately boosting competitiveness.



4. Global Perspective

The global perspective gained from a diverse workforce is particularly advantageous for organizations operating in international markets, helping them navigate cultural differences and understand diverse market needs.

5. Corporate Reputation

Prioritizing diversity and inclusion aligns with social responsibility, enhancing corporate reputation and appealing to socially conscious stakeholders.

6. Inclusive Culture and Collaboration

A culture of inclusion encourages collaboration and teamwork. When employees feel comfortable sharing their ideas and opinions, teamwork improves, leading to more effective collaboration and problem-solving.



Organizational Commitment to DEI

65%

of organizations promote DEI

59%

have a written commitment to DEI

66%

take active steps to foster an inclusive culture

70%

take measures to guarantee a fair and inclusive assessment experience

67%

recognize the importance of fairness in assessments

Our survey results demonstrate a continuing recognition of the value added by DEI in the majority of organizations. It is also encouraging to observe the importance of fairness in assessments and a belief in the significance of equitable evaluation practices.



Acknowledging Neurodiverse Talent

The perception of neurodivergent individuals as a valuable talent source remains under-acknowledged by nearly a quarter (24%) of organizations. Only 41% of respondents have an assessment strategy designed to support the success of neurodivergent candidates. Less than half (47%) have a plan in place to provide accommodations during the hiring process.

Underutilizing the neurodivergent talent pool, including those with conditions like autism, ADHD, and dyslexia, can result in missing out on bringing unique perspectives, skills, and talents to the workplace. This includes strengths uncovered by [SHL's Neurodiversity research program](#), such as working autonomously and critically evaluating situations.





Strategies to Foster Inclusivity

By implementing inclusive talent management practices and initiatives, organizations can create a workplace culture that values diversity, equity, and inclusion, ultimately leading to increased employee satisfaction, productivity, and innovation.

Inclusive Recruitment Practices

Organizations can aim to **minimize unconscious bias** by adopting a blind recruitment process during the initial hiring stages. Implementing **inclusive recruitment practices** can also involve using diverse sourcing channels by targeting job fairs or partnering with organizations such as [BYP Network](#) that attract diverse talent. Ensuring unbiased language in job descriptions, having plans to accommodate those with unique needs, and employing diverse interview panels also should be considered.

Budget Allocation for DEI Initiatives

67%

Over two-thirds of organizations are maintaining or increasing their DEI budgets, allowing for the development and implementation of DEI initiatives.

Successful implementation of DEI initiatives requires sustained effort and investment over time together with ongoing support and leadership involvement.



Leadership Development and Training

To cultivate an inclusive leadership culture, organizations should implement **targeted training programs** and continuous training for leaders on topics such as unconscious bias and cultural competency. This could also include **mentorship opportunities** to identify and nurture talent from underrepresented groups.

Performance Evaluation Transparency

Promoting **transparency in performance evaluations** ensures fair performance management practices. Clearly defined and objective performance criteria help create an environment where employees are evaluated based on their contributions and achievements.

Inclusive Onboarding Programs

Organizations should create **inclusive onboarding programs** that assign mentors, offer cultural competency training, and provide access to essential resources that will help new employees feel valued and included from the start.





Employee Resource Groups

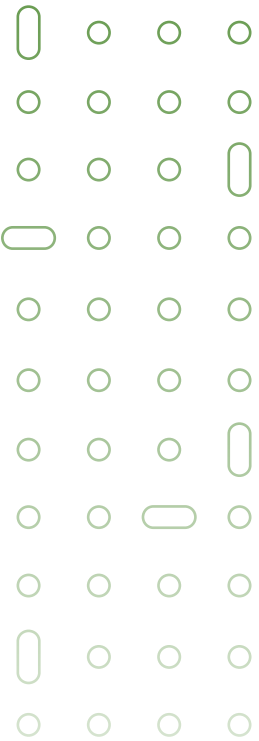
Establishing and supporting **Employee Resource Groups (ERGs)** further strengthens inclusivity by offering a sense of community and a platform for diverse voices. ERGs allow employees to connect with others who share similar backgrounds or experiences.

Regular Diversity and Inclusion Surveys

Organizations should consider implementing regular **diversity and inclusion surveys** to obtain feedback for continuous improvement and allow them to adapt and refine their strategies based on employee experiences and perceptions.

For a more in depth look at how SHL supports DEI practices internally and externally, see [**SHL's Commitment to Diversity, Equity, and Inclusion.**](#)





SHL brings powerful and transparent AI technology, data science, and objectivity to help companies attract, develop, and grow the workforce they need to succeed in the digital era.

We empower talent strategies to unlock the full potential of your greatest asset—people.



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