

CREATE A DIVERSE, EQUITABLE AND INCLUSIVE WORKPLACE AND VALUE CHAIN



Fostering work environments and markets in which all individuals are empowered to participate, prosper and reach their full potential

The need for business action

Work plays a fundamental role in determining the levels of income, wealth and wellbeing people are able to achieve – not only for the workers themselves but also for their families. Today, many people face limited opportunities, both in accessing work and in the workplace, based on their personal characteristics and backgrounds. Business accounts for 80% of all jobs worldwide and can play a critical role in providing equitable access to work and the opportunities that come with it.

77 cents

The amount that women earn for every dollar earned by men

73 cents

The amount Black Americans earn for every dollar earned by white peers

Catalyzing business action

Key business actions to create a diverse, equitable and inclusive workplace and value chain include:

1 **Establishing diverse representation, equitable outcomes and an inclusive environment at all levels of the organization**

This requires building an equitable talent journey, ensuring pay and benefits equity, and fostering an inclusive culture.

2 **Embedding Diversity, Equity and Inclusion (DEI) in the supply chain**

Diversifying the supply chain can include efforts to encourage and support suppliers to engage in their own DEI programs, as well as efforts to source from suppliers owned or operated by underrepresented groups.

3 **Supporting DEI in the marketplace and across communities**

Companies can promote inclusion through the products, marketing campaigns and customer experiences they deliver. They can also advocate for equity in the broader ecosystem in which they operate.

The business case

Diverse, equitable and inclusive workplaces and value chains are an important source of competitive advantage for several reasons:



Enhanced performance: Numerous studies show that organizations with strong DEI practices ingrained into their culture and purpose outperform their peers.



Access to capital: DEI indicators are increasingly gaining traction in the investor community as core components of environmental, social and governance (ESG) disclosure and ratings.



Connecting with consumers: Brands with diverse, inclusive and socially conscious marketing strategies can build stronger long-term relationships with consumers.

86%

of job seekers want to work for companies that value diversity, equity and inclusion

87%

of the time, diverse teams, managed inclusively, make better decisions



Attracting and retaining talent: At a time when many organizations are facing unprecedented labor shortages, DEI policies can significantly strengthen the employee value proposition.