

The Case for DEIB Programmes

Employers face many overlapping workplace challenges, including attraction and retention, workplace culture, employee productivity and more. Today, many employers are exploring diversity, equity, inclusion and belonging (DEIB) programmes, which can play a vital role in these workplace factors.

While many larger organisations may already pursue diversity, equity and inclusion (DEI) efforts, many smaller employers are new to formally exploring such initiatives. In recent years, savvy employers are also rethinking their strategies and adding a renewed focus on belonging.



Diversity represents the range of human demographic differences, such as race, religion, gender, sexual orientation, age, physical ability and neurodiversity.



Equity in the workplace refers to fair treatment in access, opportunity and advancement for all employees.



Inclusion refers to a cultural and environmental feeling of belonging; it's how welcome, comfortable and valued an employee feels at work.



Belonging is the experience of employees being wholly accepted and included by those around them.

When employees have a strong sense of belonging, 31% are more engaged, 22% show increased resilience and 37% have greater job satisfaction, according to a survey by coaching platform BetterUp.



Potential Advantages of DEIB in the Workplace

Employers often explore DEIB programmes intending to seek the following benefits:



Improved employee performance



Boosted employee engagement



Reduced employee absenteeism



Decreased employee turnover



Strengthened workplace culture



Elevated employer branding

Younger generations are **demanding employer action on DEI.**

According to a recent YouGov survey, **78%** of 18- to 24-year-olds said that diversity and inclusion are important to them when searching for a job.

Common DEIB Initiatives

DEIB programmes are intended to meet employee desires and help solve business challenges. Employers explore these programmes to create a workplace where employees of all backgrounds can be included, feel they belong, be treated fairly, and positively contribute to the organisation. These programmes can also help retain, attract and equip workers to feel at home and positively contribute on a day-to-day basis.

Here are some common examples of DEIB initiatives:

Learning and development programmes	Employee resource groups (ERGs)	Mentoring opportunities	Re-evaluating workplace policies
DEIB training	Attraction and retention strategies	Corporate social responsibility (CSR)	Environmental, social and governance (ESG)

Employers may wish to consult with a legal professional before updating policies or implementing any workplace initiatives. Contact us for more information about DEIB in the workplace.