

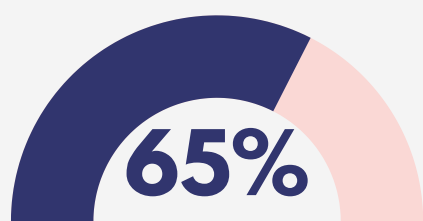
BENEFITS OF DIVERSITY

Diversity and inclusion make good business sense because they deliver a range of positive organisational, team and individual outcomes. A diverse and inclusive workplace is linked to improved profit and performance, innovation, creativity, talent management, engagement and wellbeing.

SUPPORT FOR INCLUSION



Three out of four Australian workers support their organisation taking action to create a workplace which is diverse and inclusive



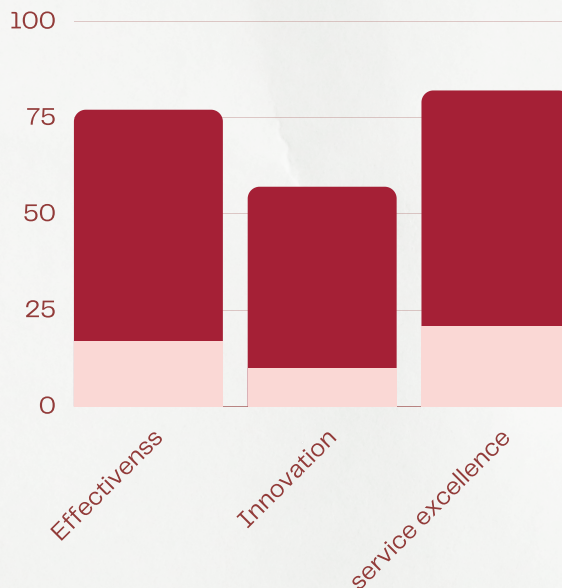
JOB SATISFACTION

65% of workers in inclusive organisations were satisfied with their job, compared to just 12% of workers in non-inclusive organisations

EFFECTIVENESS & INNOVATION

Workers in inclusive organisational cultures are:

- 3x more likely to agree that their team always work together effectively
- 5x more likely to indicate that their team always look for innovations
- 3x more likely to indicate their team provides excellent customer/client service



3x RETENTION

Workers in inclusive organisational cultures are 3x less likely to look for another job in the next year

BENEFITS FOR ALL

When organisations take action to create a more diverse and inclusive workplace, it benefits everyone. Similar proportions of workers with and without disability were very satisfied with their jobs (**45% workers with disability, 51% workers without disability**).

Both were significantly more satisfied in business where diversity and inclusion action was being taken (**18% workers with disability, 25% workers without disability**).

References

htDiversity Council Australia (O'Leary, J. and D'Almada-Remedios, R.) DCA-Suncorp Inclusion@Work Index 2019-2020: Mapping the State of Inclusion in the Australian Workforce, Sydney, Diversity Council Australia, 2019