

senior leaders value proposition for including D&I in business strategy.



values

What value can be derived from having a diverse and inclusive organisation?

- Financial performance
- Better understanding of customers
- Higher customer satisfaction
- Better decision making and team performance
- Improved innovation/creativity
- Better governance and board oversight
- Improved brand equity



challenges

What challenges can be addressed by having a diverse and inclusive organisation?

- Attraction of talent
- Retention of talent
- Employee engagement
- Employee productivity



risks

What are the risks when organisations are not diverse and inclusive?

- People do not voice concerns
- Group think
- Reputational damage
- Unethical behaviour
- Discrimination claims
- Inability to meet the needs of minority groups in Ireland
- Inability to meet diversity procurement/supplier requirements

randstad's inclusion and wellbeing business case.

Inclusion and Wellbeing interventions are key elements in Randstad's progressive People Plan as we recognised:

- It's an essential element of being a successful organisation, both commercially and as a responsible and supportive employer
- The war on talent: attracting, retaining and nurturing our diverse talent whilst competing against competitors
- Fostering a culture of innovation to solving the important complex problems our client are facing today and into the future
- Becoming an increasing priority for governments globally
- Challenges of ways of working following Covid:19 on employee wellbeing, sense of belonging and work life balance
- Compassionate leadership – balancing people and business priorities
- Client expectations against developing high performance teams where wellbeing is supported
- Recognition of the impact of culture, people transformation and more inclusive teams to business innovation

Women are 20% less likely than straight white men to win endorsement for their ideas; BAME people are 24% less likely; and LGBTQs are 21% less likely.

15% of the global population lives with a disability – that's over 1 billion people.

85% of CEOs whose organisations have a D&I strategy say it has enhanced business performance. 77% say it has enhanced customer satisfaction.

It is estimated that 1 in 9 people are currently caring for someone who is older, disabled or seriously ill. Moreover, 42% of carers are men.

The World Economic Forum have estimated that based on current progress gender parity/equality is 217 years away.

86% of female and 74% of male millennials say an employer's policy on diversity and inclusion is important to them when deciding where to work.

what we need from our leaders to create an inclusive workplace.



What we need from our leaders:

- Actively role model the organisation's values and inclusive ways of working e.g. be aware of the diversity of thought within your team and encourage constructive challenge and views from all members of the team.
- Think about who you advocate for and provide opportunities to within your teams, are they representative of our clients and do they represent diverse of thought and backgrounds?
- Encourage your teams to establish employees network groups for diversity and show your support by attending and speaking at events.
- Set up a network of leaders in your business area and challenge each other to build a truly inclusive workplace.
- Start your next team meeting with a 'wellbeing moment' e.g. do a wellbeing check-in on a scale off 1-10 at the end of each meeting with all individuals in the team – just sharing how people are is hugely impactful for creating a culture where people felt able to discuss wellbeing.
- Ensure all line managers and your people have completed the mandatory Inclusion and Wellbeing e-learning training modules.
- Promote awareness raising, the use of support tools available and your team's learning more about inclusion and wellbeing.
- Practice self-awareness and be open minded. This includes knowing individual strengths, values and convictions, as well as limitations, fears, stereotypes and prejudices, we all have them!
- Call out bad behaviours and don't be afraid to be curious about what individuals in you team feel creates an inclusive workplace.