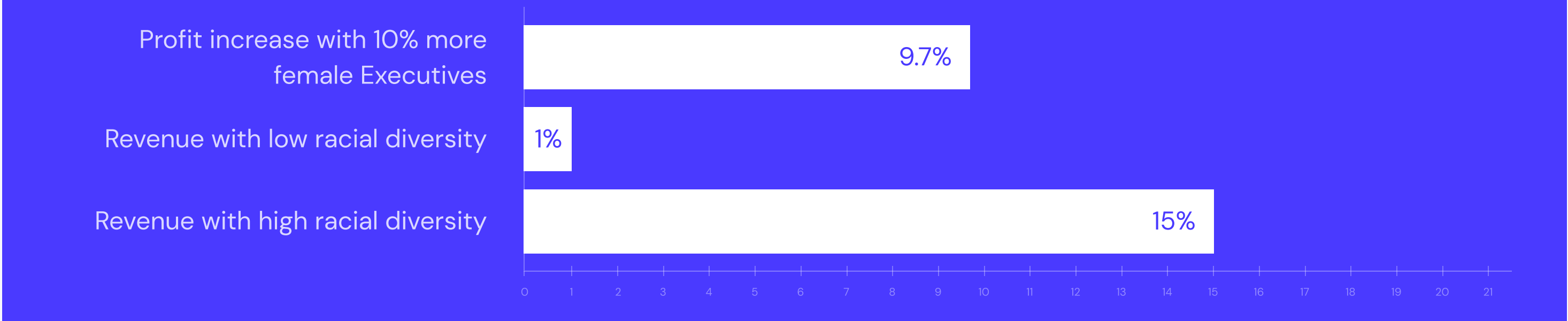




Optimizing Talent & Culture for Better Returns


Infographic

Impact of Diverse Teams on Revenue & Profit

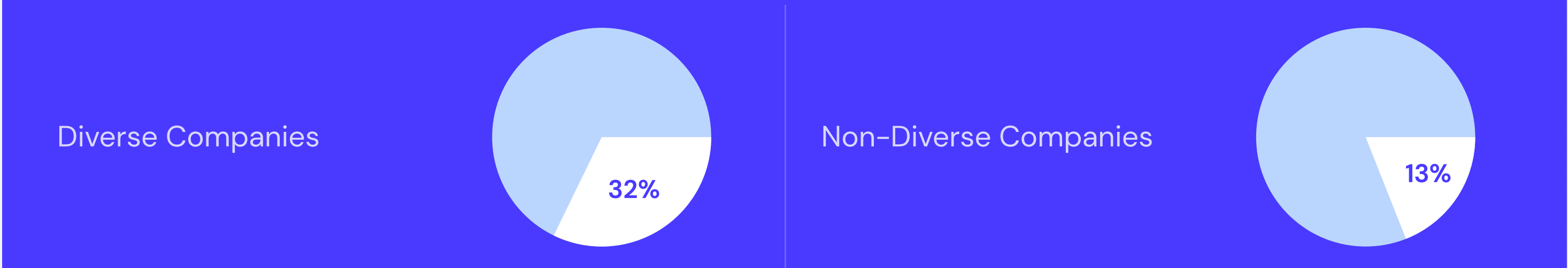



**Profit**
9.7% more profit with a 10% increase in female executives
Science Daily & HBR


**Profit**
15x more revenue with racial diversity
Science Daily & HBR

**Profit**
More sales revenue is generated by companies with the highest amount of racial diversity compared to those with lower levels of racial diversity.

Revenue from Innovation

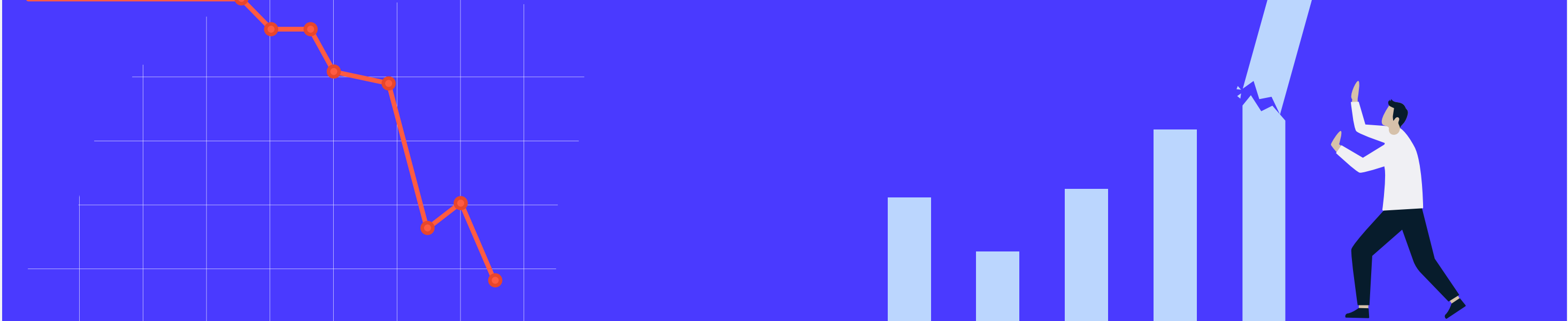



**Revenue**
19% higher innovation revenue in diverse companies
BCG


**Revenue**
9% higher EBIT margins in diverse companies
BCG


**Revenue**
Companies that foster diversity are likely to be more innovative, leading to higher revenue streams from new products, services, or ideas.

The Cost of Ignoring Culture and Inclusion




**Cost**
3.1% market cap drop in 3 days
Companies see an average drop of 3.1% in market cap within 3 days of a ‘bad behaviour’ scandal.
HBR


**Cost**
\$1.4 Billion avg loss in shareholder value
Due to sexual harassment and other scandals.
Big Business Bias

**Cost**
\$2.7 Billion in Litigation Penalties
Since 2000, Fortune 1000 companies have paid \$2.7B in litigation penalties across discrimination and harassment lawsuits based on gender, race, national origin, age, or disability on disclosed cases alone. Majority of verdicts and settlements are undisclosed.
Big Business Bias

Workplace Benefits



**Decision-Making**
58% better decision-making in diverse teams
Diverse teams were better at pricing stocks correctly in simulated markets compared to homogenous teams.
HBR

**Turnover**
22% lower turnover in inclusive companies
Recruiting, retaining, and advancing diverse top talent is critical to remaining competitive. Companies with inclusive cultures have 22% lower turnover rates.
Deloitte