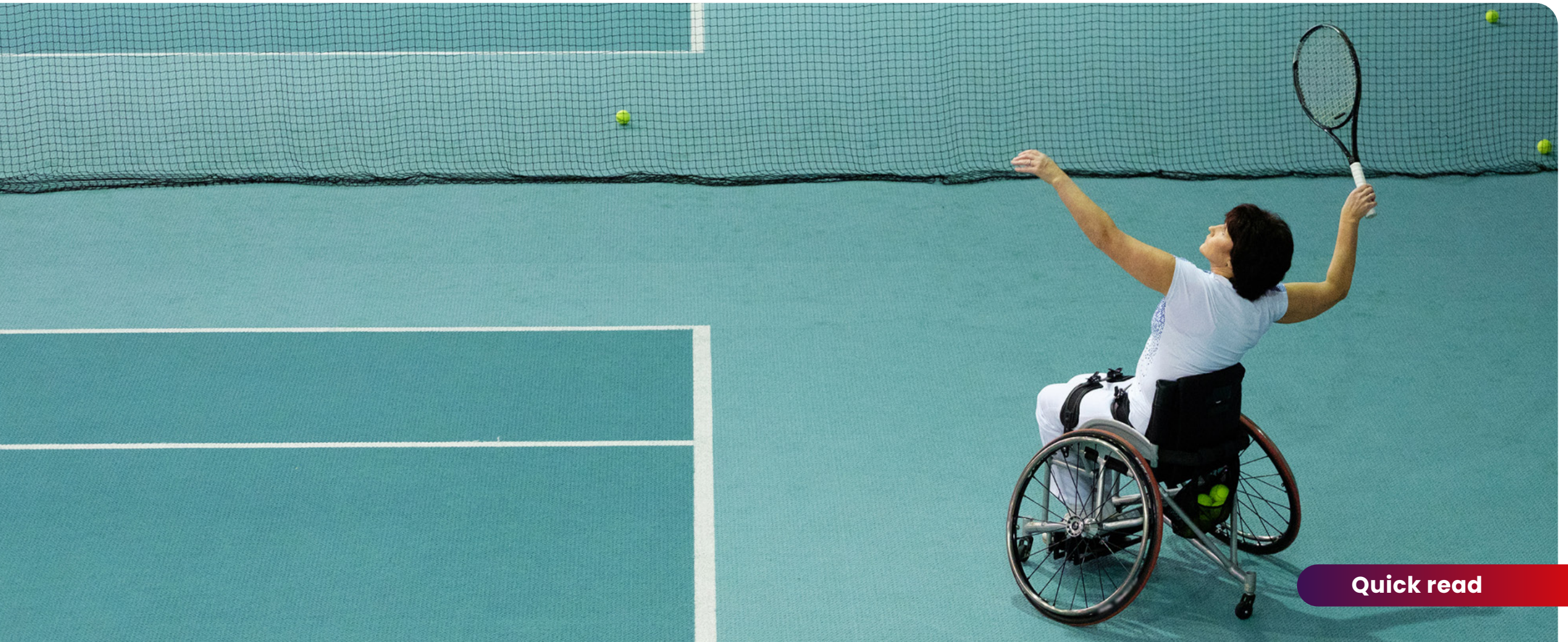


Quick read

# DEI and Wellbeing – what to do for your organisation



Quick read



Out of the stress and chaos over the last few years, a social justice revolution gained momentum, bringing much-needed attention to the systemic issues that inhibits minority groups from fully accessing or participating in opportunities available to their non-minority counterparts. Institutions across the country have pledged their support for racial justice, citing Diversity, Equity and Inclusion (DE&I) as their top priority. But real change requires more than a statement of solidarity – organisations must address the inequities within their own culture and take purposeful, educated steps to combat them. The health and wellbeing of workforces and businesses depend on it.





Diversity, equity and inclusion lead to better business outcomes, but they can't exist in silos.

These three concepts are integral to meaningful progress and lasting change. Organisations that successfully establish a diverse, inclusive and equitable culture can expect to see significant wins for themselves and their employees.

—  
**33%**

more industry-leading profits

—  
**£24 BN**

in increased income when having a complete representation of BAME individuals

—  
**36%**

more likely to have financial returns that are above average for the industry.







# Why DEI in the workplace matters

Performance improves when all employees feel valued. Feeling like you belong to a group is key to building social networks and improving one’s overall sense of wellbeing. When organisational leaders work towards creating inclusive teams that ensure individuals feel included in the workplace culture, employee productivity, creativity and health thrive.



1.7

times more likely to be  
innovation leaders



87%

of the time make better  
business decisions



76%

of workers report that a diverse  
workforce is an important factor  
when evaluating companies  
and job offers

## Driving employee satisfaction

Beyond improving work performance, individuals who feel included and supported are more likely to engage in healthy behaviors, strive for self-improvement, avoid habits that may be detrimental to one’s overall health, build resilience and work harder to complete a challenging task, both in and outside of work.

What’s more, creating an inclusive and diverse workplace culture that focuses on equity rather than simply equality is important for attracting and retaining top talent.



32%

would not apply to a job where there is a lack of diversity among its workforce



66%

of employees and job seekers trust employees the most when it comes to understanding what diversity & inclusion really looks like at a company



83%

of millennials are more likely to be engaged at work at inclusive companies

## Total wellbeing is totally essential

When it comes to workplace wellbeing, a one-size-fits-all approach will not work. Organisations need to step up and be mindful of employees with different needs and backgrounds. There are several reasons why your digital wellbeing programme may be running into a roadblock. You should be mindful and considerate of employees’ age, economic status and other socioeconomic differences, all of which can impact accessibility. A personalised approach is vital, and that is not only centred around the content they consume.

Numbers from Deloitte’s Global Human Trends Capital Report indicate a positive correlation between diversity and inclusion in a workplace and employee engagement. Research has shown that better DEI practices increased by 74%, leading to an upturn in better engagement, performance, and profits.



# Changing lives for good.®

Discover in depth to understand why it's essential to understand the social determinants of health and how an inclusive wellbeing strategy can work for you.

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