

A Positive DEI Climate Advances All Strategic Objectives



Diversity in a Positive DEI Climate

Affects Every Aspect of Your Organization's Functioning

- ✓ Enhanced creativity & cognitive flexibility
- ✓ Improved problem solving
- ✓ Improved care for diverse patients
- ✓ Increased employee commitment and engagement
- ✓ Increased flexibility and adaptation to:
 - New ways of working
 - Rapidly changing technology
 - Changing organizational structure, size, and funding contingencies
 - An increasingly diverse population



Diversity and Financial Performance

McKinsey & Colleagues (2014)

At the Leader Level:

- ✓ Organizations in the top quartile for gender diversity are 15% more likely to have financial returns above their national industry median.
- ✓ Organizations in the top quartile for racial / ethnic diversity are 30% more likely to have financial returns above their national industry median.



Diversity and Financial Performance

Gompers and Kovvali (2018)

- ✓ Study of venture capital – the success rate of acquisitions and IPOs was 11.5% lower, on average, for investments by partners with shared school backgrounds than for those by partners from different schools.
- ✓ Shared ethnicity *reduced* an investment's comparative success rate by 26.4% to 32.2%..

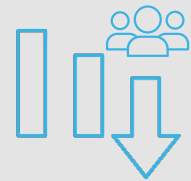
“Thriving in a highly uncertain competitive environment requires creative thinking in those areas, and the diverse collaborators were better equipped to deliver it.”



Diversity in a Negative DEI Climate

Affects Every Aspect of Your Organization's Functioning

A poor IDE climate can lead to:



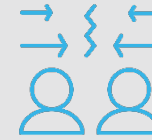
Under-performing teams



Lower employee commitment and engagement



Increased conflict



Communication barriers



Difficulty adapting to changing conditions