

THREE WHAT'S



Valuing Diversity

What

How does your boardroom look? If it's male, pale, frail and stale then it's time to feel uncomfortable about it. Your organisation will thrive on diversity.

Companies that value diversity *"have achieved 28% higher revenue, doubled their net income, and earned 30% higher profit margins"* than their competitors. In contrast, organisations that fail to prioritize diversity and inclusion don't remain competitive.

So What?

Championing diversity is simply doing what's right. If it's disruptive for you and others then maybe it needs to be. One US study found that an increase in racial diversity of one standard deviation increased productivity by more than 25 per cent in legal services, health services and finance.

When an individual suffers because of his or her perceived differences then the organisation suffers too. Diversity promotes multiple perspectives, builds social cohesion and leads away from confirmation bias towards a fairer reflection of society.

Now What?

Our ThreeWhats Valuing Diversity Strategy for leaders, managers and decision-makers gives you and your organisation seven steps. Each step is explained in our Playbook and comes with the tools to help you.

1. Scan your environment
2. Audit what exists then Assess what is needed
3. Engage with your people
4. Nudge the thinking
5. Intervene to redress
6. Support for success
7. Advocate inclusivity

Our ThreeWhats Playbook on Valuing Diversity provides you with seven steps with guidelines on each. We also provide sources and research evidence for all our guidance.