



## Diversity, Equity and Inclusion - DEI At a glance

DEI is not just about having a diverse workforce — it's also about creating an inclusive culture where everyone feels valued and supported.

**Improved business outcomes:** DEI can help organisations attract and retain top talent, expand into new markets, and build strong relationships with customers and stakeholders. It can also lead to better decision-making, increased creativity, and more innovative solutions.

**Enhanced employee engagement and retention:** DEI helps to create a workplace environment where everyone feels valued, respected, and included. This can lead to increased employee engagement, job satisfaction, and retention.

**Social justice and fairness:** DEI promotes fairness and social justice by ensuring that everyone has equal access to opportunities, resources, and outcomes, regardless of their background or identity. It helps to address systemic barriers and inequalities that may exist based on a person's identity.

DEI will effectively benefit from the use of DISC, HOW Index® behaviour assessments and WHY Index® motivational assessments because they help to measure and understand the impact of DEI efforts on individual behaviour and motivation.

DISC, HOW Index® can help assess an individual's behaviours and actions related to promoting DEI, fostering creativity and innovation, enhancing employee engagement and retention, improving customer satisfaction and loyalty, and driving business growth and success.

WHY Index® can help assess an individual's underlying values and motivations related to these same factors. By using these assessments, individuals and organizations can gain insight into their strengths and areas for improvement, identify opportunities for growth and development, and create strategies for promoting DEI in their workplaces and communities.

For a more comprehensive description, please request the **Diversity, Equity and Inclusion - DEI White Paper**.

