

An illustration of several hands of various skin tones (dark brown, light brown, tan, and dark grey) reaching towards the center of the frame. The hands are positioned around the perimeter, with some wearing accessories like a watch, a ring, or a bracelet. The background is a solid dark blue.

# WHY ARE DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY IMPORTANT IN ORGANIZATIONS?





The events of 2020, directly and indirectly, changed us all. Organizations were challenged to rethink how they served their stakeholders, and concurrently, employees began to focus on how the world of work meaningfully fit into their lives. As a result, today, we have an amplified focus on diversity, equity, inclusion, and accessibility with no signs of it dissipating; however, many organizations have yet to put in motion sustainable methods to achieve meaningful progress over time. It's not only vital that we ensure our communities are diverse and foster a culture of inclusion through equitable practices, but we want aspects of the organization accessible to all so that each person feels they can comfortably share, learn, and contribute. Below are five reasons we believe DEIA in the workplace is essential.

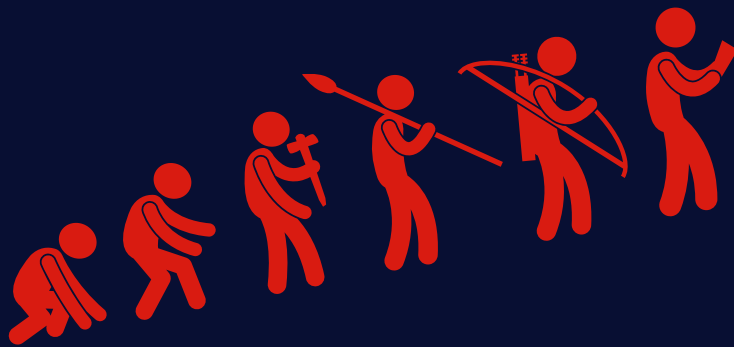


**AS PEOPLE EVOLVE,  
SO MUST THE  
WORKPLACE.**



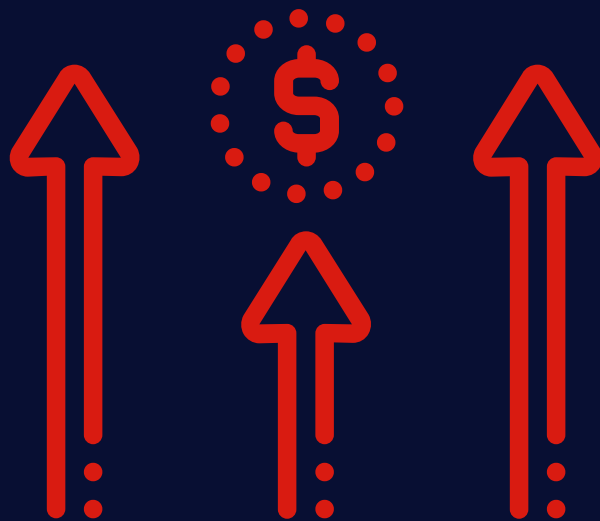


The foundation for any great organization is its people and the people it serves. The CDC notes there are currently 61 million adults in the US who live with a disability, and one out of every six Gen Z adults identifies as LGBTQ+. The world is changing and if you want your organization to survive, embracing the melting pop of diversity is a must.



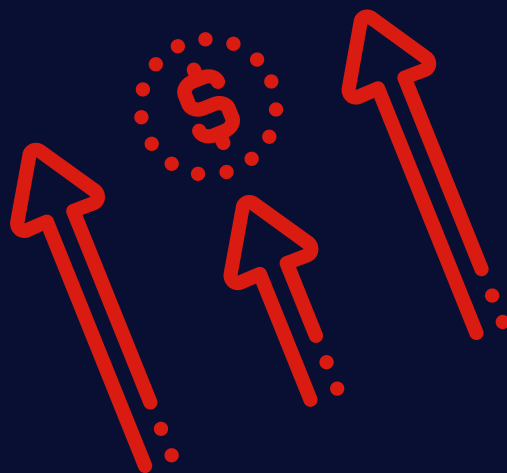


**IT'S A STRATEGIC  
ADVANTAGE FOR  
ORGANIZATIONS.**



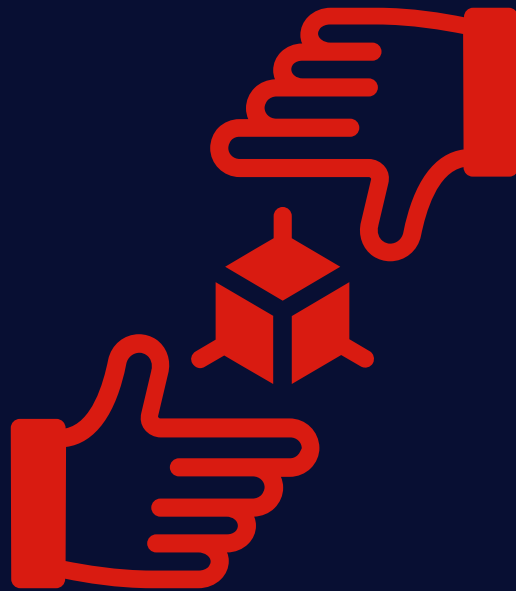


Multiple studies find that companies with diverse workforces, leadership, and/or boards are likely to produce anywhere from 30% - 70% more business than others.



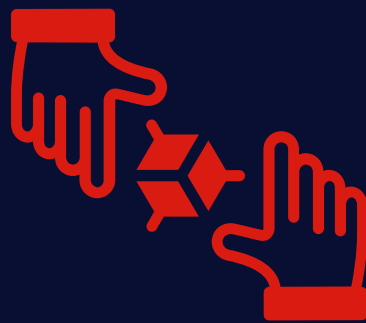


# **GREATER DEPTH OF EXPERIENCES AND PERSPECTIVES.**





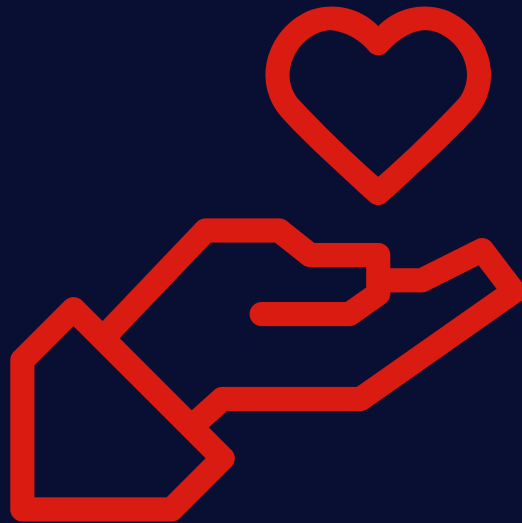
Diversity allows for a more remarkable ability to relate, understand, and predict the challenges and needs of employees and other stakeholders. The multichannel experiences of diverse populations help facilitate creative thoughts and innovation. Diversity is proven to eliminate the hive mind and produce meaningfully creative outcomes than a singular thought. Problems are solved faster and with more productivity.







**ORGANIZATIONS  
NEED TO STAND FOR  
SOMETHING  
MEANINGFUL.**



[Empactus.org](http://Empactus.org)



As communities evolve, external stakeholders want to contribute to companies and employees and want to work for companies that not just talk about change but execute on it. Small Business Trends notes that 71% of consumers prefer to buy from companies that align with the values. While a Deloitte survey notes 80% of employees want to work for inclusive companies. The pictures you use online, the words you use in job descriptions, and the movements/non-profits you support create transparency around your commitment.



[Empactus.org](https://Empactus.org)



**IT'S THE  
RIGHT THING  
TO DO.**



[Empactus.org](https://Empactus.org)



Through organizational-wide actions, you have the opportunity to socially and economically transform global communities and elevate humanity. For so long, we've required people to conform to the characteristics of the business. What happens when the company puts people first and leverages the traits of its people?



Are you ready to evolve your organization? Let us empact you. [CLICK HERE](#) and sign up for a complimentary consultation.



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