

The Business Case for Inclusion and Diversity - McKinsey

The relationship between diversity and business performance exists.

Statistically significant correlation between a more diverse leadership team and financial outperformance.

Leadership roles matter.

Companies in top quartile for gender diversity on executive teams were 21% more likely to outperform on profitability and 27% more likely to have superior value creation.

It's not just gender.

Companies in top quartile for ethnic diversity on executive teams were 33% more likely to have industry-leading profitability.

There is a penalty for opting out.

Companies in bottom quartile for both gender and ethnic diversity were 29% less likely to achieve above-average profitability.