

# United in Differences, Unlocking Potential

## Diversity Equity Inclusion

The characteristics of people that make them unique.

The quality of being fair and just.

The state where people feel integrated and heard in all organizational policies and practices.

### Why we Need an Inclusive Culture

Effective Diversity benefits employees and organizations—starting from the minute you hire people in your company through managing and developing them.

#### 3 Key Advantages to an Inclusive Culture:



**Wider talent funnel**



**Healthier work environment**



**Better business outcomes**

Despite more than

**80%** 

of organizations say that diversity and inclusion are important, only

**30%** 

of organizations rated themselves highly for the critical signs of an inclusive culture.

There are **unconscious biases** that hinder DEI efforts.

#### DEI Strategy Success Requires a Holistic Approach that Includes:



##### 1. People

Conduct continuous training to reduce unconscious biases



##### 2. Process

Weave DEI initiatives in the entire employee life cycle from recruitment to talent review and succession planning.



##### 3. Technology

Technology helps reduce biases and improve accuracy and objectivity.

### How SHL Can Help You Build an Inclusive Culture

We build an unmatched portfolio of products, backed with years of science and research, which delivers the needed data-driven people insights for your talent acquisition and talent management processes.

Our transformative talent solutions help you to:

**1**

**Broaden your talent pipeline**

**2**

**Reduce unconscious biases**

**3**

**Increase speed and consistency**

**4**

**Make better and more accurate talent decisions**

**5**

**Create an experience based on science for better outcomes**

Find out how SHL can help revolutionize your people, process, and technology on your mission towards an inclusive future.

Start your journey now  
[shl.com/en/contact/get-started](https://shl.com/en/contact/get-started)

**SHL.**