

Global Industry Report on Impact of Employee Engagement driving Diversity and Inclusion

In-depth research on promoting diversity and Inclusion programs by incorporating different employee engagement and wellness strategies



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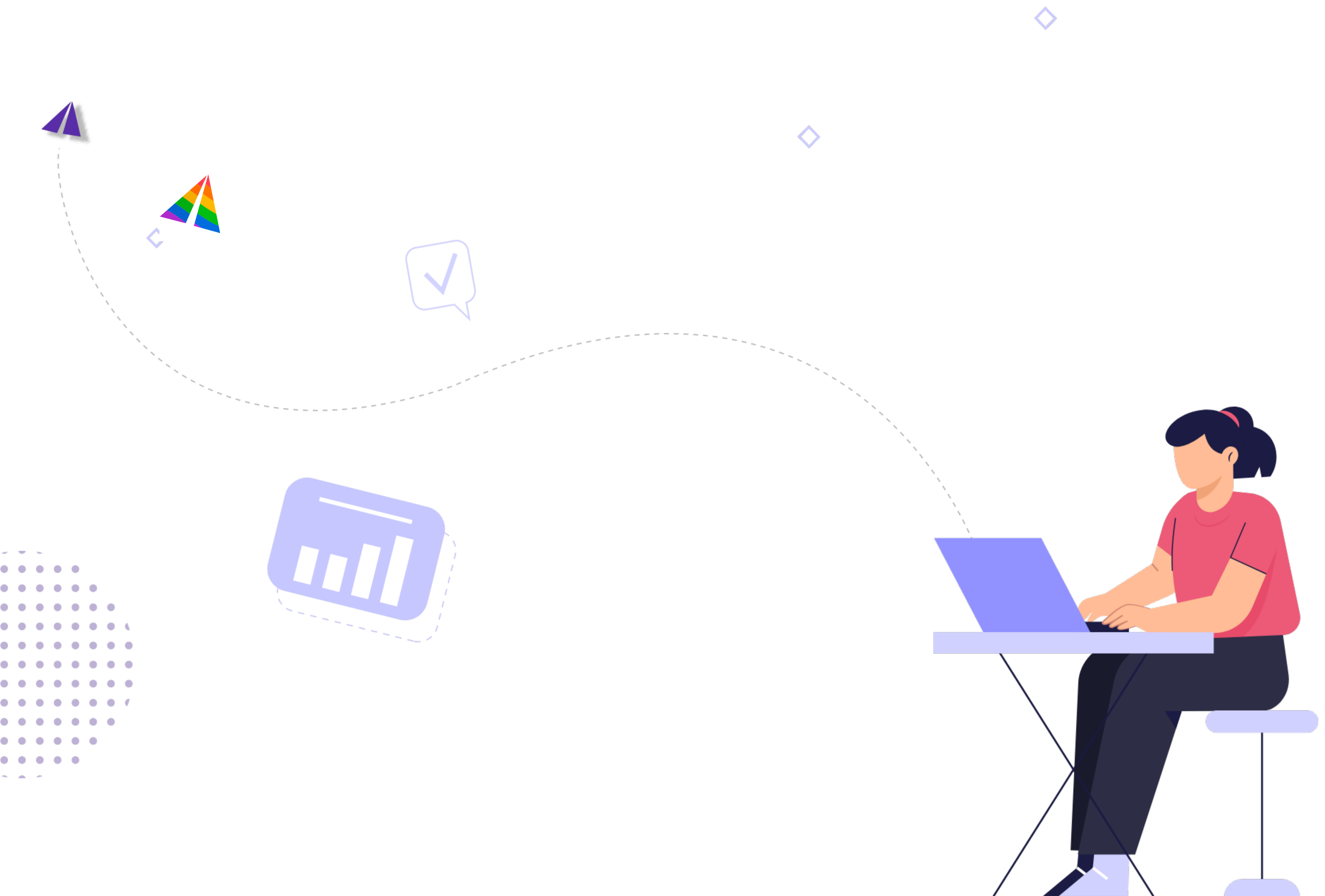
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EXECUTIVE SUMMARY

Diversity and inclusion (D&I) have become a buzz topic amidst small and large businesses over the recent years. Every company must focus and implement D&I programs to capture new markets, gain higher profits and financial returns. And the best way to do- by adopting fair and equal recognition programs.

This report primarily talks about the importance and impact of employee recognition and how it improves diversity and inclusion in the workplace. You might be wondering what relevance these terms have in a business context and why it is important for organizational success and employee engagement? This report has the answer to the question above.

According to [Gallup](#), gender-diverse companies strengthen a company's financial performance, employee engagement, and retention. Indeed, diversity and inclusion play a major role in a company's success.

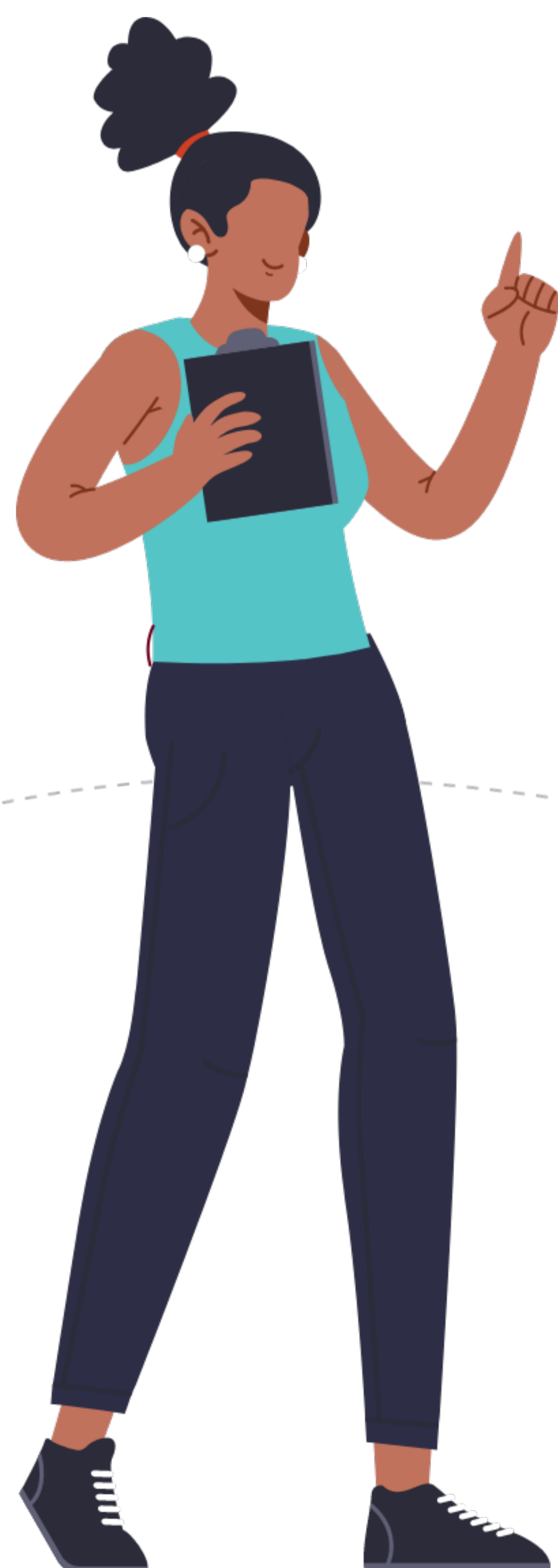


OBJECTIVES



The prime objectives of this report are:

- To highlight the prominence of D&I towards having an engaged workforce
- To highlight the positive impact of employee recognition on promoting diversity and inclusion
- To understand the priority of implementing D&I in a workplace



METHODOLOGY



The statistics gathered during a **2021 Virtual Conclave** themed on "**The World of Work needs HR**" were factored into the formation of this report. The responses for the study were gathered from various professional networking platforms.

The completion of the report comprises of around 347 responses from various industries across the globe. The respondents are primarily employees of multiple races, ethnicities, genders, and designations.

The questionnaire had close-ended and open-ended questions that revolved around the importance of employee engagement and recognition and how it attracts diversity and inclusion.

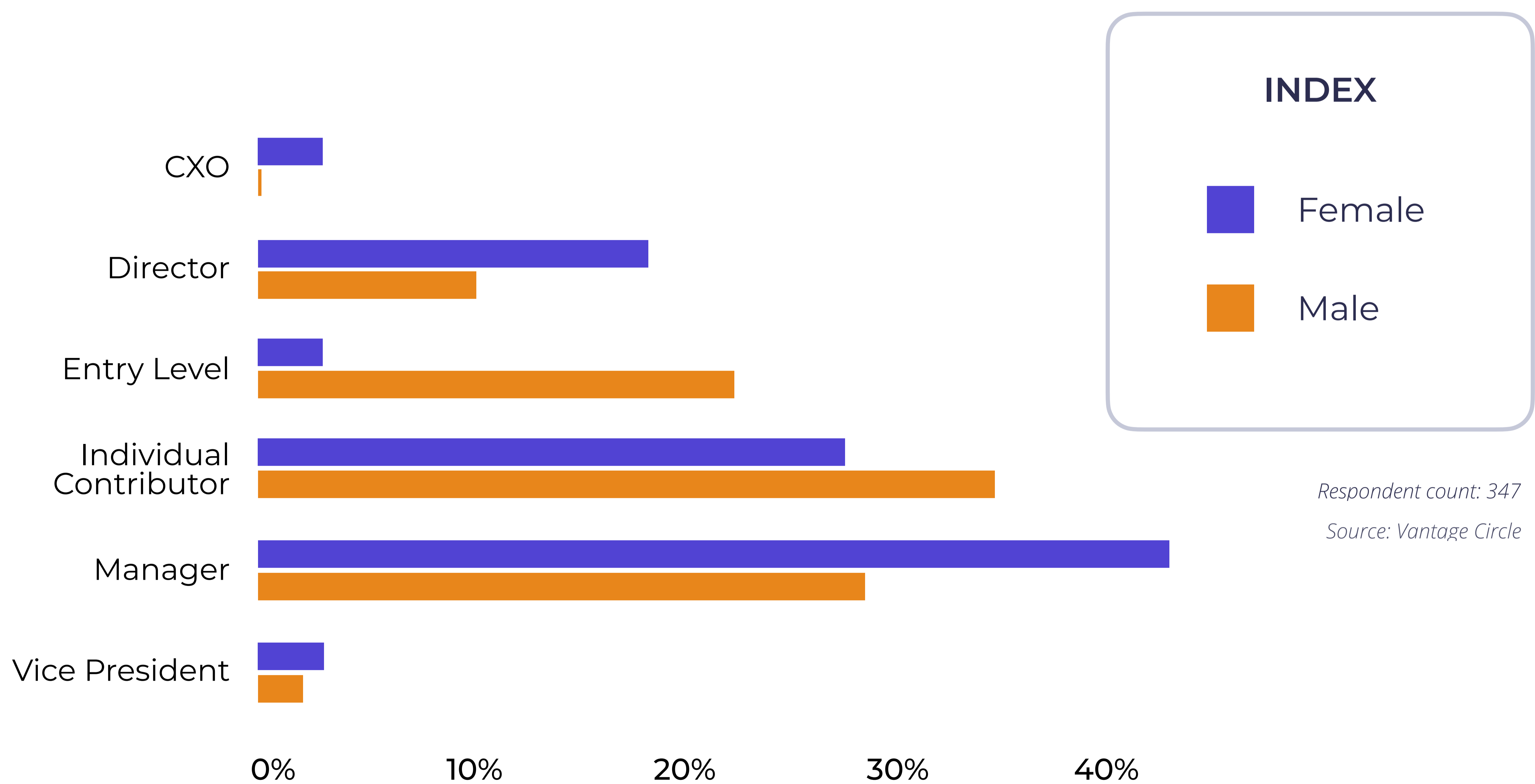


Exhibit (a)- Data highlighting designations of male and female respondents

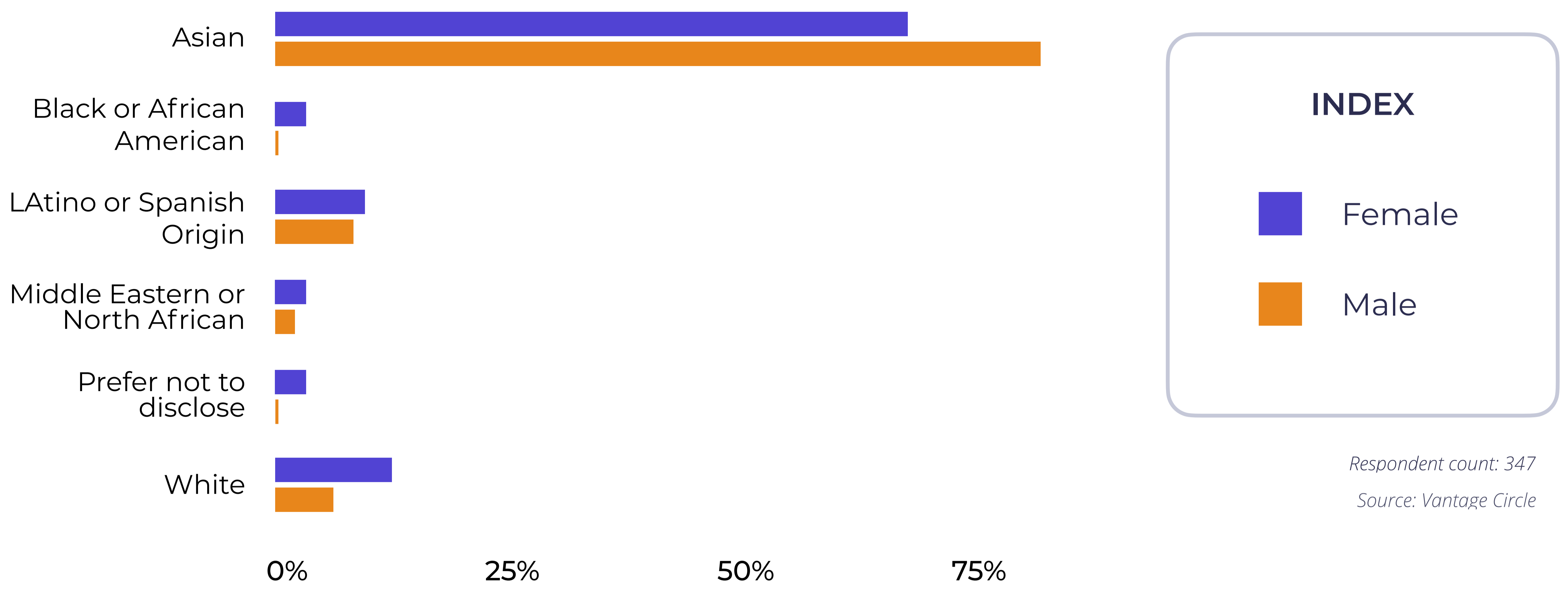


Exhibit (b)- Data showcasing respondents' race/ethnicity



KEY FINDINGS

44%

of the respondents believe that lack of awareness about D&I is a major barrier while strategizing D&I policies in the workplace.



54%

of respondents believe having a digitalized employee engagement platform that promotes interaction amongst employees helps in boosting D&I in the workplace.



50%

of the top-level management professionals encourage active participation in virtual wellness programs for enhanced diversity and inclusion.



50%

of the top-level management said timely and agile recognition makes a workplace diverse and inclusive.



45%

of respondents said tracking employee performance and recognizing employees help retain diverse and inclusive talent.



INTRODUCTION

A [Gallup](#) report says companies with above-average gender diversity and employee engagement levels outperform other companies by **46%** to **58%**.

A diverse and inclusive culture is an important factor because it makes every employee feel valued, respected, and honored irrespective of their gender, race, caste, etc. It is not only about acceptance, but it is also beneficial for your company's bottom line.

It is evident, companies with better diversity and inclusion policies always reach the pinnacle of success compared to companies that fail to recruit and recognize a wide range of diverse talents.

This implies that D&I and employee engagement are interconnected, and organizations must start giving importance to their employee engagement strategies.



Equal and unbiased recognition is an added value towards creating a diverse and inclusive workforce. When leaders appreciate every action, contribution, attitude and accomplishment irrespective of peoples' identity, we take a step towards workplace equity.

— **Partha Neog**
CEO, Vantage Circle



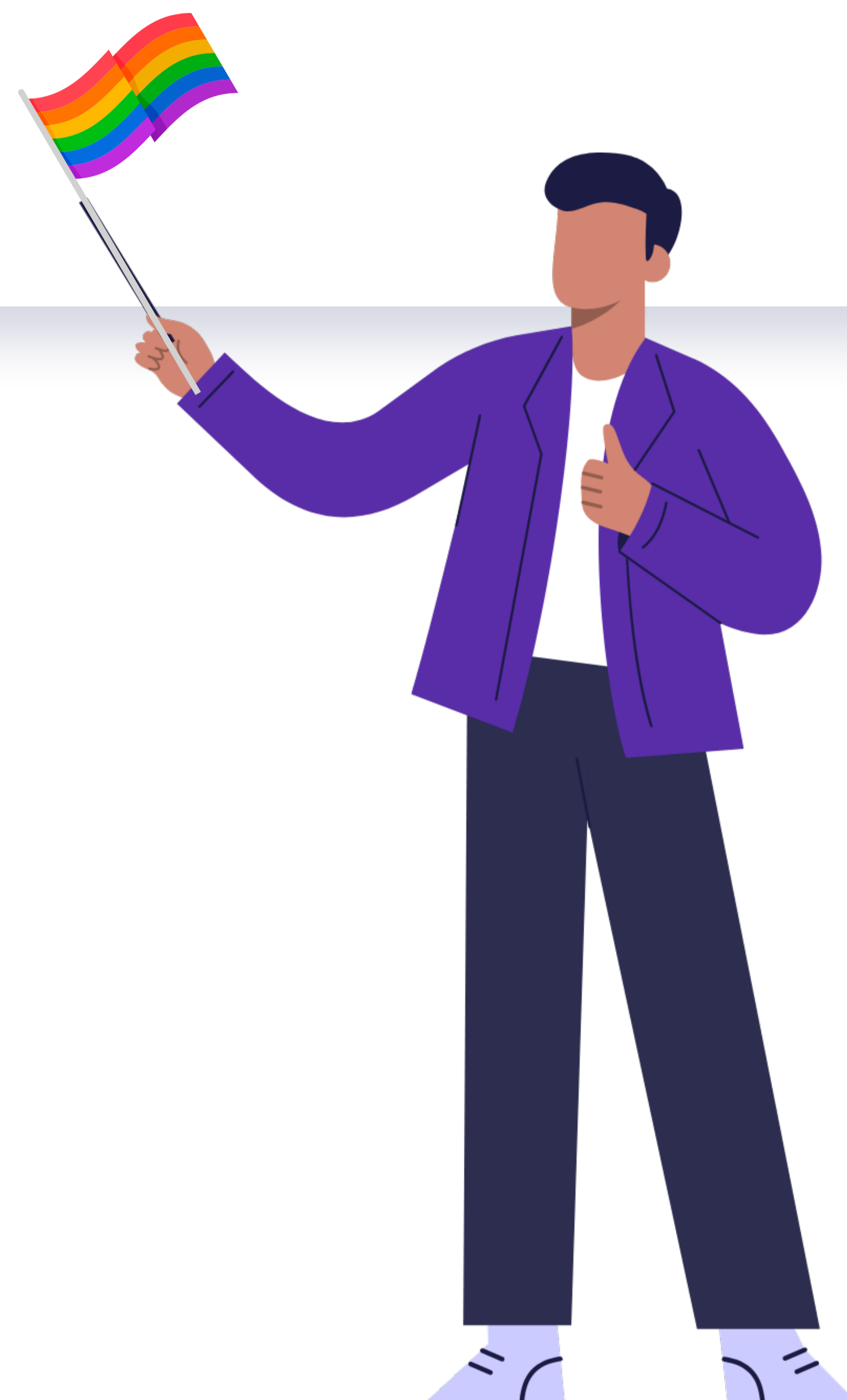
WHAT IS DIVERSITY AND INCLUSION IN THE WORKPLACE?

Workplace diversity refers to who is at work, and who you recruit, hire, promote, recognize, and how you practice equality in the workplace. In simple words, diversity represents underrepresented groups in a company's workforce. These groups include people from different races, castes, ethnicity, religion, gender, sexual-orientation, socio-economic backgrounds, etc.

[Gallup](#) has defined Diversity as "the full spectrum of human demographic differences." And as per the research,



of people strongly agree to have a D&I policy implemented by their employers.



On the other hand, inclusion refers to people's feelings at work. A company might be diverse, but if the employees do not feel safe, valued, and welcomed, the company lacks inclusion. This also leads to a drop in productivity and [employee performance](#).

Inclusion is the threshold where employees must feel secure, valued, respected, accepted, and encouraged for who they are in their workplaces.

IMPORTANCE AND BARRIERS OF IMPLEMENTING DIVERSITY AND INCLUSION

From attracting top talents from various backgrounds and identities to fostering diverse teams, diversity and inclusion lead a company towards success with high [job satisfaction](#) and employee retention.

Following a strict diversity and inclusion program needs introspection about company policies, values, and unconscious biases. When it comes to business decisions, leaders must think about the best D&I practices. It is time to embrace diversity, accept individual differences, and promote [workplace equity](#).

But, implementing D&I initiatives comes with its barriers. Merely talking about workplace diversity and inclusivity is not enough, and it is always easier said than done, and it needs training, learning, and acceptance.

This report covers the benefits and barriers of implementing D&I in the workplace. Also, how it positively impacts employee engagement and retention in the workplace.



The next step would be to encourage diversity in thinking, allowing leaders and decision-makers to be challenged by employees at all levels without fear of being sidelined. The day that starts to happen, we can boast of a truly engaged and diverse workforce. Executive compensation linked to these critical factors is beginning to yield results. Miracles won't happen overnight, but concerted efforts over a period will yield better results and a more equitable, diverse, and inclusive workplace.

— Zac Thomas

CEO, HR 90 Degrees Consulting Services,
United Arab Emirates

Employees rating the excellency of diversity and inclusion in their organizations on a scale of 1 to 5

Here, 1 represents poor and 5 represents excellent on the scale

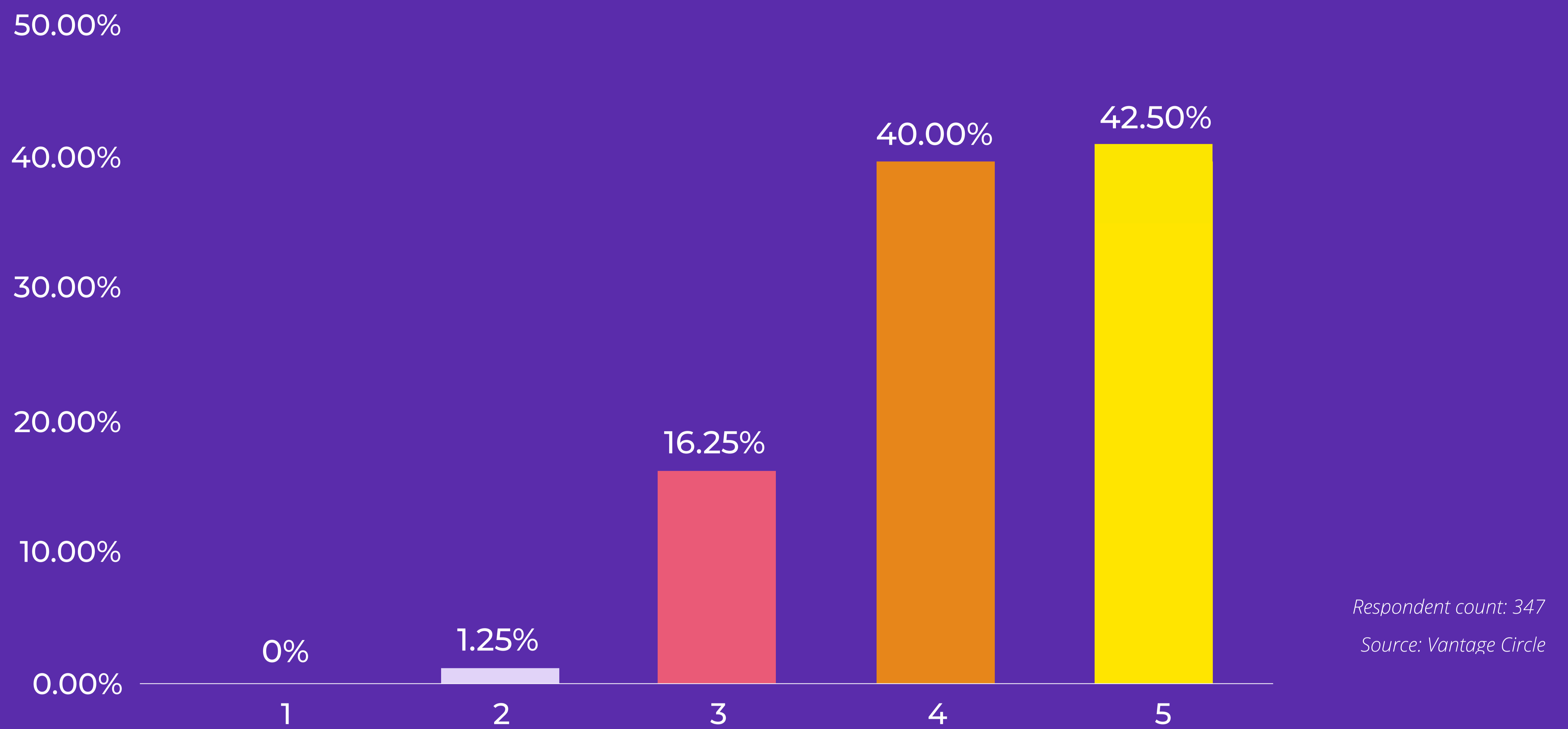
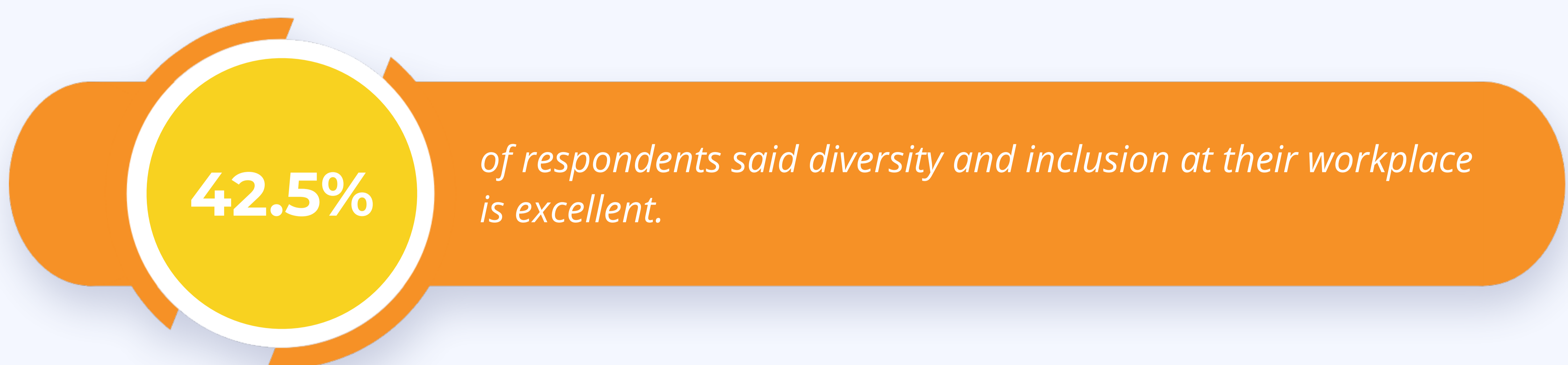


Exhibit (c): Data showcasing excellency of D&I practices

Finding 1.0



This implies that modern workplaces have started to acknowledge D&I initiatives as a part of their company culture. When companies start recognizing employees irrespective of their gender, caste, religion, sexual orientation, disabilities, etc. they tend to stay happy and motivated.

According to a [McKinsey](#) report, when employees work in a diverse setup they tend to learn from their colleagues about various cultures, traditions, and employees bring in a wide range of perspectives. Ultimately, employees perform **35%** better than the competitors because of enhanced employee engagement and employee experience.

Also, **17.5%** of employees said their organizations do not have excellent diversity and inclusion programs. This is an alarming sign as it can affect a company's culture and bottom line.

Does your organization have an internal board or committee in place to oversee diversity/ inclusion strategy and initiatives?

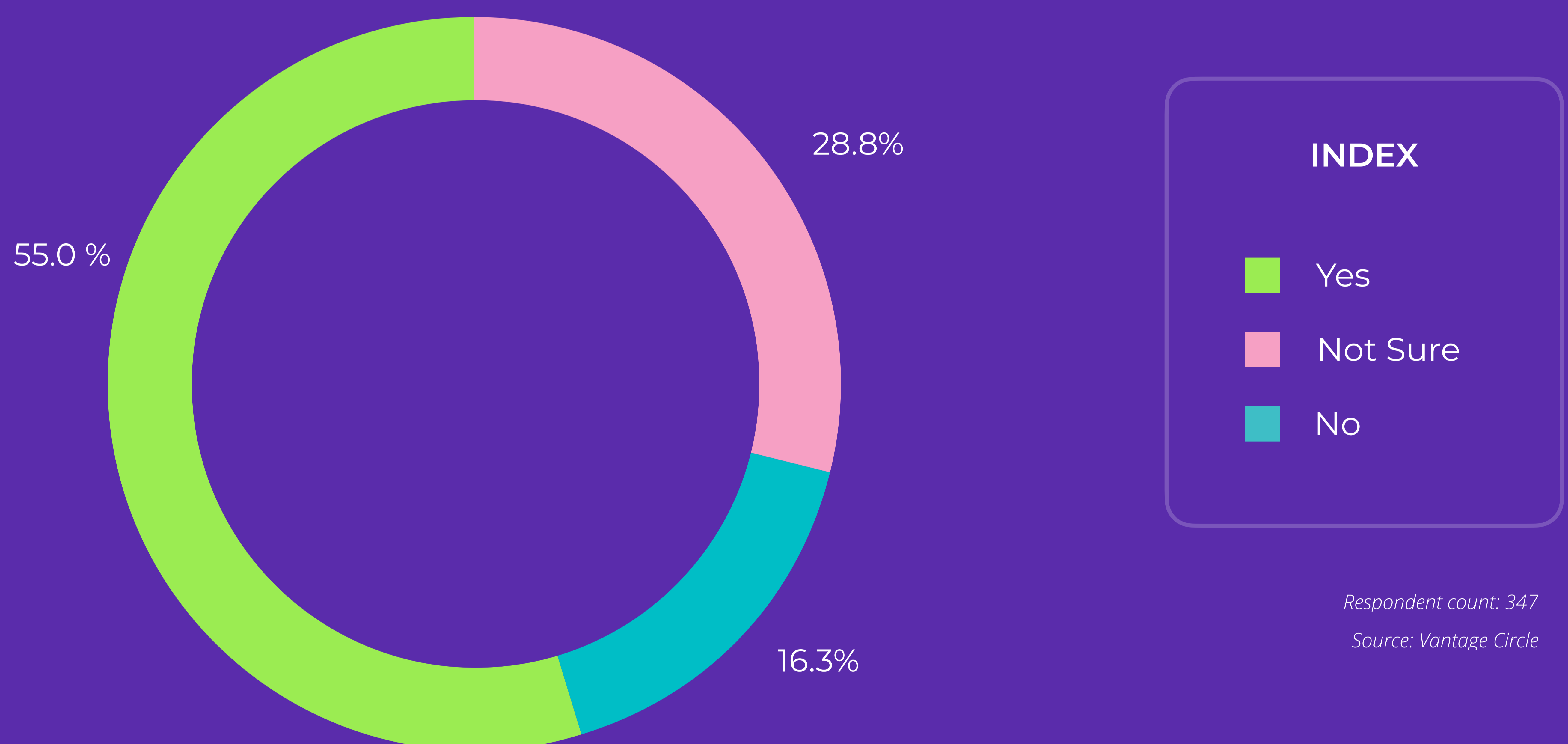


Exhibit (d): Showcasing organizations with a fixed D&I committee



Finding 2.0



Also, out of all the respondents, **59.1%** managers and individual contributors said their organizations have a D&I committee in place.

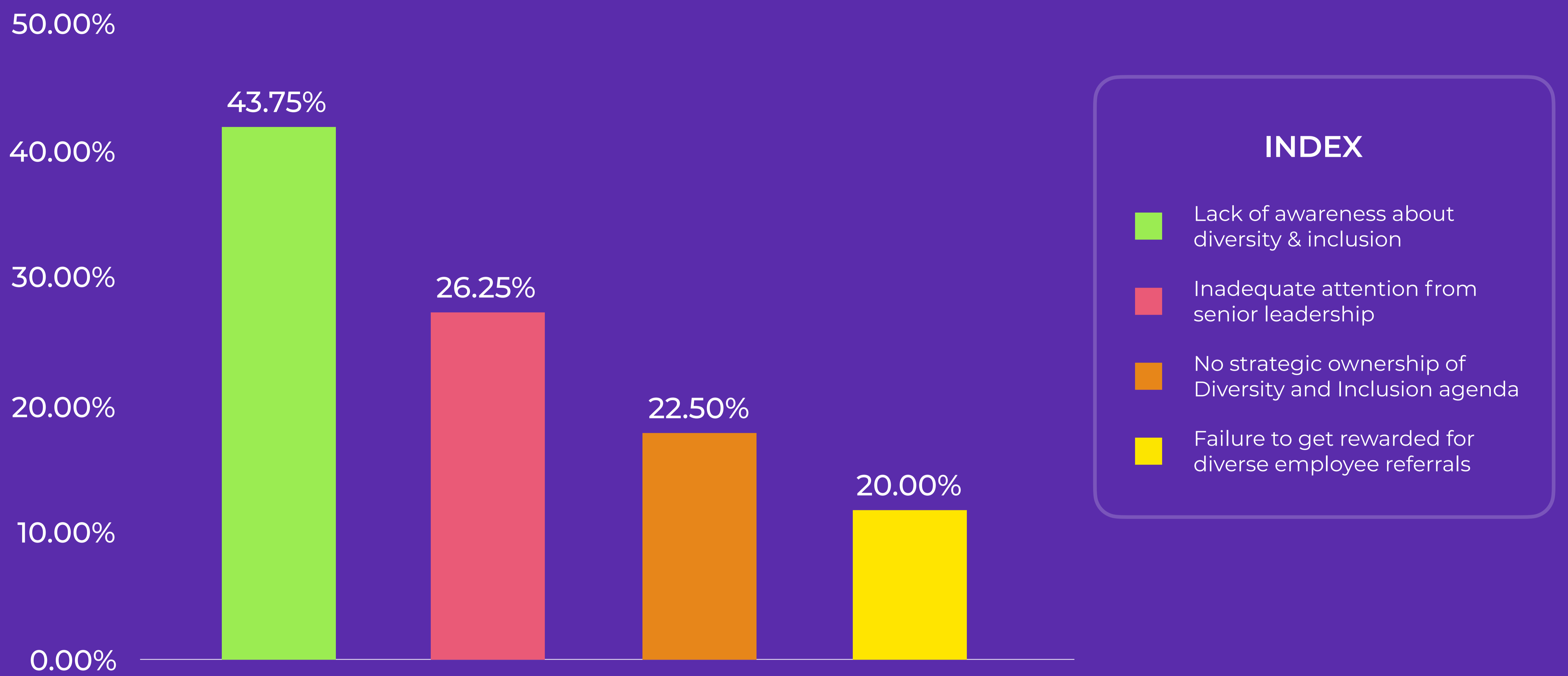
The council must be as diverse as possible. Ideally, it should consist of members of the company who belong to different genders, age groups, ethnicities, races, sexual orientations, religions, and even geographical locations. Only then will there be voices, perspectives, and opinions from all walks of life.

The internal board or council must ensure that no employee is subjected to discrimination, harassment, or bullying because of their identities.

But, on the other hand, **16.25%** of respondents said their companies do not have a committee to oversee diversity and inclusion initiatives.



Barriers to Implementation of Diversity and Inclusion Strategy in the Workplace



INDEX

- Lack of awareness about diversity & inclusion
- Inadequate attention from senior leadership
- No strategic ownership of Diversity and Inclusion agenda
- Failure to get rewarded for diverse employee referrals

Respondent count: 347
Source: Vantage Circle

Exhibit (e): Showcasing the barriers while implementing diversity and inclusion strategies

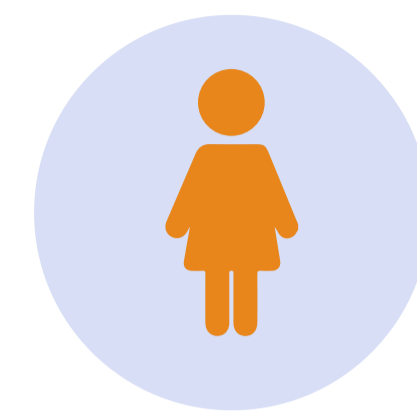
Finding 3.1- Lack of awareness about diversity and inclusion



This is a major drawback when it comes to implementing diversity and inclusion strategies. Diversity is not about women or gender equality alone. It is about giving equal rights to every employee who identifies themselves as a minority. It includes gender, racial, sexual orientation, ethnicity, and socioeconomic minorities.



47.9% Male



37.5% Female

respondents said their companies lack awareness about D&I.

Suppose you hire a diverse workforce but fail to make them feel included in the team. The sense of alienation and negative feelings towards the company will take hold. Thus, your diversity policies might backfire on you if they are not balanced with inclusion policies.

Majority of the respondents who said their company lacks awareness hold the respective designations:

53.8%

Individual
Contributors

45.4%

Directors

Finding 3.2- Inadequate attention from senior leadership

26.2%

of respondents said inadequate attention from their leaders is a barrier to implementing D&I strategies.

It's always questionable whether [company leaders](#) consider these diversity and inclusion efforts essential to the company. Thus, it becomes a barrier while implementing D&I initiatives.

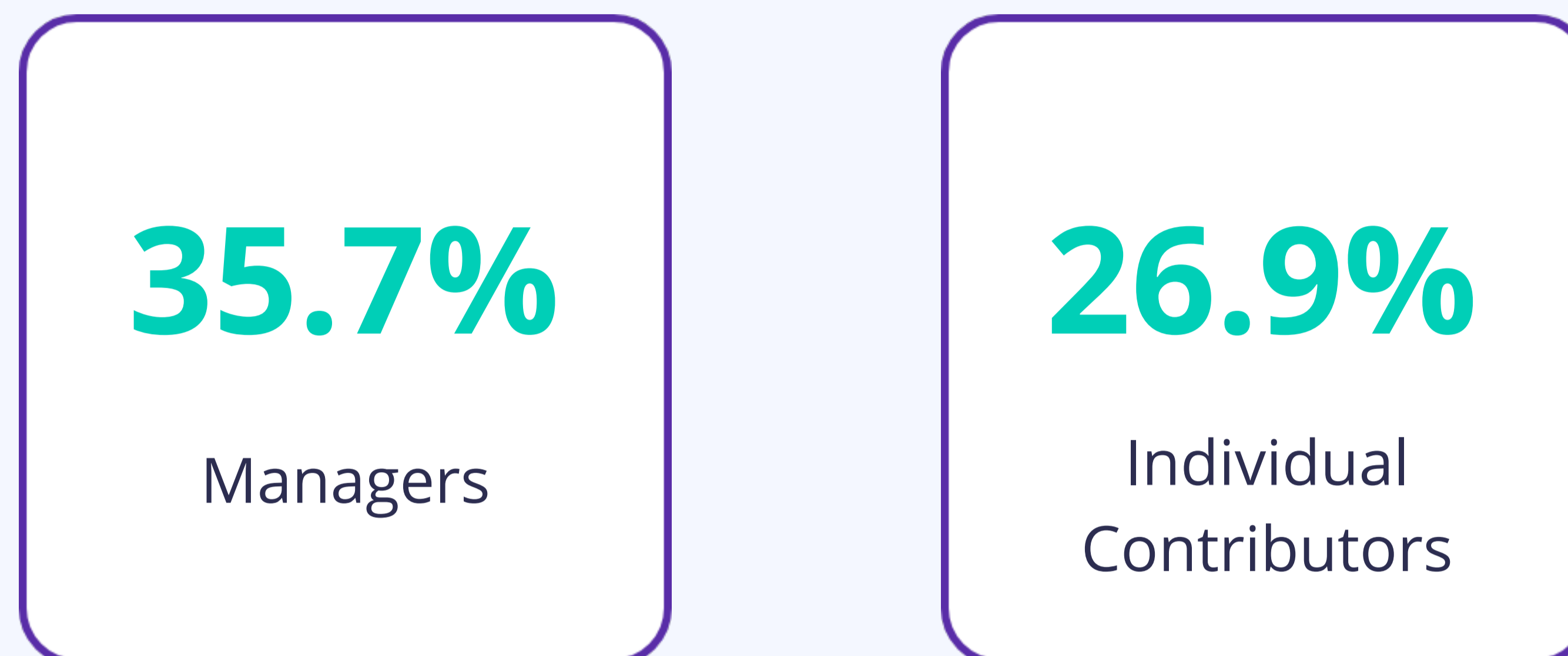
In managerial and executive roles, people need to internalize an inclusive attitude to deal with a [diverse workforce](#). They need to be held accountable for their words, decisions, and behaviors so that they can lead by example.

Also, leaders must pay attention to every employee's needs and create a safe working environment for everyone. One can achieve this by practicing various leadership styles like [transformational leadership](#) and [transactional leadership](#), which help to create an unbiased workplace.



Training your managers and leaders in inclusive policies will thus ensure that the lower-level staff in your workplace feel included when interacting with each other and their seniors.

Out of the total respondents, the majority of the responses came from the following profiles:



Finding 3.3- No strategic ownership of Diversity and Inclusion agenda



Without a set agenda, diversity and inclusion can never be a success. It is a sensitive yet important issue. Without a strategy, this might fail, which becomes a barrier to the implementation of D&I.

Out of the total respondents, the majority of the responses came from the following profiles

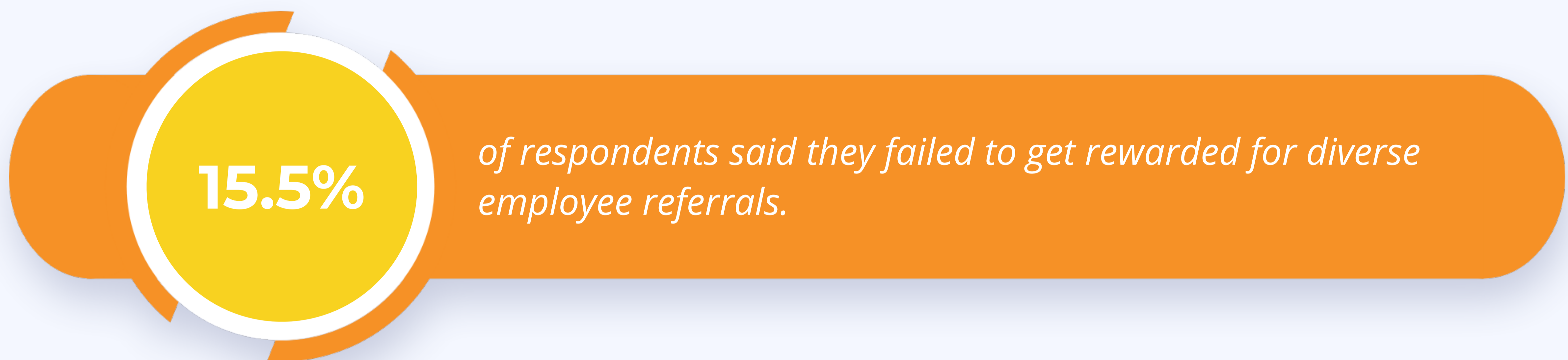




Finding 3.4- Failure to get rewarded for diverse employee referrals

Times have changed, and your employee referral programs need a change, too. Yes, employee referrals can leverage diversity in the workplace with proper rewards and bonuses. But, some companies fail to reward their employees, and hence they lose out on diverse talents.

As a result,



This is a major barrier when it comes to hiring a diverse workforce. If there are no rewards attached to your employee referral programs, your employees won't feel motivated to recommend people from various underrepresented backgrounds.

According to research by [LinkedIn](#), Pinterest asked its employees to refer people from underrepresented groups. As a result, they saw a **24%** increase in the percent of women referred and 55 times increase in the representation of racial and ethnic minorities.

Out of the total respondents, the majority of the responses came from the following designated experts:



Also, **15.63%** females over **10.42%** males said they failed to get rewarded for diverse employee referrals.





POSITIVE IMPACT OF EMPLOYEE ENGAGEMENT ON DIVERSITY AND INCLUSION

Employee engagement and diversity & inclusion go hand-in-hand. The more included and valued the employees feel, the higher their engagement in a company.

Employees participate and are interested in the company culture and activities when they know that their voices matter. When leaders and managers give equal importance to every employee irrespective of their gender, caste, sexuality, race, or ethnicity, employees feel more connected with their work and teammates.

Employees share their lived experiences, cultural exchange exists, and cross-cultural communication happens among co-workers.

An inclusive culture is built by equal rewards and recognition. There shall be no discrimination when hiring, promotion, or recognition. Doing so helps employees maintain their physical and emotional wellness resulting in increased retention and loyalty.

It is evident, companies with better diversity and inclusion policies always reach the pinnacle of success compared to companies that fail to recruit and recognize a wide range of diverse talents.



3.2x

employees show higher levels of engagement at companies where recognition drives D&I



If you decide your employees as per their expertise, they can work more comfortably in a given work environment. It will increase their efficiency and also follow the deadlines of the project. It doesn't mean you are not including or creating a team, but when you include the input of each expert, you will complete your projects. Employees find their best work to do, and as a team, they achieve targets in a more friendly environment.

—Bharat Chawda

Head of Mining and Audit,
India



Impact of Employee Engagement Platforms in driving Diversity and Inclusion in the Workplace

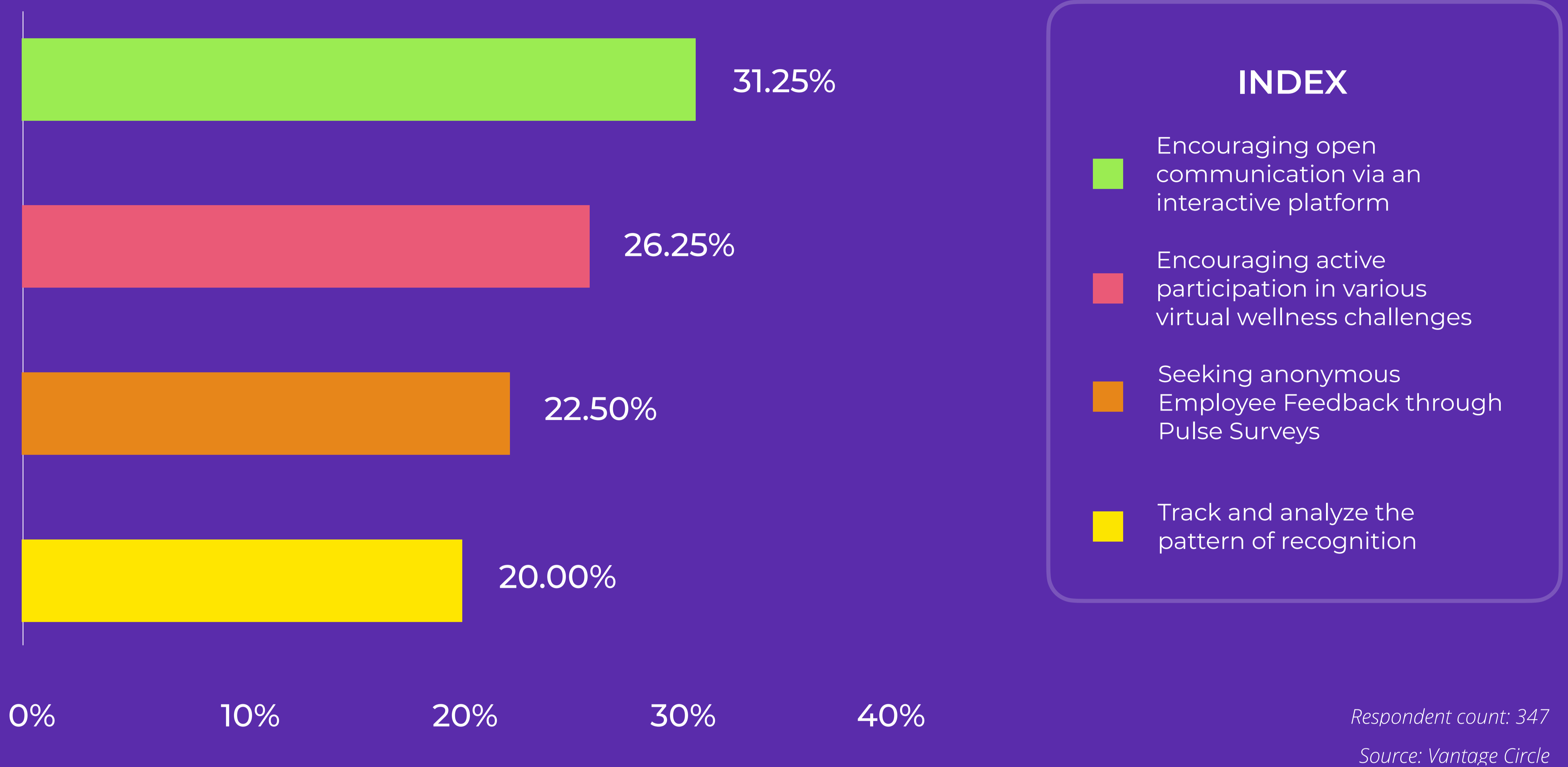


Exhibit (f): Showcasing the impact of employee engagement programs on D&I

Finding 4.1- Encouraging open communication via an interactive platform



Diversity does not guarantee inclusion. One of the best ways to have an inclusive company culture is through constant communication and connection.



Every employee at every level should feel included in the process. Reach out to them, hear what they have to say, empathize, and learn where their ideas are coming from.

In today's digital working spaces, constant communication has taken prime importance. Make sure you are accessible to your employees, especially the ones working remotely. Practicing and incorporating diversity and inclusion values through constant communication is central to the remote working culture's smooth functioning.

Out of the total respondents, **28.13%** of women believe open communication enhances diversity and inclusion in the workplace.

Also, the majority of the responses came from the respective designation holders:



Finding 4.2- Encouraging active participation in various virtual wellness challenges

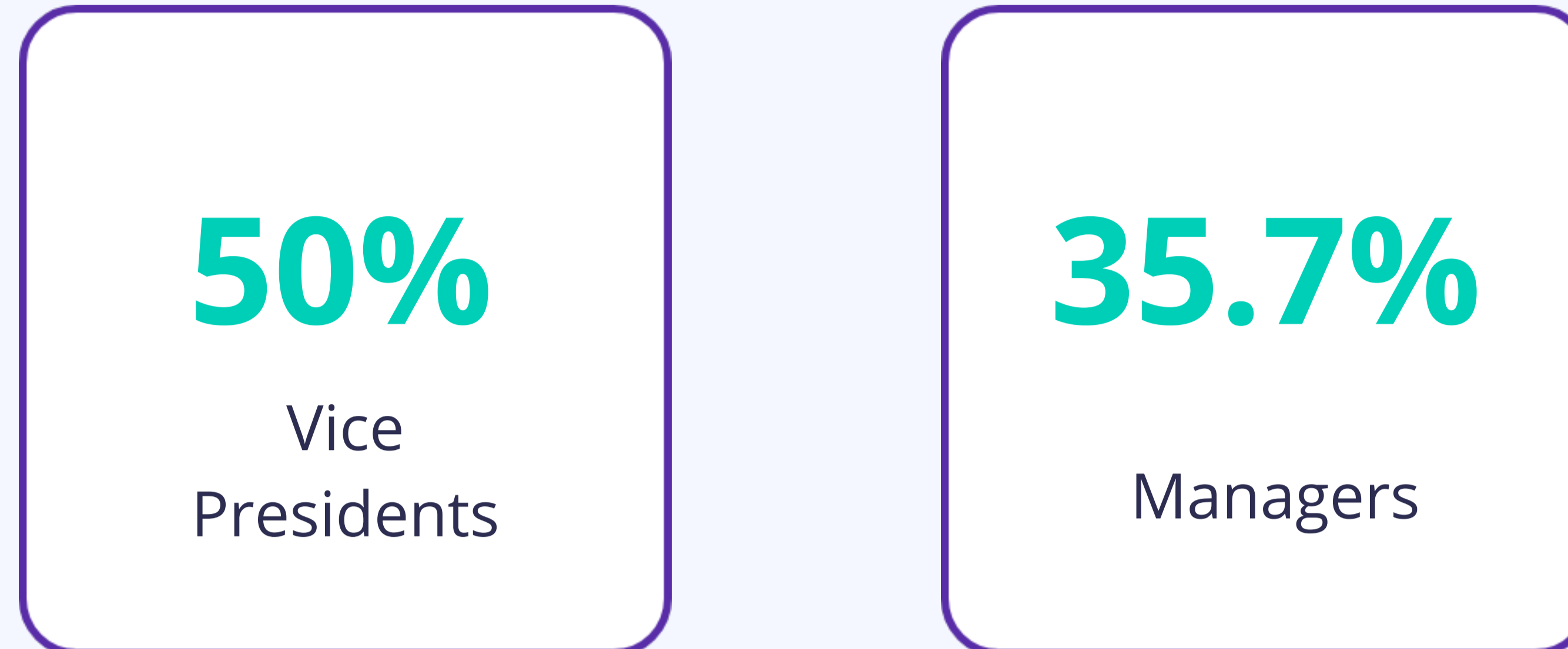
Virtual wellness challenges help nurture diversity and inclusion in the workplace because it helps remote workers to collaborate, and **26.25%** of the respondents believe the same.

Virtual wellness programs and challenges are a great way to keep employees engaged even during this pandemic. But when it is initiated without boundaries and limitations, it encourages diversity and inclusion.

When Vantage Fit organizes virtual wellness programs, they keep them open to all genders and minorities. Employees, irrespective of their race, caste, sexuality, or gender, can participate without getting discriminated against. And this, in turn, becomes a great employee engagement strategy that attracts diverse participation of underrepresented groups across regions, countries, and locations.



Also, the majority of the employees who voted for virtual wellness challenges as an employee engagement strategy attracting diversity and inclusion hold the respective designations:



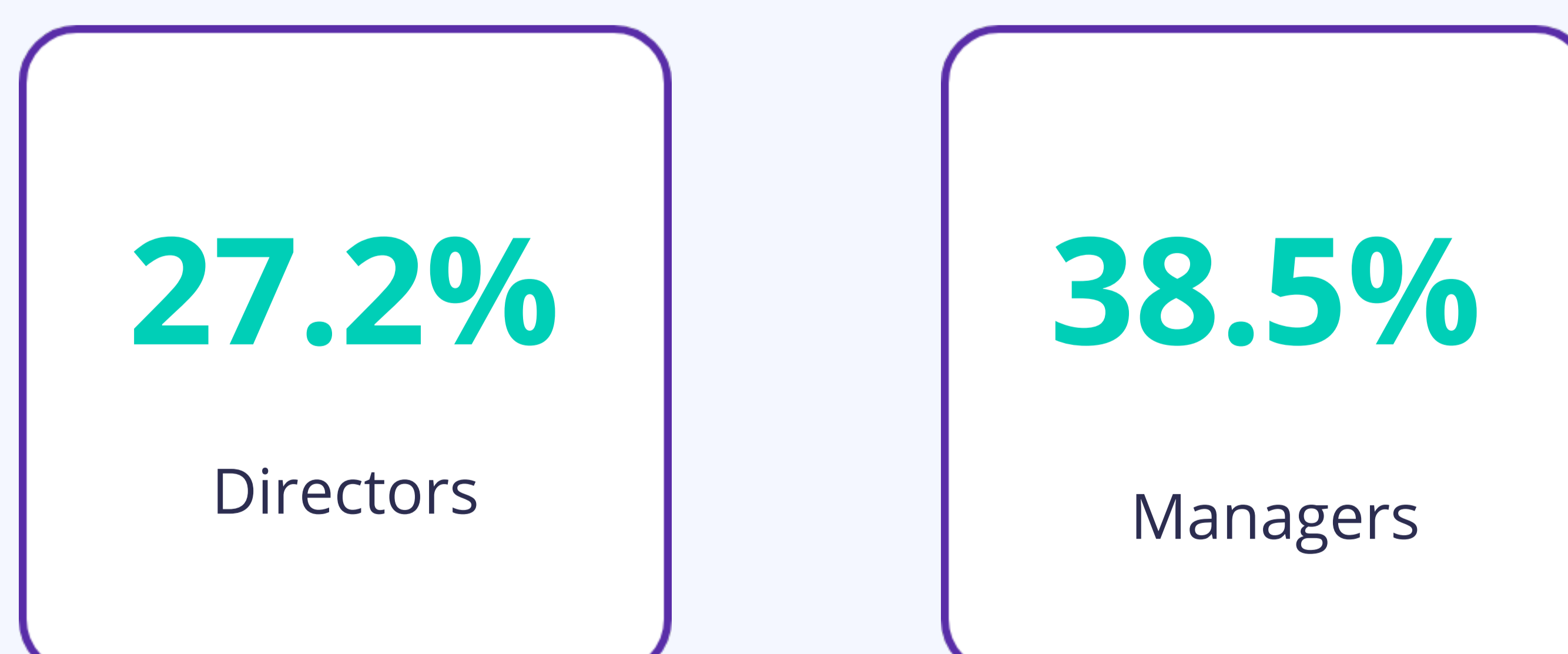
Finding 4.3- Seeking anonymous Employee Feedback through Pulse Surveys



Pulse surveys or employee feedbacks on a digital and anonymous platform always remain unbiased. If we look deeper, pulse surveys are personal and bereft of gender, sexual, or racial identities, and it only registers the person's responses and not their details. So, the reviewer will judge only the reactions and work towards improvement.

Specific employee feedback about company policies helps HRs and leaders determine the improvements required in culture. It can include questions about D&I and employee engagement, which will shed light on the psychological perceptions across various demographics. Once you understand how your employees feel, you can improve their experience.

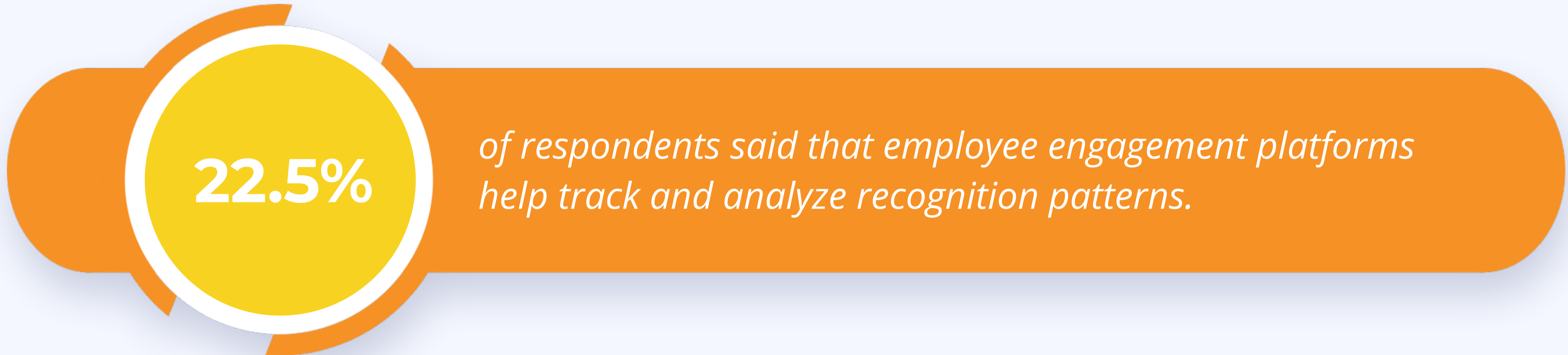
Out of all the respondents, most of the responses account for the following industry experts.



Also, **25% of** females over **20.83% of** males believe employee feedback and pulse surveys are the best employee engagement tools that attract diversity and inclusion.



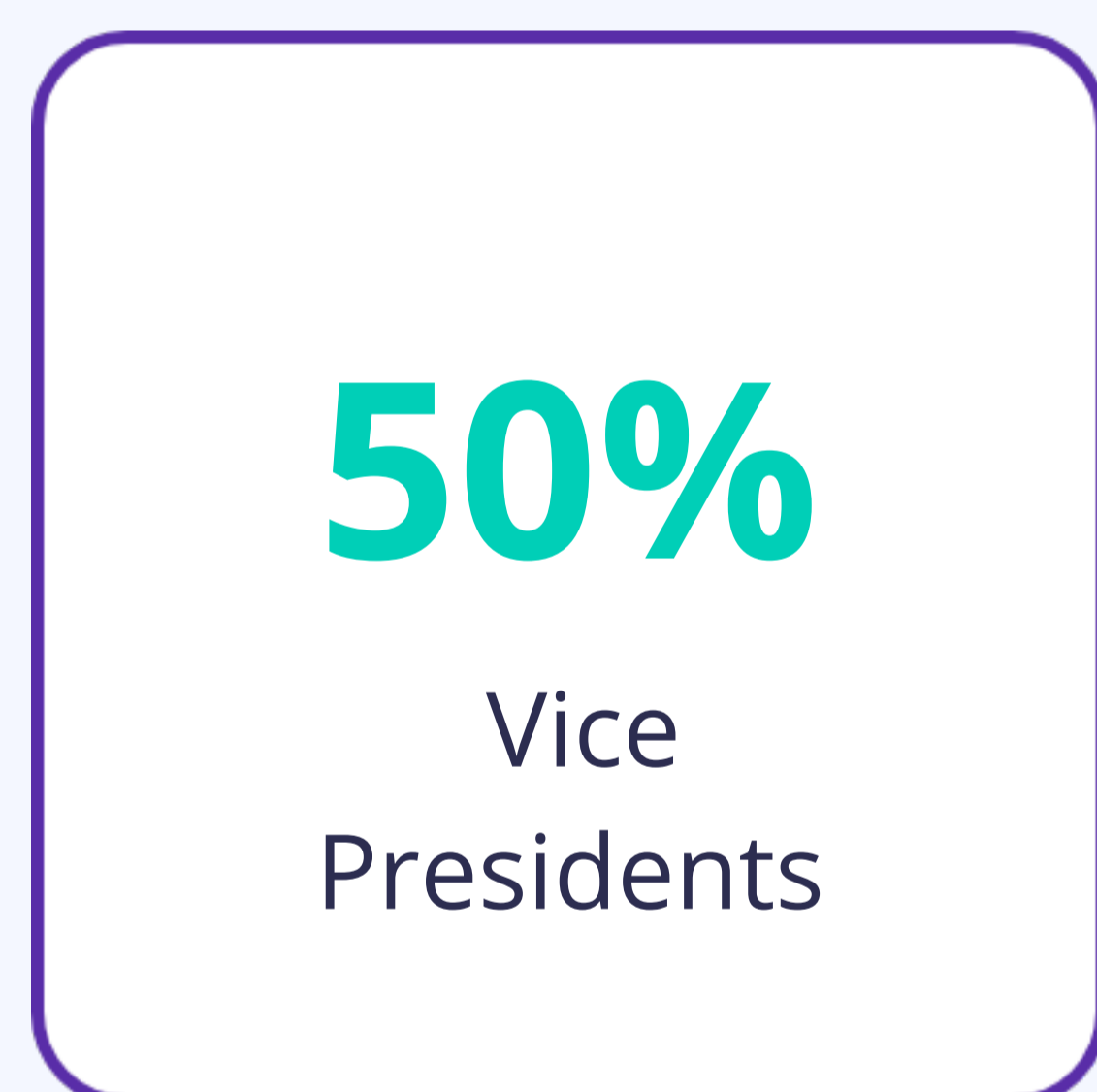
Finding 4.4- Track and analyze the pattern of recognition



Employee recognition is crucial for business success and employee engagement. It helps employees develop trust and confidence that their good work will get appreciation and recognition. But, unequal and biased recognition leads to dissatisfaction and poor engagement.

According to a [study](#), recognition adds value to diversity and inclusion by valuing employees' actions and contributions. Diversity and inclusion make a workplace equal, fair, and egalitarian, so must be your employee recognition. You must appreciate good work and give equal recognition irrespective of people's identity.

The majority of the respondents who believe employee engagement platforms help track and analyze recognition patterns and drive D&I initiatives hold the respective designations:



Does your organization support equal recognition irrespective of gender, age, race, disability, religion?

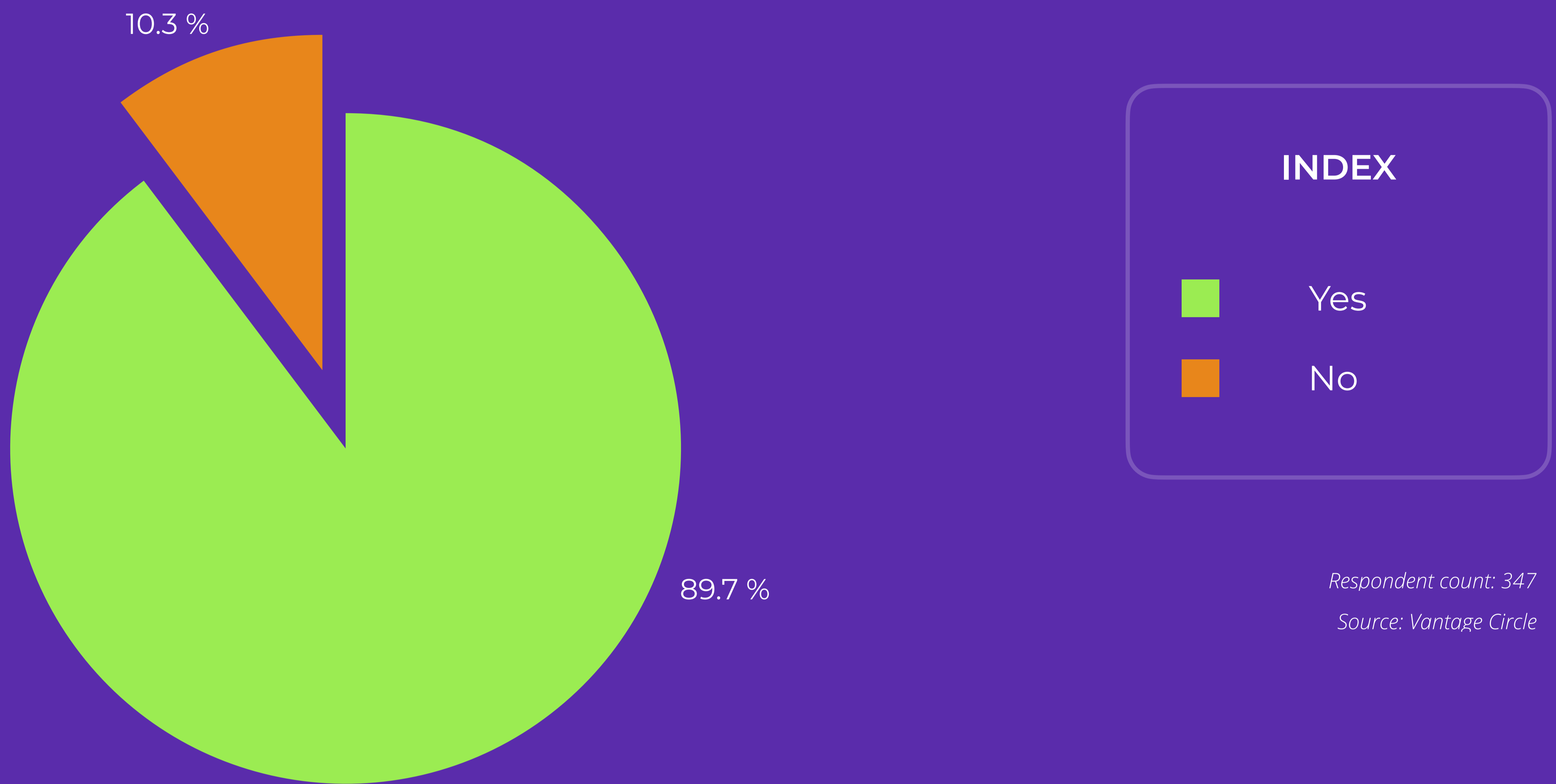


Exhibit (g): Highlighting the organizations that support equal recognition

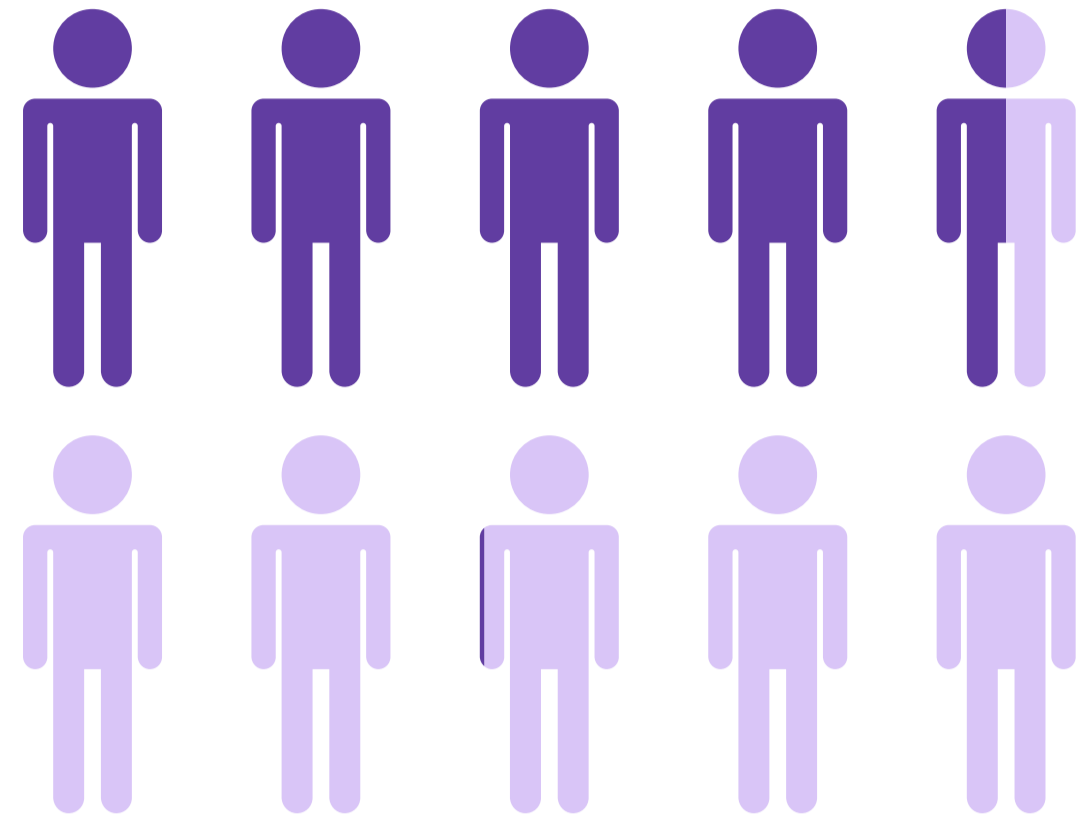
Finding 5.0- Equal recognition irrespective of gender, sexual, racial, and religious identities.

A company that practices equal rewards and recognition irrespective of employees' identities experiences higher employee engagement, satisfaction, and retention. And looks like most companies are implementing this practice, because-





According to [Gallup](#),



45% of American workers have faced workplace discrimination and harassment at work only because they belong to an underrepresented group.

When studied further, around **55% of employees** agreed to have a D&I policy in their workplace, and this is the majority. Yet, companies have failed to create a safe and secure working environment for workers. This can harm employee wellbeing, employee retention strategies, and the company's reputation.

Unequal and unfair recognition is a sign of workplace discrimination, and organizations must not discriminate against any individual based on their identities or background. They shall receive equal recognition as the privileged for their excellent performance.

Only **2.5%** of the respondents said they do not receive equal recognition at work, and **10%** are unsure about their recognition process.

These statistics must change. Millennials and Gen-Z employees constantly look for equal and fair opportunities, and organizations must start accepting minorities as equal and dignified.



BEST RECOGNITION PRACTICES THAT RETAIN DIVERSE & INCLUSIVE TALENTS

In recent years, employers and business leaders worldwide have been trying to implement various recognition trends that align with diversity and inclusion trends to retain their best talents. Indeed, equal recognition programs attract a diverse workforce and help retain them.

The first wave of the COVID-19 pandemic, a global lockdown, major events, protests, and conversations surrounding racism, systemic inequalities, and injustices, a new normal of remote working, an economic recession: there was a lot that the world had to grapple with. And with these abrupt changes, companies must also upgrade their culture with trending recognition practices to attract diversity and inclusion.

These changes are significant factors determining the upcoming and ongoing recognition trends that attract diversity and inclusion in 2021. Companies have had to rethink, update, and revamp their [diversity and inclusion strategies](#) and initiatives.



Sense of inclusion and belonging is a vital component of a happy workplace. It comes from feeling comfortable, safe, and respected. Implementing a recognition culture into Diversity and inclusion enhances the retention rate in an organization. Recognition makes talent visible. An unbiased reward and recognition strategy creates a sense of belonging. A sense of belonging is a basic human need for motivation, and everyone requires it to be successful. Employee engagement and retention can suffer if they don't feel like they belong.

—Surabhi Deo

HR Strategy Lead,
Skylane Dronetech Pvt Ltd,
India



When companies democratize recognition, it gives a voice to everyone. Your team gets to decide on actions, tasks, accomplishments, attitudes, and values that need recognition, which means more diverse opinions. And, this will create a culture that will promote innovation and inclusivity. Thus, a recognition program that values everyone helps make a workplace inclusive.

Employee Recognition builds a Diverse and Inclusive Workplace

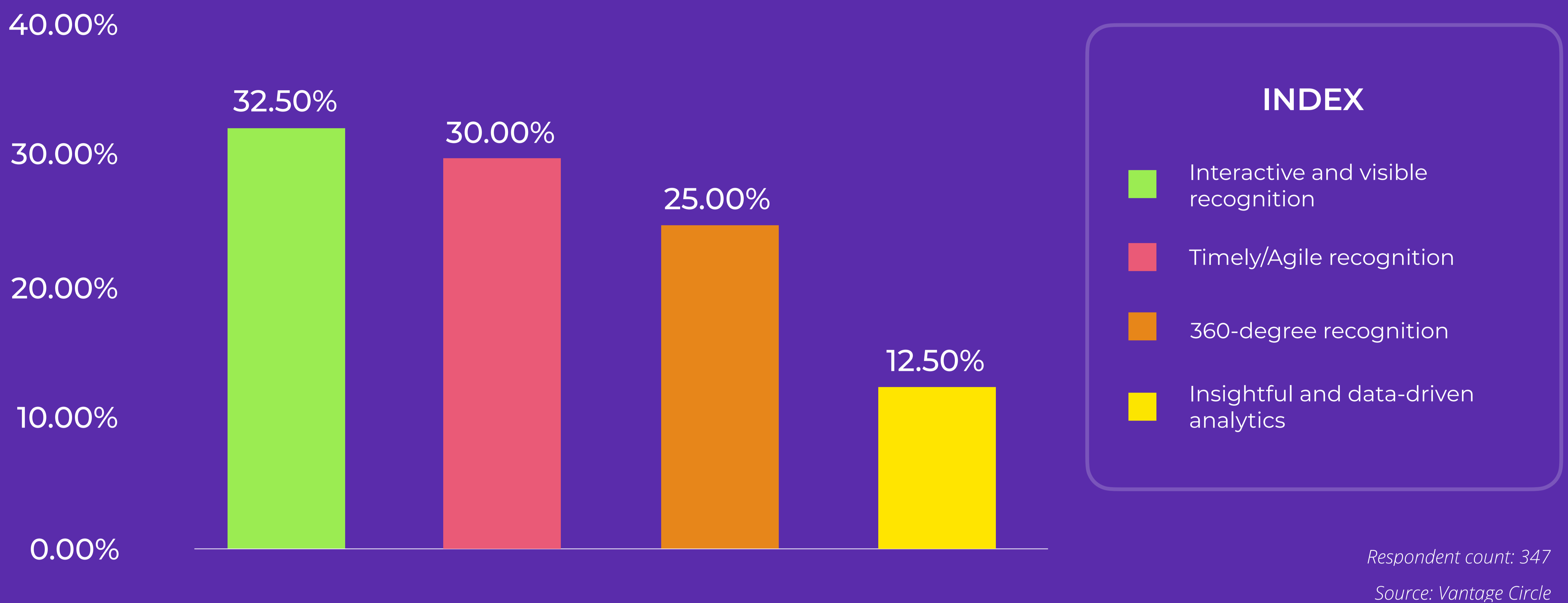


Exhibit (h): Data representing the impact of recognition on diversity and inclusion

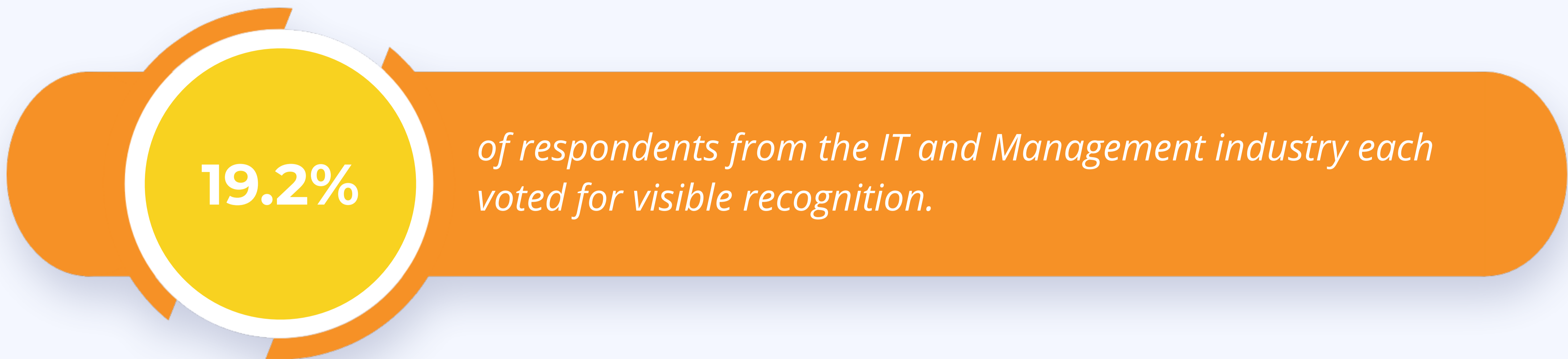
Finding 6.1- Interactive and visible recognition



It is a known fact that interactive and visible recognition via digital platforms garners attention and fame for the achievers and top performers. Also, when employees receive appreciation from their leaders and peers on a social platform they feel honored.



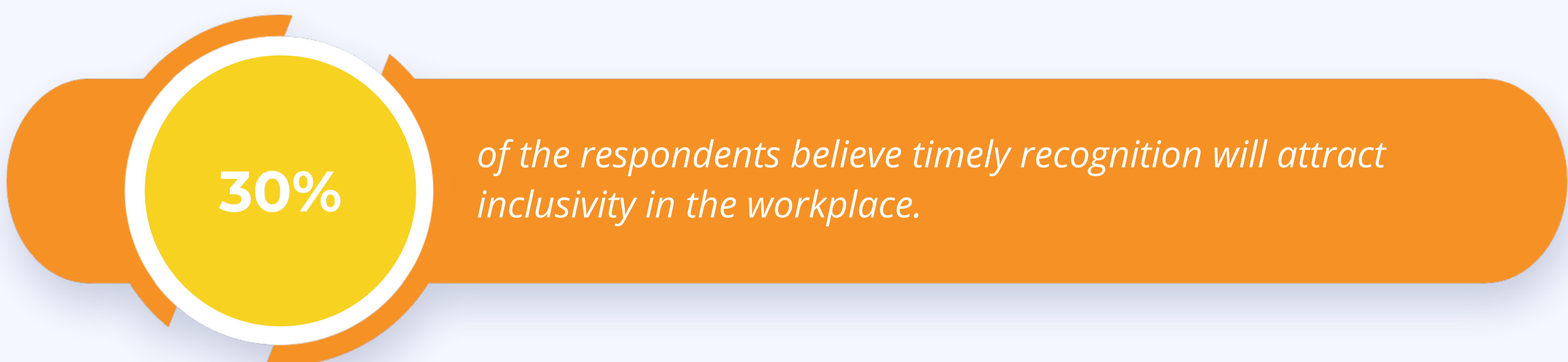
This is a great opportunity for leaders to promote diversity and inclusion in the workplace by publicly appreciating women and underrepresented groups. It will uplift women's motivation to work towards achieving more and more leadership positions.



Out of all the respondents, the majority of the responses for visible recognition came from the respective industries:



Finding 6.2- Timely/Agile recognition

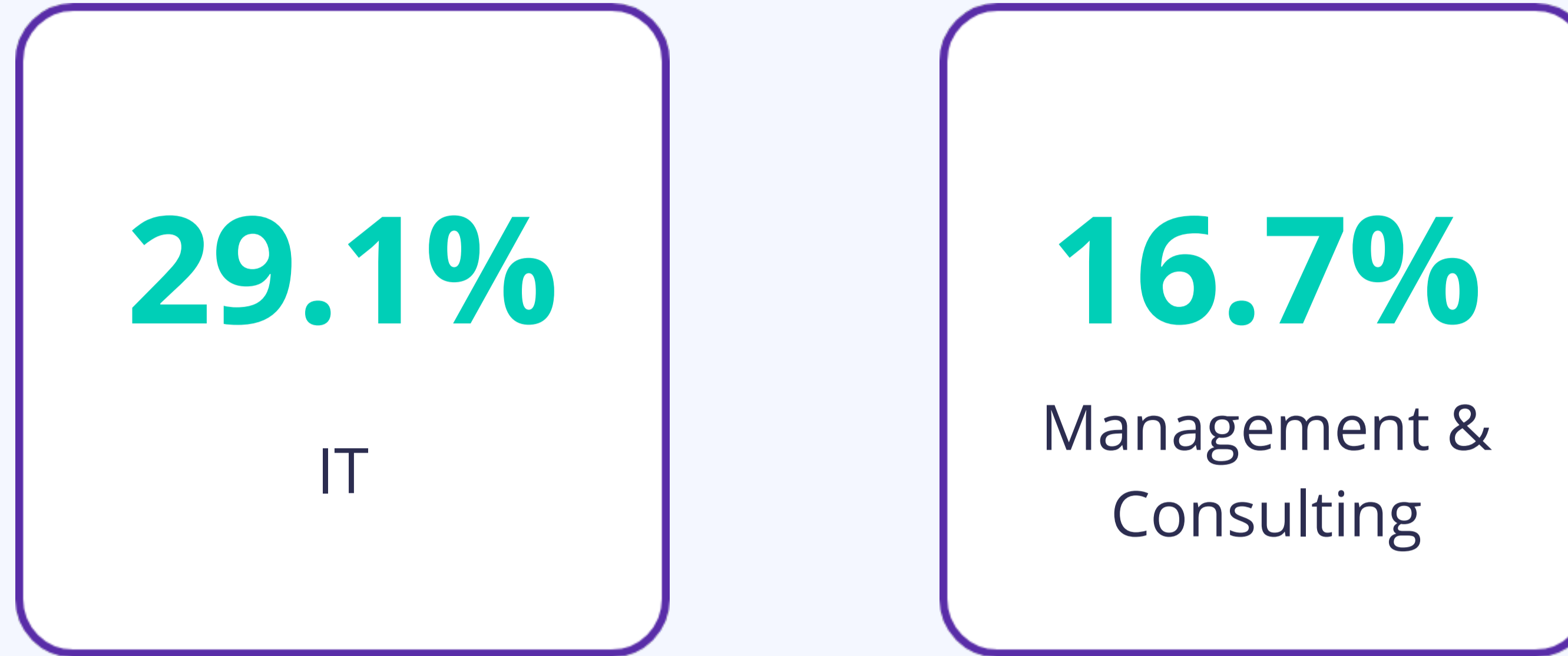


Recognition delay is denied, and no employee shall go unnoticed for their good work. Leaders must practice equal recognition with digital R&R platforms like Vantage Rewards to recognize top talents instantly and timely. Employers must recognize their colleagues' work and not for who they identify as.

But, when recognition happens in a timely fashion without biases and discrimination, employees can build a sense of belonging towards their workplace. For instance, if recognition is done with the help of digital and agile R&R platforms, it happens right at the click. When employees receive equal and instant recognition, they feel valued, wanted, and appreciated for their work without being judged. And that is an excellent way to engage your employees and promote workplace inclusivity.



Out of the total respondents, the majority of the responses came from the respective industries:



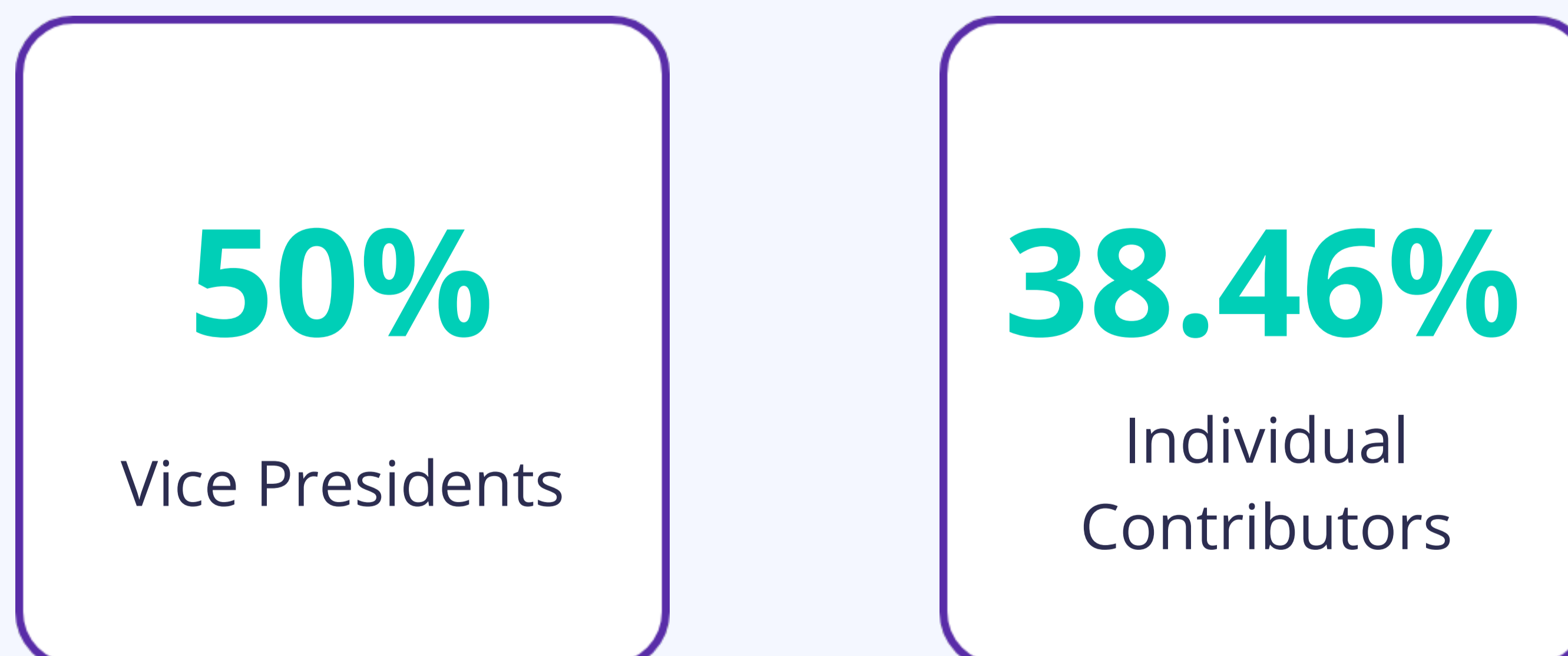
Finding 6.3- 360-degree recognition



Indeed, when subordinates, co-workers, and managers are involved in appraisals, employees tend to feel confident and motivated. When your workplace is diverse, people tend to engage on many different levels. They get to know about other cultures, traditions, and perspectives.

Implementing a 360-degree appraisal will help these employee relationships flourish. With 360-degree recognition, every employee and manager will get a chance to recognize their colleagues. This will eradicate biases as it will be public and not based on prejudices. Colleagues would remain cordial and respectful towards each other, which signifies harmony, equality, and equitable work culture.

Out of the total respondents, the majority of the responses comprises the respective designations:





Finding 6.4- Insightful and data-driven analytics



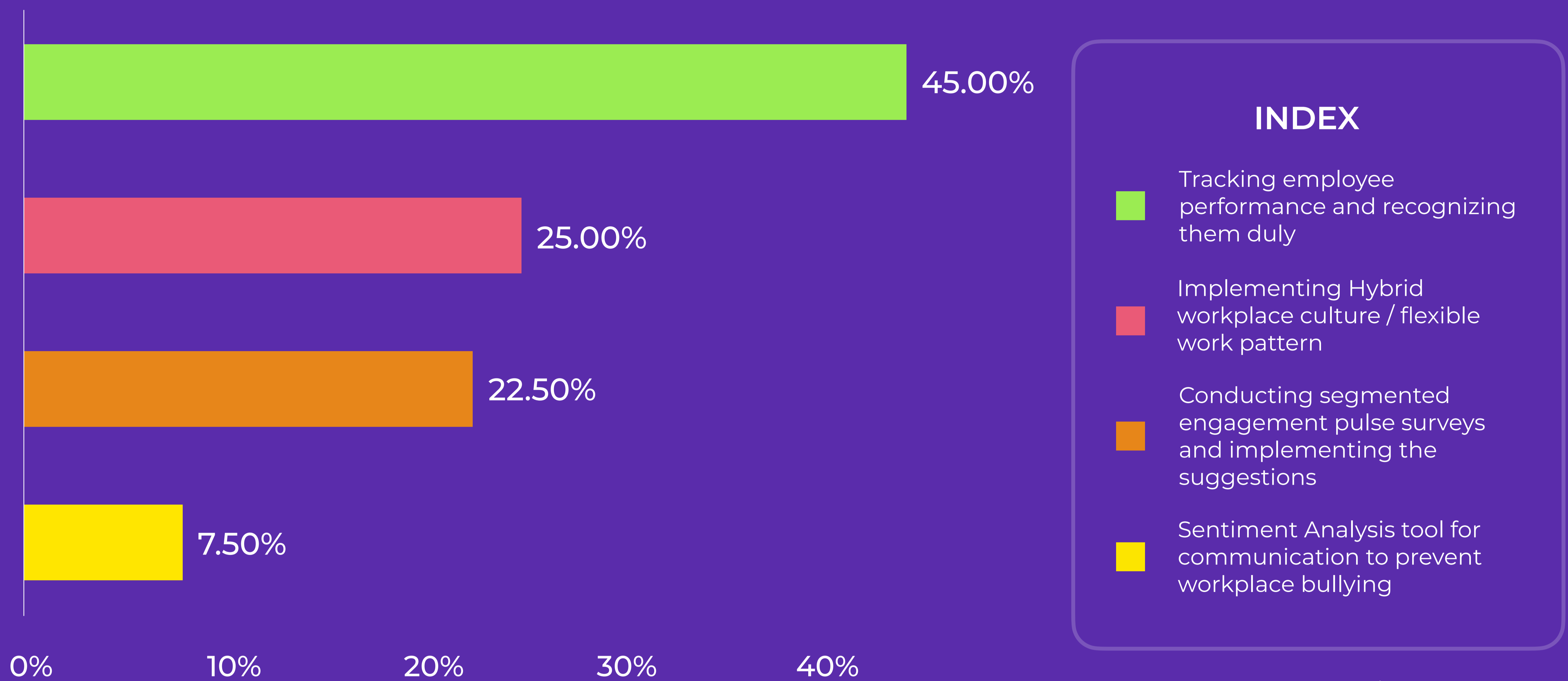
HR teams must have relevant insightful data that keeps a check on their employee details. While organizing training sessions mentors must prepare a list of data-driven analytics that depicts the diversity and inclusion at their workplaces.

These data would be helpful while hiring diverse candidates as it would depict the company's diverse and inclusive culture. It will attract diverse talented people to join the organization.

Out of the total respondents, the majority of them belong to the following industries:



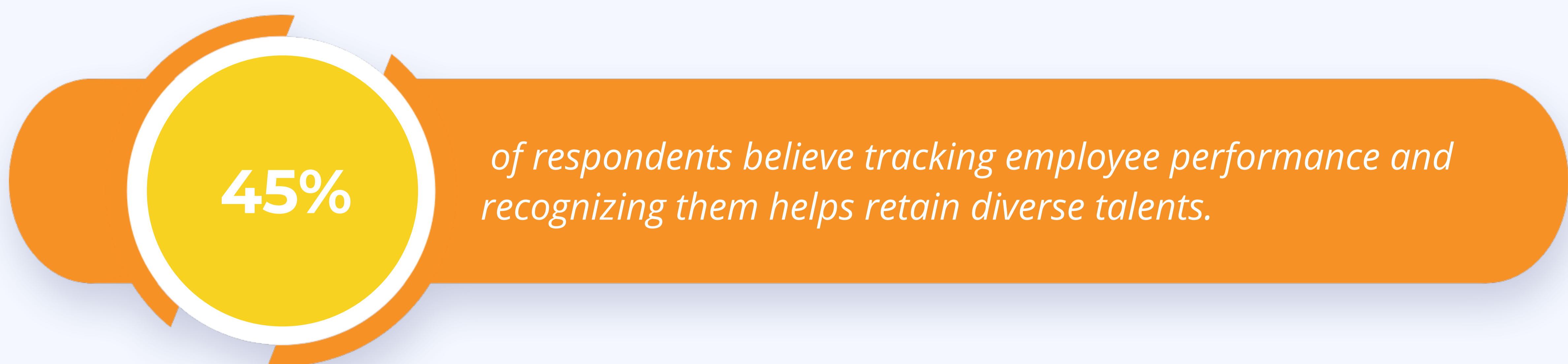
Best Recognition initiatives adopted by Organizations to Retain Diverse and Inclusive Talents



Respondent count: 347
Source: Vantage Circle

Exhibit (i): Employee recognition practices that retains diverse and inclusive talents

Finding 7.1- Tracking employee performance and recognizing them duly

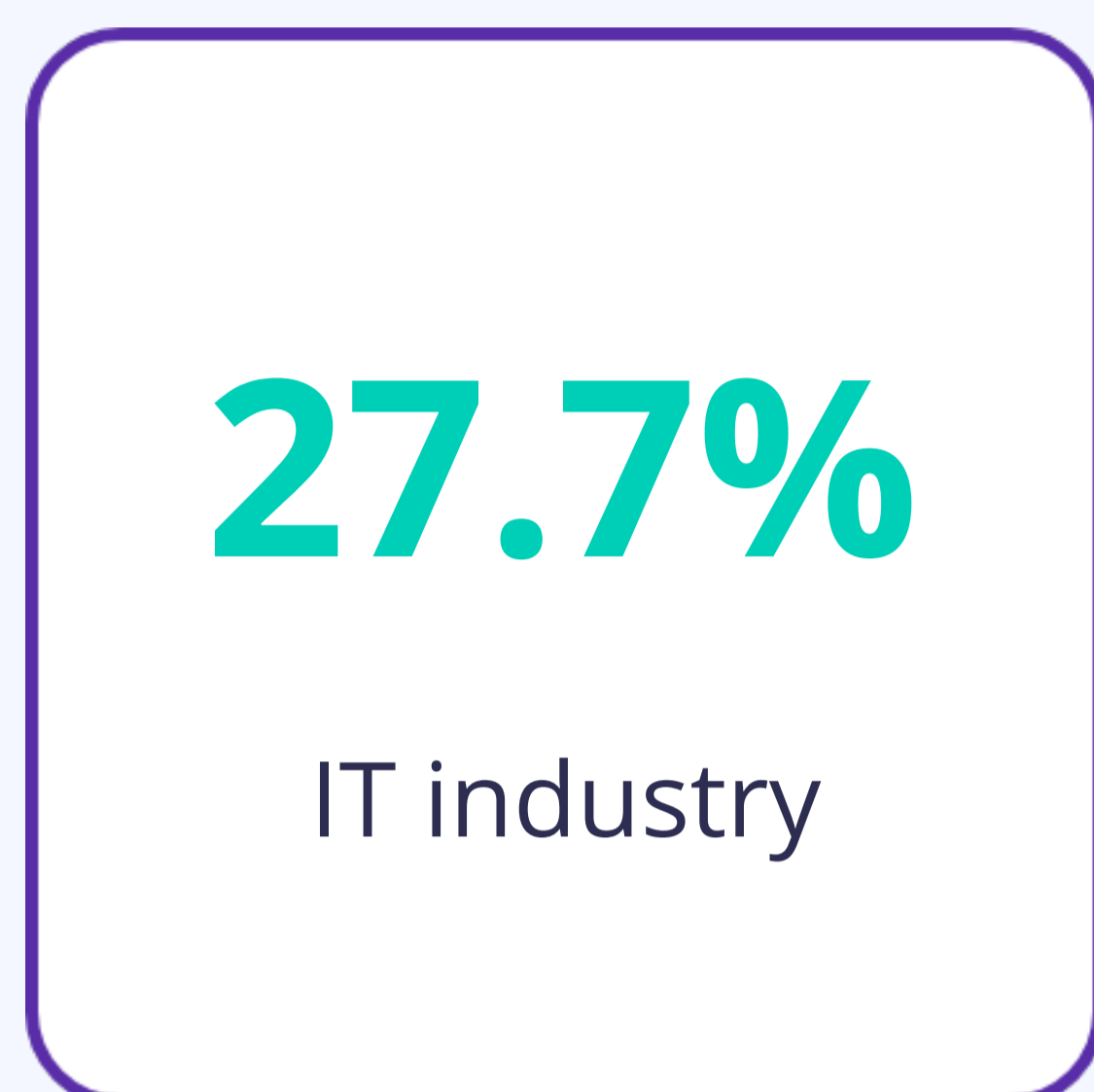


To retain diverse and inclusive employees, one must follow a transparent company culture, including tracking employee performance and timely recognition. It beholds trust amongst employees and their mentors.



Timely recognition and keeping track of employee performance is a good leadership quality. But when leaders lack leadership skills in a diverse workforce, employees tend to lose trust. A report by [Harvard Business Review](#) accounts for **78%** of responses from employees who work at companies that lack diversity in leadership roles.

As per the report, tracking employee performance and recognizing them is essential for retaining diverse employees. And the majority of the responses comprises employees from the following industries:



55.5% Male



44.4% Female

respondents said timely recognition and tracking employee performance is a good initiative to retain diverse talents.

Finding 7.2- Implementing Hybrid workplace culture / flexible work pattern



The COVID-19 pandemic has affected many lives across the globe. But it has majorly affected the lives of women, the LGBTQIA community, women of color, and other economic minorities. Women and single parents have to look after their children and work, and thus, maintaining a work-life balance have become a challenge.



Also, many minority individuals have undergone tremendous mental health issues due to which they are still not comfortable coming to the office. In such a scenario offering flexible work can help organizations retain a diverse workforce and make the workplace culture inclusive for all.

The majority of the responses in favor of hybrid workplace include:



The highest responses accounted for hybrid workplace culture, comprising **25%** and **15%** of IT and management respondents.

Finding 7.3- Conducting segmented engagement pulse surveys and implementing the suggestions



Unlike traditional employee surveys, pulse surveys are simple and fast. The pulse survey results highlight many factors contributing to an employee feeling engaged in a company.

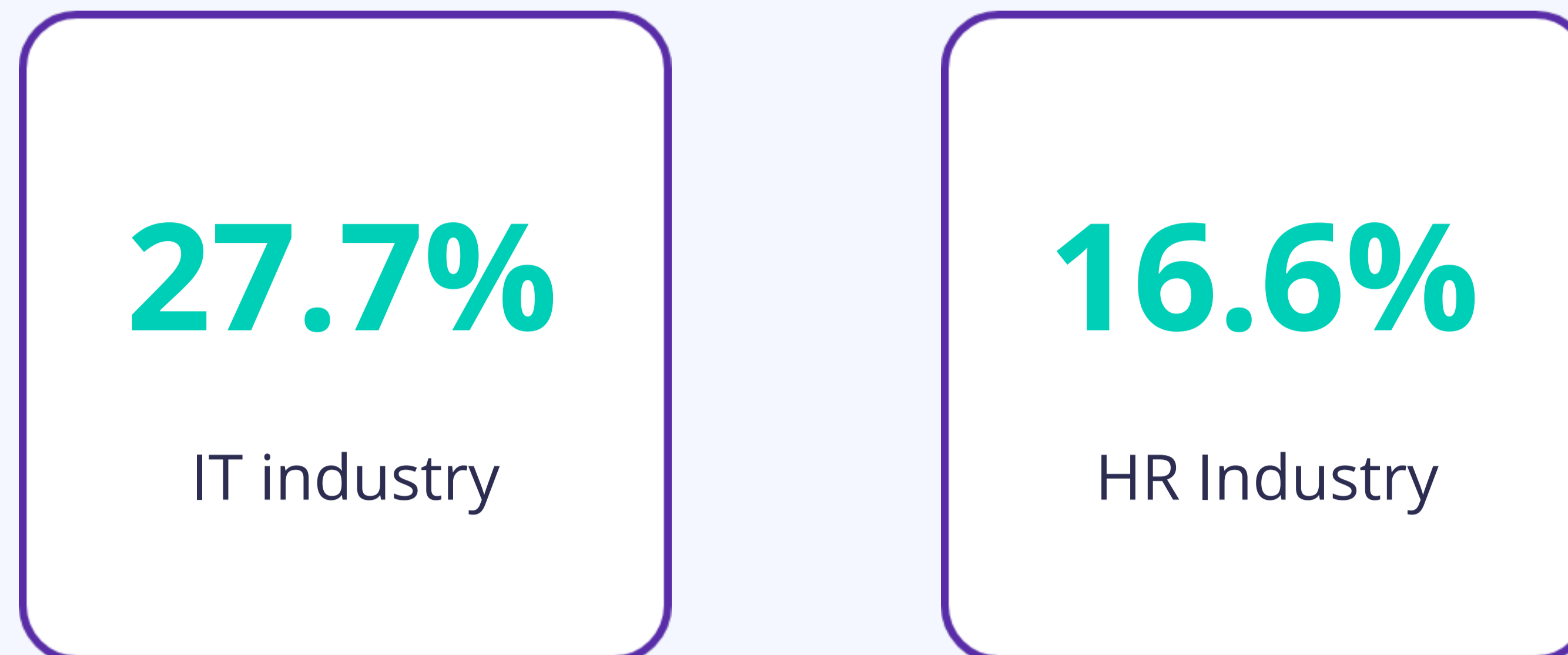
Ultimately, gathering employee feedback is more efficient and easier to run and manage. Also, it helps retain diverse talents because these surveys are anonymous. And employees will not get judged based on their identity and background. Once the information is gathered, leaders need to work on the suggestions and make the workplace culture better than before.

When employees are confident that they will get recognized for their hard work and not for who they are, they feel motivated. Also, HR professionals who go through the surveys will have no idea about gender, sexuality, or race, which will help keep prejudices aside.





Out of the total respondents, the majority of responses comprises employees from the following industries:



33.3% of Managers and **33.3%** of Individual Contributors accounted for the highest responses for the segmented employee pulse survey to retain diverse talents.

Finding 7.4- Sentiment Analysis tool for communication to prevent workplace bullying



According to a [survey](#), **23%** of the British workforce face workplace bullying, and **25%** feel left out. Bullying at work involves an abuse of power. Intimidating, humiliating, and degrading an employee are bullying behaviors, creating a feeling of helplessness in the bullying target.

Bullying based on gender, race, caste, sexuality, age, etc., must stop at the workplace. And leaders can prevent workplace bullying by using a sentiment analysis tool for communication. Such tools help HRs and leaders track any verbal or social bullying happening in their network circle.

Every person who faces bullying must speak up, and leaders must encourage the same. There is a need for managers to act upon bullies and stop anyone from getting bullied at work. This, in turn, gives confidence and trust to every minority employee who feels threatened at work. And when they think their workplace is a safe environment, they tend to stay with the organization longer.



The majority of the respondents who voted for a sentiment analysis tool for communication to prevent workplace bullying belong to the following industries.

33.3%

Manufacturing industry

33.3%

Hospitality Industry

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Accor is a renowned global hospitality company with over 5000 properties across 110 countries. The company is known for its dynamic and integrated hospitality ecosystems with luxurious premium brands in their support.

Vantage Circle's digital rewards and recognition platform provided a common platform for all employees of Accor. With the help of Vantage Circle's reward and recognition program, they were able to maximize customer-centricity and embrace their employees and digital tools.



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KEY TAKEAWAYS FROM THE REPORT

- **Employee Engagement Positively Impacts Diversity and Inclusion**

When employees know their organization focuses on equality and diversity, it enhances their participation in every small or large contribution towards the organization.

A company with workplace equity attracts people from all races, ethnicities, sexual orientations, gender, and much more. This helps an organization build a company culture that most employees look for; equal and fair.

Being a diverse and inclusive company will bring you tangible profits in revenue. Increased employee engagement, retention, and innovation contribute to higher revenue and profits.

The Glassdoor [D&I Workplace Survey conducted online](#) in the UK by Censuswide revealed that **61%** of black respondents and **31%** of white respondents are not likely to apply for jobs at companies that lack a diverse workforce.

Indeed, a diverse workforce brings various thoughts and perspectives to the table, ultimately leading to enhanced employee engagement. But, when there is a lack of diversity and just one-directional thoughts, the workplace is likely to be less engaged.

- **Eradicate Discrimination and Support Equal Recognition for Increased Retention**

Equal and fair employee recognition positively impacts employee wellbeing, health, satisfaction, and, most importantly, employee retention. Companies with a diverse and inclusive outlook have a reduced [employee turnover](#) rate and a relatively higher employee retention rate.

The national demographics are changing, and the modern workforce constantly looks for equal employers that are bereft of discrimination and harassment. According to [Gallup](#), **45%** of American workers have faced [workplace discrimination](#) and [harassment at work](#).

Therefore, companies must create a safe and secure working environment for employees, and it can harm employee wellbeing, employee retention strategies, and reputation.

Naturally, job seekers and employees are more likely to stay in an organization with a history of practicing diversity and inclusion at all levels. When your employees feel included without discrimination, they last longer and give their best.



- **Implement best Recognition practices to retain diverse and inclusive talents**

According to a [McKinsey](#) report, companies with higher women employees and diversity outperform companies with less diversity by **36%**.

It is a known fact, companies with more women in leadership positions constantly outperform compared to companies with lesser women in leadership roles. So, digital and visible recognition will drive women to fight for that leadership position and break the power structure driven by male domination. In addition, it will make a safer and accessible workplace for people with special abilities.

Also, it is time to revamp the old diversity and inclusion initiatives with the recent trends. As per the report's analysis, companies must focus on employee pulse surveys, timely and equal recognition, prevent workplace bullying via sentiment analysis tools, and implement a hybrid workplace culture for enhanced employee engagement, positively impacting diversity and inclusion.



CONCLUSION

Employees are the fuel and driving force of any organization. They have the right and tremendous power to hold their employers accountable and ask them about the latter's steps to make a diverse workplace an inclusive one.

[The U.S. Equal Employment Opportunity Commission](#) enforces specific federal laws that make it illegal for employers to discriminate against any job seeker or employee based on the social categories they fall into, such as their race, color, religion, sex, transgender status, sexual orientation, national origin, age, disability, or genetic information.

According to [Glassdoor](#), **67%** of job seekers feel workplace diversity and equal recognition is imperative while looking for a job. From Millennials to Gen-Z employees, everyone looks forward to working in a workplace that is bereft of discrimination. And, when there is equality, respect, and dignity amongst peers, there is engagement, retention, and reputation in return.



Digital and agile recognition is the key to new world retention strategy for us to retain a diverse and inclusive workforce. Diverse employees make a great workplace culture, and inclusivity is about equally recognizing and appreciating every individual based on their skills and not their identity.

— Anjan Pathak

CTO, Vantage Circle



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ABOUT VANTAGE CIRCLE

Vantage Circle is a Global Employee Engagement Platform that uses artificial intelligence and machine learning to deliver easy-to-use and effective employee engagement solutions to HR to retain & attract the best talents and create a great work culture.

The company's suite of solutions, namely, Vantage Rewards, Vantage Perks, Vantage Pulse, and Vantage Fit, is designed to address the conscious need to enhance workforce productivity by presenting a great employee experience.

Our Mission:

To help companies build winning work cultures through meaningful employee engagement solutions.

Our Vision:

To enable companies of all sizes to deliver a satisfying employee experience and set the standard for employee rewards & recognition within the industry.



VANTAGE REWARDS

Vantage Rewards is a powerful SaaS-based reward and recognition platform that is easy to use and makes the employee recognition process easy, fun, cost-effective, and globally accessible. Enable your organization to recognize and appreciate in a meaningful yet seamless way with Vantage Rewards.

[Learn more](#) →



VANTAGE PERKS

Vantage Perks is a comprehensive employee benefits platform that provides exclusive corporate deals, discounts, and cashback on a global catalog of top online and offline brands. Prioritizes your employees' financial well-being by enabling them to save money with Vantage Perks.

[Learn more](#) →



VANTAGE PULSE

Vantage Pulse is a powerful employee survey tool that lets you collect, measure, and act on real-time employee feedback. Uncover actionable data, predict employee behavior and get an accurate picture of your organization's employee engagement levels with Vantage Pulse.

[Learn more](#) →



VANTAGE FIT

Vantage Fit is an AI-based corporate wellness platform that enables organizations to nurture a healthy workforce by enabling a gamified wellness experience. Meet your workforce's wellness needs through team events and incentivize health achievements with Vantage Fit redeemable reward points.

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OUR CLIENTS

We are thrilled to help companies build a happy, productive and engaged workforce with our employee engagement solutions. We have a global client base of companies of all sizes. Listed are some of our major clients:



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