

Do your people feel they

BELONG?

According to research conducted with our client partners, work experiences including **fairness, respect, inclusion, equality and diversity** are becoming critical determinants of employee engagement.

Employers can no longer be bystanders to D&I. Employees expect their leaders to speak up and act.

The age of box-ticking is over.

Organisations have a unique opportunity to be catalysts for change in a world that is seeing increased division.

UK survey data backs up what we know already. Inequalities exist in the workplace.

Employees from Asian and Black backgrounds feel their employer is less inclusive and diverse than their White counterparts.

Survey question	UK White	UK Black and Asian
I feel I can be my true self at work	69%	66% (-3)
I feel like I belong here	70%	65% (-5)
People with backgrounds like mine are able to succeed here	70%	61% (-9)

Belonging is when employees **truly** buy into the notion that they are **welcome** to bring their **full perspectives** and **true selves** to the table.

Alice H. Jones, Inclusion Consultants Network (ICN)

Being your true self:

UK Asian and Black employees are less comfortable bringing their whole self to work...

68% Can share how they feel with their team

82% Can talk openly about their background

59% Can speak up without fear of repercussion

6% Lower than UK White

Excuse me!

Not liking the terms of reference?

Navigating conversations about diversity and inclusion is full of sensitivities. We need to get the balance between being respectful in terminology while not allowing this to become a barrier.

If we don't talk about difference, we can't take action.

Having evidence means we can do something about it.

Employers must create an environment in which people are welcomed, included and valued.

The top 3 drivers of D&I in the workplace are...

01.

Ensure that everyone is treated fairly

74% **66%**

02.

Make progress to increase D&I (belief in action)

72% **71%**

03.

Take concerns raised by employees seriously and act

71% **66%**

% UK White employees agree **% UK Black and Asian employees agree**

76% of UK Asian and Black employees were made to feel welcome when they first started working for their employer...which is **9% lower than their UK White peers.**

68% of UK Asian and Black employees feel that people of all backgrounds are respected and valued, **8% lower than their UK White peers.**

At work in the last year:

15% vs. **24%**

UK White **UK Asian and Black**

employees have experienced bullying, harassment or discrimination.

It's not just about eradicating issues from ethnic minorities, but for all. However, our research reveals that employees don't trust the process of escalation or the response to concerns raised.

71% of employees

Feel able to challenge inappropriate behaviours in the workplace

...but this is **6%** Lower (65%)

from UK Asian and Black employees.

And 8% fewer UK Asian and Black employees know what to do if they experience or witness inappropriate behaviour.

Meaningful progress starts with understanding how your people feel.

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To find out more about how People Insight can help you assess diversity and inclusion, contact our friendly team at:

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