



The Prince's
Responsible
Business Network



BITC INSIGHTS

THE BUSINESS CASE FOR DIVERSITY

We promote inclusive workplace environments by supporting our partner organisations on achieving gender, race, age and wellbeing equality – **because our future is diverse.**

57% of first degrees are obtained by women.

25% of primary and secondary school children are BAME in 2018.

75% of employees have experienced symptoms of poor mental health.

50% of all adults will be over age 50 by 2030.

The business case for diversity is clear: diverse organisations perform better, have higher employee satisfaction and better financial returns, and are more innovative.



Better financial returns

Companies with strong gender and ethnic diversity are 15% and 35% respectively more likely to outperform their competitors (McKinsey)



Increased innovation and creativity

When employees 'think their organisation is committed to and supportive of diversity, and they feel included', their ability to innovate increases by 83% (Deloitte)



More attractive employer brand

54% of women and 45% of men surveyed said they researched if a company had D&I policies in place when deciding to accept a position (PwC)

ARE WE GENDER EQUAL YET?

For every £1 a man earns, a woman earns 81p.

There are more men named David (8) among the top CEOs than there are female chief executives (6)

Women continue to be seen as primary carers (for children and older relatives).

ARE WE RACE EQUAL YET?

1 in 8 of the working age population is BAME, but only 1 in 16 are on UK Boards.

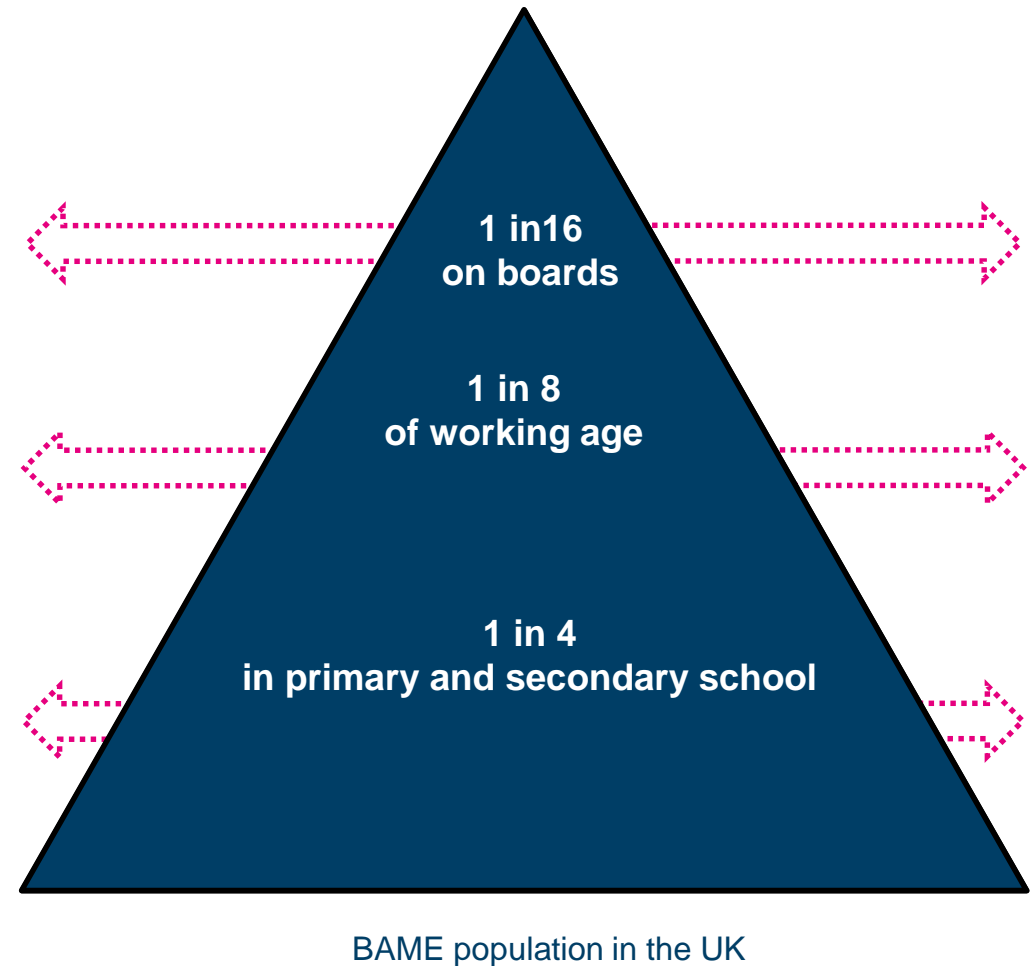
63% of all people are not comfortable talking about race in the workplace.

1 in 10 BAME adults are unemployed compared to 1 in 25 White British adults.

The business case for race

- Potential boost of **£24bn** to the UK economy annually, if employers get race equality in the workplace right [[Source](#)]
- Organisations with ethnically diverse leadership teams outperform their peers by 33% [[Source](#)]
- 1 in 8 of the working age population is from a BAME background, increasing to 1 in 4 by 2051
- Women from Pakistani and Bangladeshi backgrounds are the least likely to be employed

Representation isn't real yet



ARE WE FOCUSING ON WELLBEING?

Sickness absence costs UK employers £8.4bn a year, and presenteeism is estimated to cost around £15bn a year.

By 2030, 26 million people in the UK will be obese.

69% feel there is a stigma around mental health and 54% fear colleagues would judge them.

ARE WE AGE INCLUSIVE?

By 2022, we'll have about 12.5 million open jobs, but only 7 million young people.

By age 55-59, nearly 40% of all those in work want to reduce their working hours.

The first person who will live to 150 has already been born.

WE'RE THE NETWORK FOR CHANGE

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