

# Inclusion pulse survey

## Inclusion's effect on talent.

**80%** of respondents say inclusion is an important factor in choosing an employer.

 **72%**  
of respondents would leave or may consider leaving an organization for a more inclusive one.

 **30%** of Millennials surveyed said they have already left a job for a more inclusive culture at another organization. **75%** of senior management respondents said they would leave or may consider leaving jobs for more inclusive organizations

## It's work, but it's personal.

When it comes to workplace culture, most respondents relate more to the way inclusion **"FEELS"** over how it may "look".

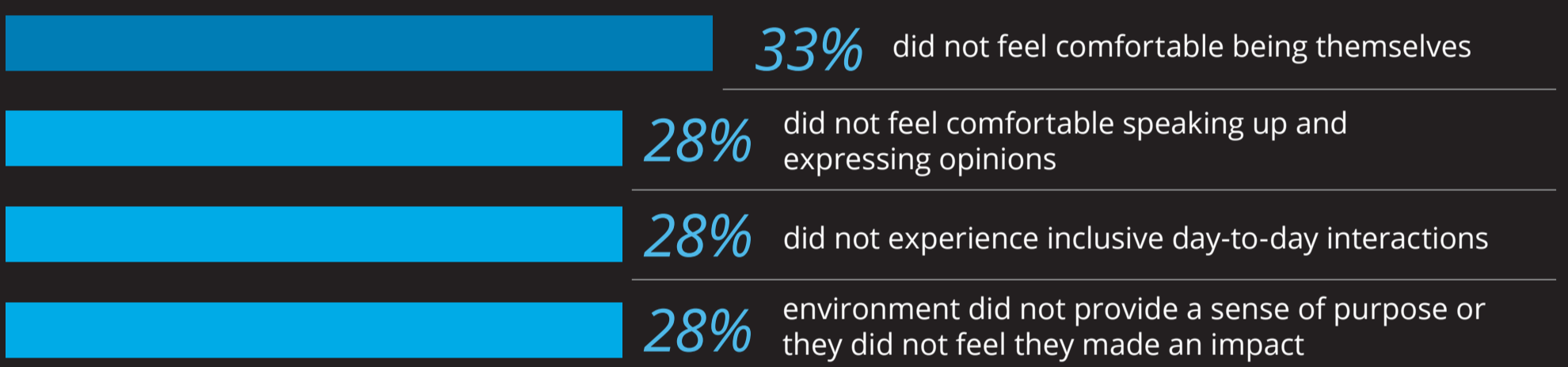
*What is the most valued aspect of work culture?*



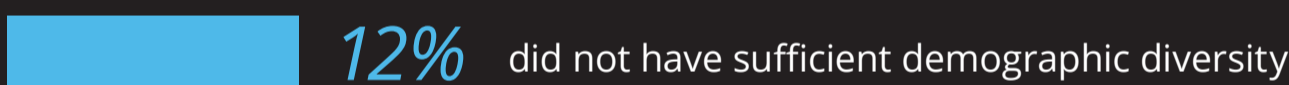
*An environment that makes me feel comfortable being myself*

(cited most frequently by respondents)

Of all respondents who said they have left a job for a more inclusive culture the **MOST** frequently cited reasons were:




The **LEAST** frequently cited reason for leaving a previous organization for a more inclusive culture was:



## Leaders' actions speak louder than programs.

 **71%**

of respondents said they would prefer an organization with leadership that consistently demonstrates inclusive behaviors over an organization that offers numerous inclusion initiatives but whose leaders did not demonstrate inclusive behaviors consistently.

 **32%** believe senior leadership has the greatest impact on whether a workplace is inclusive

 **34%** everyone plays a role in impacting whether a workplace is inclusive

## So what can organizations do to create and maintain an inclusive workplace?



Determine what inclusivity really means to your employees.



Think strategically and go beyond programs to nurture a culture of inclusive day-to-day experiences.



Push leaders to be active role models for inclusive behaviors by everyone.

**Methodology:** The survey gathered online responses April 13-20, 2017 from more than 1,300 full-time employees from different sized companies across the United States. The online questionnaire measured demographic subgroups upfront to ensure a significant sample size for statistical validity.

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