



What do we mean by diversity and inclusion?

- ‘It’s hard to define what diversity is because everyone has an opinion.’ *(Goldman Sachs advertisement 2000)*
- ‘Inclusiveness is about understanding that there are people in society that need help.’ *(a roundtable participant)*





and what of equity?

- **'Equity** is about bringing fairness to the equation, ensuring fair treatment for each of those experiences. You cannot really have diversity and inclusion without having equity as well.' *(a roundtable participant)*

“Too narrow a definition of diversity, or too much focus on one aspect over another, can of itself lead us to being divisive.”

Leading Inclusion (ACCA, 2021)

Unconscious bias

System 1 – intuition and instinct

- Unconscious
- Fast
- Associative
- Automatic
- Error prone



System 2 – rational thinking

- Slow
- Logical
- Requires effort
- Indecisive
- Reliable

Human capital

1. Increasingly relevant to organisations – 3Ps (purpose, people and profit)
2. Regulatory perspective
3. But D&I is not a regulatory issue



Is the profession truly open to all?

73%

think we are an inclusive profession

65%

consider that there is a strong link to organisational success

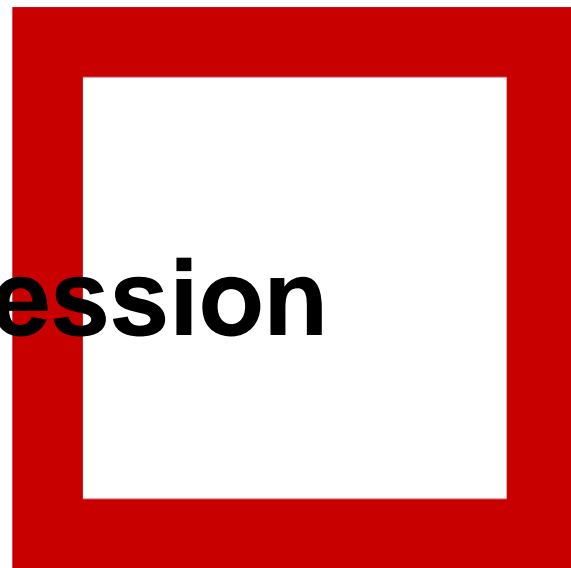
63%

think that the profession has an issue to deal with (yes and may be)

54%

don't know what to do or are uncertain

As a profession



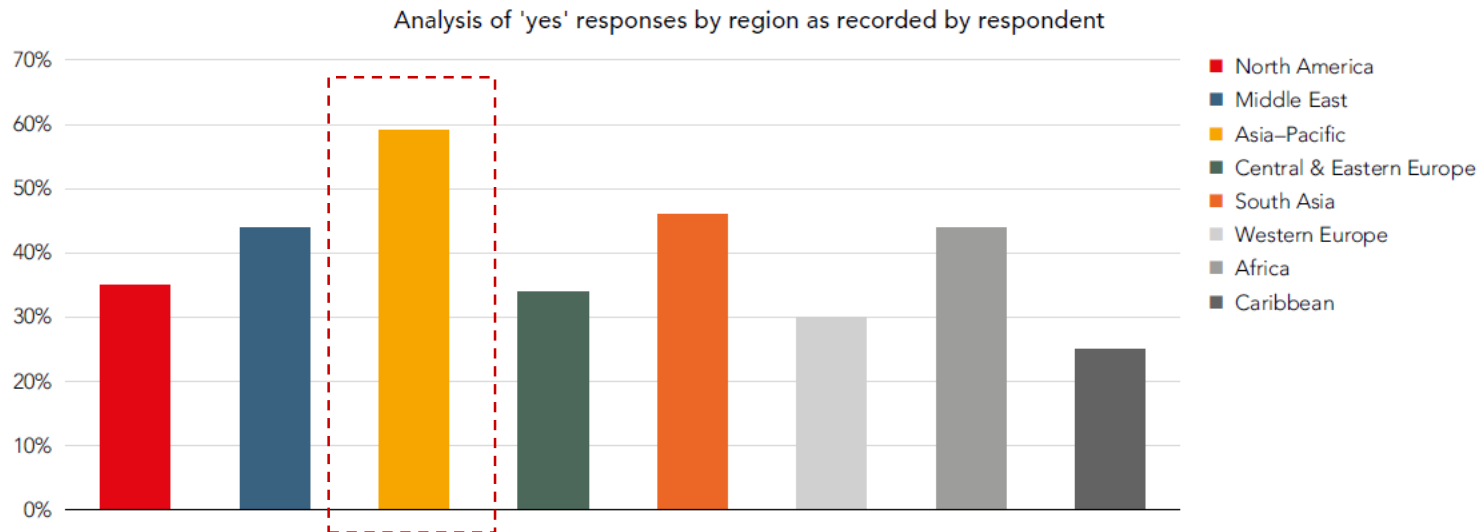


Are we a diverse and inclusive profession?

- **Yes**, say 73% of respondents say are inclusive
- **Do we have an issue to address**, 41% say yes and 22% say maybe

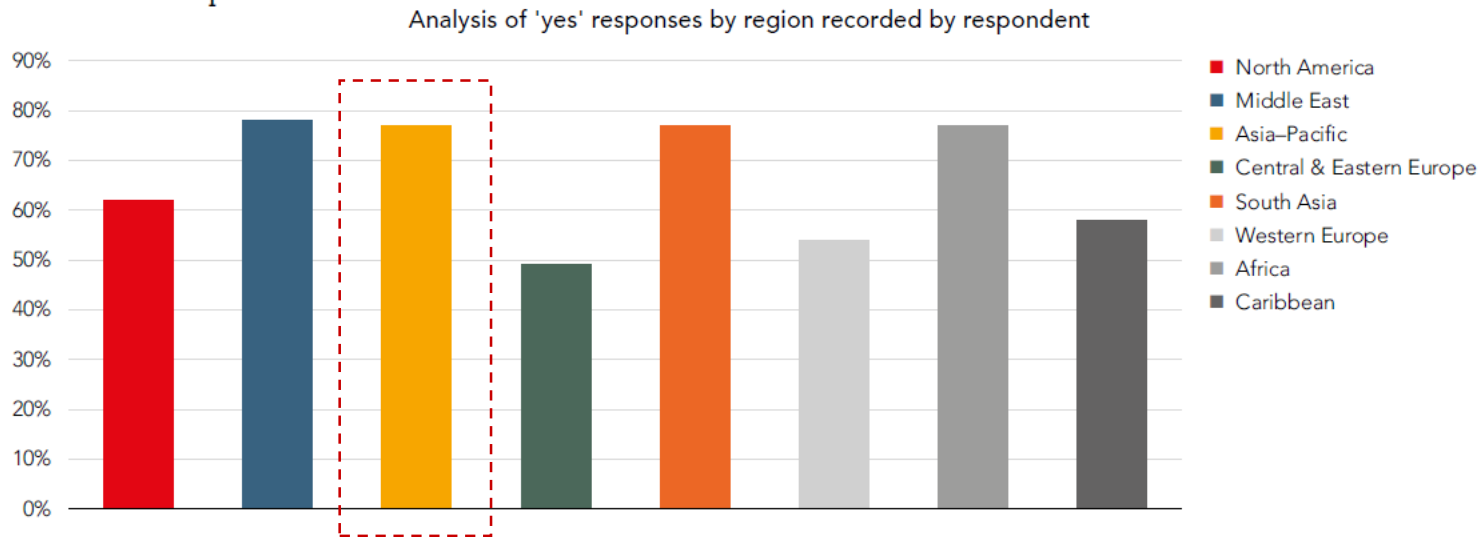
We have diversity issues to resolve

FIGURE 2.4: Do you consider that the profession has a diversity issue that needs to be addressed?



Clearly, **we** need to do more and we're not alone

FIGURE 2.9: Do you consider that the profession should do more to promote diversity and inclusion among its membership?



Are we open to all?

- **Yes**, say 78% of respondents
- But what does that mean?



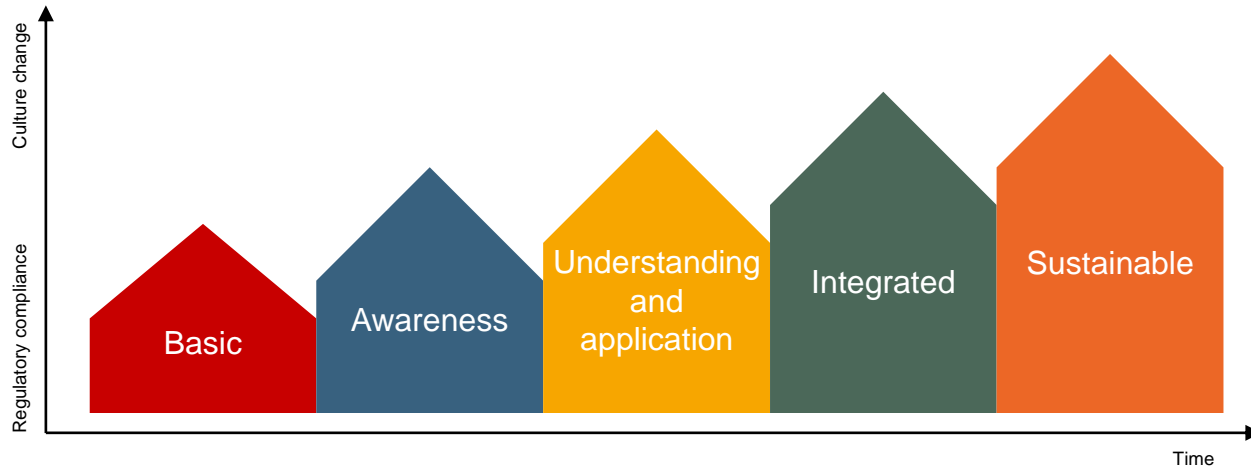
Things we can do

- Recognise privilege
- Address social inclusion
- Mentoring and story telling
- Community resource groups
- Reaching out



In our workplaces

Organisational maturity



Why it matters in workplace

- 65% say strong link to organisational success



Strong link between D&I and organisational success

FIGURE 3.1: How strong do you believe the link is between diversity and inclusion and organisational success?

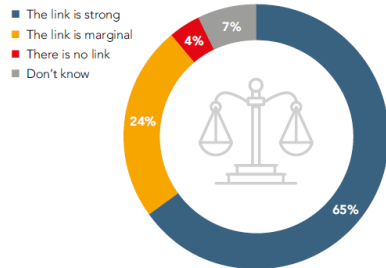
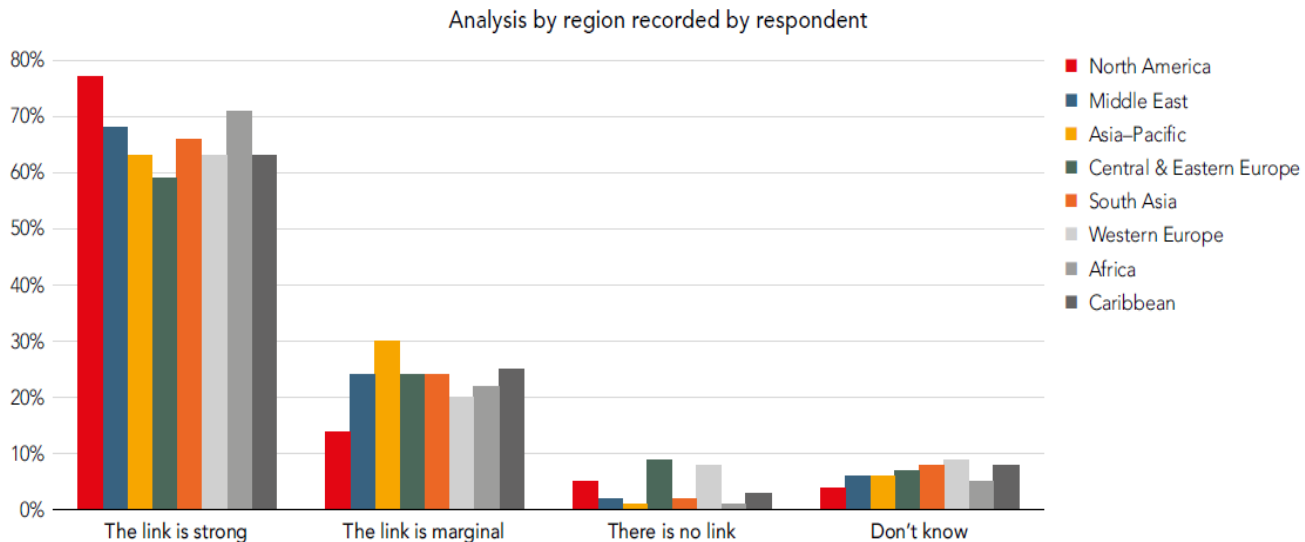


FIGURE 3.2: How strong do you believe the link is between diversity and inclusion and organisational success?



Why it matters in workplace

- 65% say strong link to organisational success

What are the benefits we see

- Variety of opinions
- Better decision making
- Improved employee engagement

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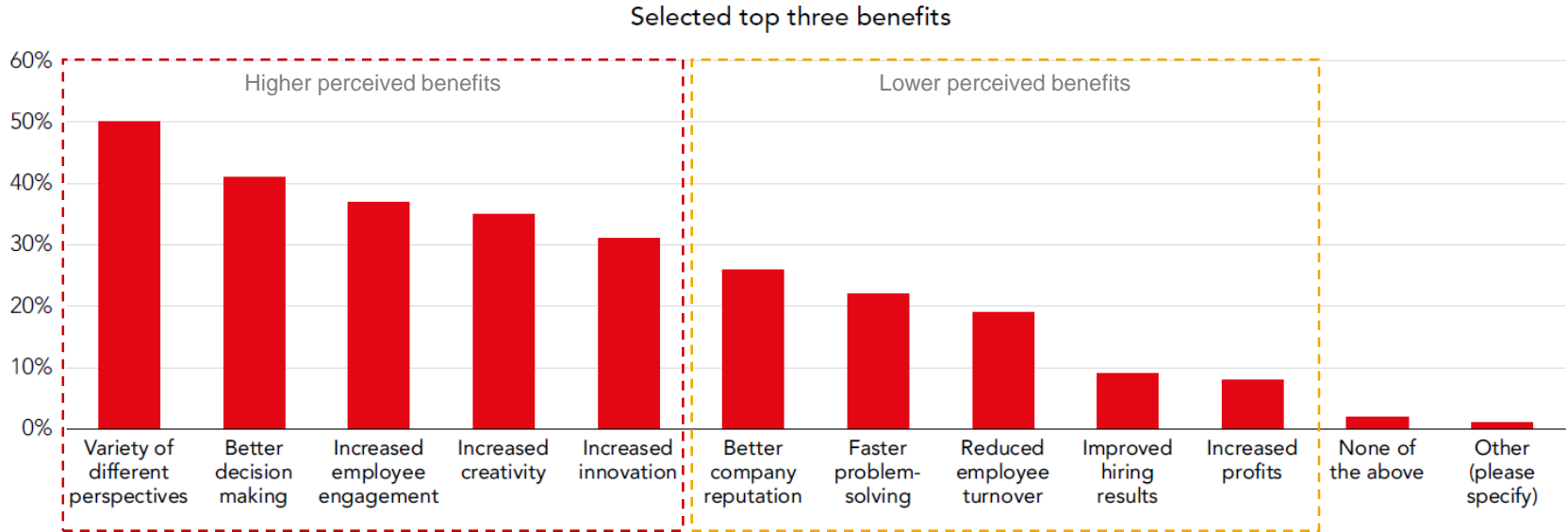
- Variety of opinions
- Better decision making
- Improved employee engagement

and those we don't so much

- Faster problem solving
- Reduced employee turnover
- Increased profit

'Success' is not always about higher profits

FIGURE 3.4: Which of the following factors do you consider to be the biggest benefits of a diverse and inclusive workforce?



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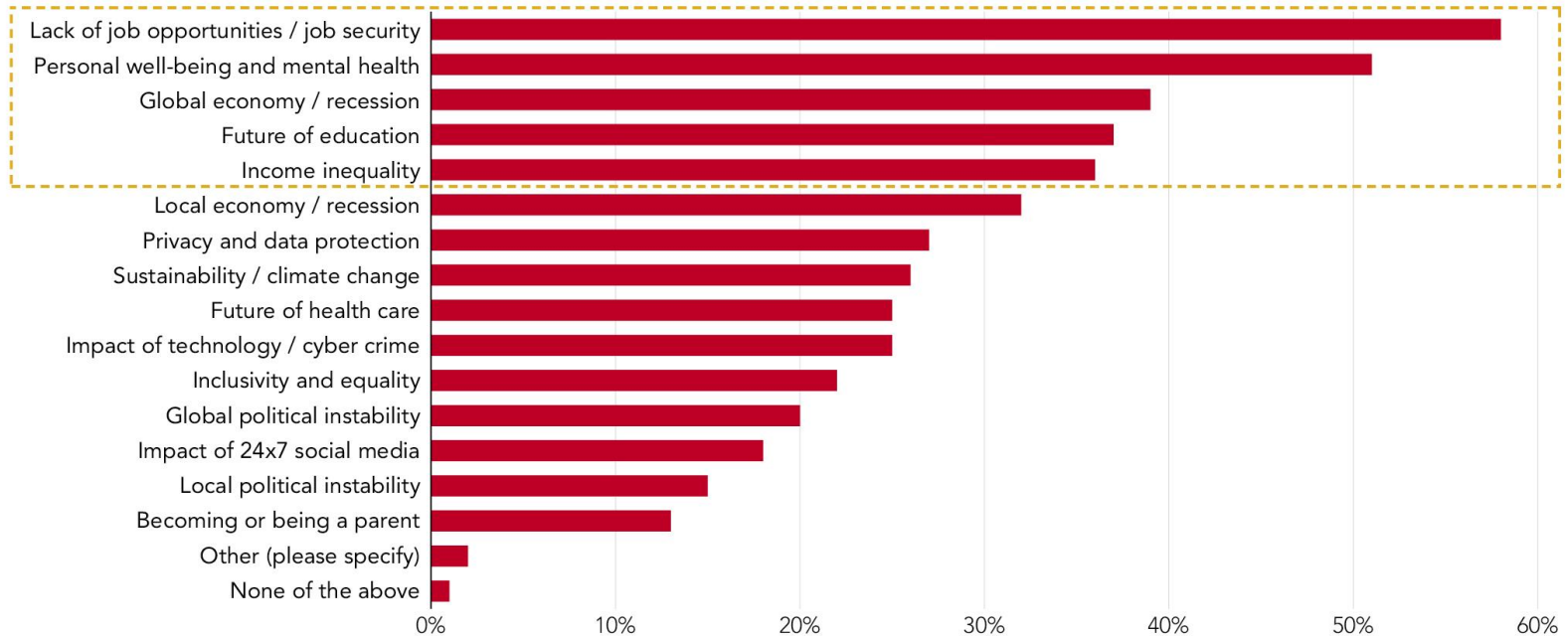
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Challenge of the business case

- Measuring the intangible
- Longer term benefit
- All about culture change

Income inequality – a concern for Gen Z



Are you comfortable being yourself at work?

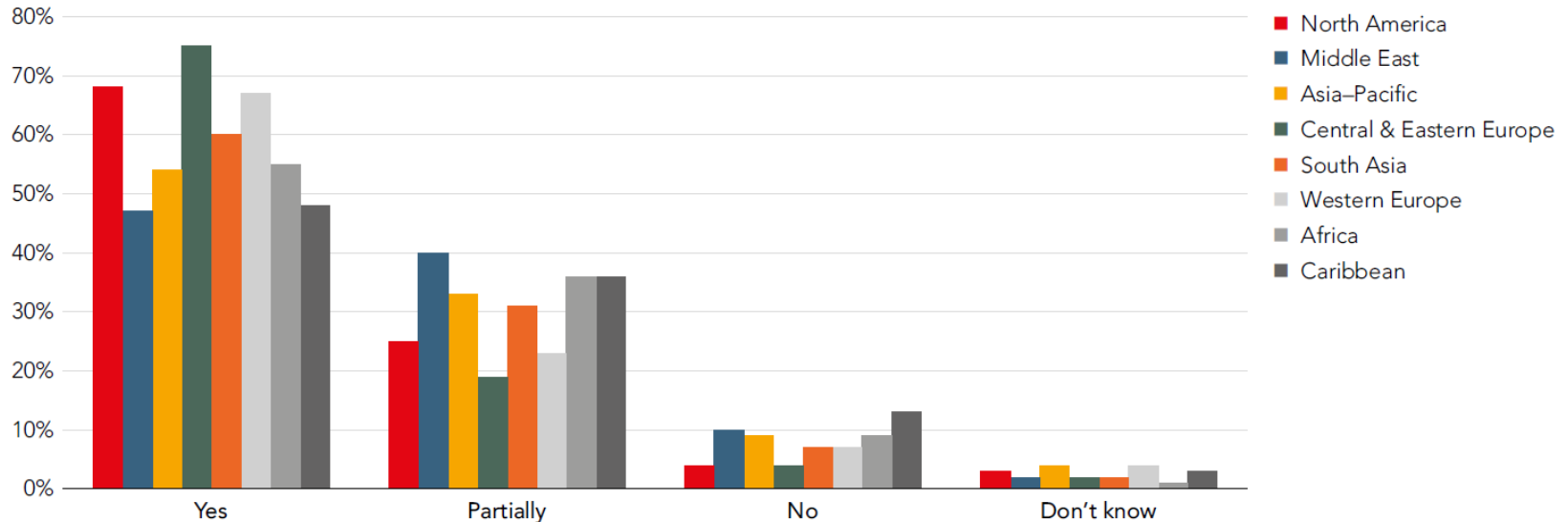
- 64% say 'yes'
- 29% say 'partially'



Our work environment is not free from harassment and discrimination

FIGURE 3.14: Do you work in an environment that is free from harassment and discrimination?

Analysis by region recorded by respondent



Things for organisations to think about

1. Strategy and leadership
2. Culture and belonging
3. Responsibility
4. Measurement and accountability



What should we do...?

...as accountancy and finance professionals



Do we understand what do to?

- **No**, say 10%
- **Partially**, say 37%
- **Yes**, say 46%
- The older you are the more assured you are



What can I do

- Know the goals
- Participate honestly
- Actively engage
- Take time to appreciate
- Treat people as they wish to be treated
- Speak up
- Welcome ideas
- Understand what you can bring and do so
- Continually improve
- Help others

To find out more – Inclusion in action

- Read the report
- Read the summary
- Review the action plans
 - For individuals
 - For smaller organisations
 - For larger organisations
- Listen to the podcasts
- Take the CPD module – *Diversity and Inclusion: working together*
- Attend the webinars

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