



There is GOOD NEWS about diversity, inclusion & engagement

- When employees feel included on their jobs, they also report higher levels of innovation and are better corporate citizens
- Companies focusing on improving DI&E scores enjoy:
 - 20% higher sales, 17% higher productivity and 21% higher profitability
 - 24% lower turnover than high turnover organizations
 - 70% fewer employee safety incidents
- Over 300 CEOs signed the [CEO Action for Diversity and Inclusion](#) pledging to take meaningful action to create more inclusive, accepting and diverse workplaces.
- Executives citing inclusion as a top priority is up [32% in 2017 vs. 2014](#)

But there's more work to be done

- According to a 2017 Reuters/IPSOS poll most Americans believe race relations are deteriorating
- Bad managers create active disengagement costing the US an estimated \$450 Billion/year
- \$11 billion is lost annually due to turnover of disengaged employees
- A [Deloitte study](#) reports 61% of employees Cover (mask their true selves at work)
- Multicultural employees continue to [report](#) the negative impacts of Emotional Tax – the heightened experience of being a different gender, race, or ethnicity from peers and the associated detrimental effects on health and work performance.

Workin' it Out can help individuals and companies work together to figure it all out.