



Diversity, Equity & Inclusion

Fact Sheets



Racial inequality has cost the U.S. economy \$16 trillion over the last two decades

DE&I Economic Impacts



\$16 trillion is based on the lack of lending to minority entrepreneurs (\$13 trillion in business revenue and 6.1 million new jobs per year)



\$2.7 trillion in income lost due to the racial wage gap for minority Americans, while the lack of access to education could have added \$90 to \$113 billion in lifetime income



A lack of equality in access to housing credit, which could have led to an additional 770,000 homeowners, has cost \$218 billion.

Source: Citigroup



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ANALYTICS ANALYSIS ADVICE

Economic inequity leads to loss of potential tax revenues for the local, state and federal governments

An organization is only as good as its diverse culture and inclusive environment

- Government decisions should be driven through a DE&I lens and be reflective of the community that it represents
- A supportive and engaging community and workplace is established by understanding the perceptual, institutional, and psychological processes that impact the ways people interact with each other. Starting with a look at employee engagement, then identifying interventions surrounding unconscious bias and specific diversity and inclusion strategies
- DE&I fosters environments that are conducive to organizational success



Lack of diversity limits perspectives, market opportunities, collaborative workforce and talent retention

Understanding perceptual, institutional, and psychological processes impact employee engagement

Improving Engagement



Research shows that engagement is the key factor that promotes higher performance and effort, greater returns, and lower turnover. Yet studies show that only **19%** of employees are highly engaged.

In our assessments, you will examine the foundational drivers of engagement, explore the components of successful engagement initiatives, and identify strategies for creating stronger engagement in teams.

Counteracting Unconscious Bias



Despite decades of legal and social reform aimed at reducing discrimination in the workplace, inequality continues to be a significant problem in all societies and most workplaces.

KLS&A will identify the perceptual and psychological processes that impact the way that individuals interact with people who are demographically dissimilar from them. and identify how professionals can design better work practices and help to more effectively leverage the potential among employees.

DE&I @ Work



The management of diversity and inclusion has evolved from a focus on compliance to a strategic-level effort with a demonstrated positive impact on an organization's performance.

KLS&A provides an overview of the evolution of the management of diversity and inclusion and presents targeted and high-involvement diversity practices. It examines diversity in the contexts of teams and leaders, and it frames diversity in terms of current business and cultural challenges.

Foster an Inclusive Climate



Inclusion is a relational construct. It's ultimately about how your team functions and performs based on the quality of social connections, openness to learning, agility, and depth of decision making.

KLS&A will examine the concept of climate, specifically inclusive climates, as well as learn about the specific behaviors and skills you need to demonstrate in order to be successful in shaping an inclusive climate.

Contact Us



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