



The Inclusion Dividend: Why Investing in Diversity and Inclusion Pays Off

Mason Donovan, Mark Kaplan

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In today's increasingly diverse, global, interconnected business world, diversity and inclusion (D&I) is no longer just "the right thing to do," it is a core leadership competency and central to the success of business. Working effectively across differences such as gender, culture, generational, race, and sexual orientation not only leads to a more productive, innovative corporate culture, but also to a better engagement with customers and clients. *The Inclusion Dividend* provides a framework to tap the bottom line impact that results from an inclusive culture. Most leaders have the intent to be inclusive, however translating that intent into a truly inclusive outcome with employees, customers, and other stakeholders requires a focused change effort. The authors explain that challenge and provide straightforward advice on how to achieve the kind of meritocracy that will result in a tangible dividend and move companies ahead of their competition.

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