

Misconduct is Less Likely to be Seen in Organizations That Welcome Diversity

Valuing Diversity, Equity, and Inclusion (DEI) Is Linked to Less Misconduct

29%

While more than 9 in 10 employees globally said that they sometimes, often, or very often see others in the organization welcoming DEI, **only 29% said they see it "very often"** revealing that more work needs to be done.

Why Does This Matter?

Globally, **levels of observed misconduct decreased by 40%** in organizations where employees see diversity welcomed.

Valuing diversity, equity, and inclusion is now the norm in organizations, but is still not universal. Such openness has numerous benefits, for employees and for the organization, from increasing the pool of talented employees to bringing out the best in existing staff. Furthermore, there is a clear connection between open, diverse organizations and reduced levels of misconduct.

What Should You Do?

Work with other related functions to ensure diversity in hiring, retention, and promotion. Ensure that current and emerging leaders promote diversity for its own sake and as a critical mechanism for building an open organization that encourages candor, invites new ideas, and promotes learning.

Links to ECI Resources



[Talking the Walk #14](#)



[Interpersonal Misconduct in the Workplace: What It Is, How It Occurs and What You Should Do About It](#)



[Racism, Discrimination and Abuse of Power: Shifting Awareness to Action](#)