

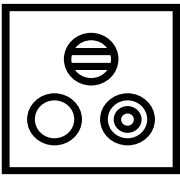


pwc

Diversity, Equity & Inclusion (DEI) Consulting Services



Diverse, Equitable and Inclusive Workplaces



Improve Financial Performance

Inclusion and diversity programmes have a direct impact on the financial performance of an organisation. Diverse, equitable and inclusive teams are better at solving problems, managing risk, identifying new opportunities and innovating.



Leverage Talent & Skills for the Future

Ongoing disruption and change emphasise an increasing need for workplaces to be diverse, equitable and inclusive. In the future of work, 'soft-skills' like empathy and emotional intelligence will be essential, but as the workforce currently stands, a skills-gap exists.



Better Decision-making

Growing research shows that diverse teams make better decisions. They do this by paying closer attention to facts, processing facts more carefully and via diverse backgrounds, challenging group-think and being more innovative in developing solutions.



Meet Client Expectations

Client expectations for inclusion, equity and diversity are growing, as organisations are seeking higher standards of progress. Consumers, clients and shareholders are increasingly calling for a higher standard of workplace culture, including inclusion, equity and diversity.

85%

of CEOs see enhanced business performance with diversity, equity and inclusion programmes.

90%

of companies that have invested in inclusion and diversity programmes have seen an increased ability to attract talent.

21%

more likely to experience above average profitability, for companies with high gender diversity compared to companies with low gender diversity.



Having a diverse workforce, an inclusive culture, and an equitable workplace is not just about fairness; it is about your business. It is about having a competitive advantage.

Diversity, Equity & Inclusion Consulting Services

Our Approach

Our approach includes data-driven analysis combined with a qualitative assessment and comprehensive review of policies and processes to identify your organisation's needs and requirements.

This provides us with the necessary insights to work with you to design a bespoke Diversity, Equity & Inclusion (DEI) action plan that includes a programme of initiatives with both short- and long-term goals and key performance indicators (KPIs).

We work together to help you achieve more.

Our service offering is adjusted according to the needs and the Inclusion & Diversity maturity level of your organisation.

In collaboration with your team, we can support you to identify, develop, and retain a market-leading inclusive and diverse workforce.

PwC will work with you to put purpose at the centre of your tailored, actionable DEI strategy, and help you consistently and positively impact everyone your organisation reaches.



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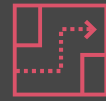
How we can assist

We focus in the following areas that can be examined independently or holistically:



Current State Assessment

In-depth organisational culture diagnosis via surveys, focus groups, policy reviews etc.



DEI Strategy & Implementation Roadmap

Creation of a business-focused vision and strategy for diversity, equity and inclusion that reflects the reality of today and the real potential of tomorrow.



Upskilling on Inclusive Leadership

Series of sessions to engage leadership by articulating the business case and establishing supportive governance, via several upskilling forms.



DEI Analytics

Assist to maintain an effective and successful strategy, as well as predict future disruptions and interventions.



“At PwC, we respect and value differences. We know that when people from different backgrounds and with different points of view work together, we create the most value - for our clients, our people and society.”

