‘Inclusion’ is more than just the latest buzzword; it has benefits for business and workers too. The DCA-Suncorp Inclusion@Work Index 2017-2018, which surveyed 3000 working Australians, found that Inclusion@Work matters to Australian workers – it fuels team performance and boosts employee satisfaction, success and security, while also minimising the risk of harassment and discrimination.

Inclusion@Work matters to Australian workers

3 out of 4 Australian workers support or strongly support their organisation taking action to create a workplace which is diverse and inclusive

Only 3% oppose or strongly oppose their organisation taking action

Inclusion@Work is good for business

If you work in an inclusive team, you are:

10 times more likely to be highly effective than workers in non-inclusive teams

9 times more likely to innovate

5 times more likely to provide excellent customer/client service

Inclusion@Work is good for employees

If you work in an inclusive team, you are:

19 times more likely to be very satisfied with your job than workers in non-inclusive teams

4 times more likely to stay with your current employer

2 times more likely to receive regular career development opportunities

Even a little Inclusion@Work helps

Working in a somewhat inclusive team also boosts employee satisfaction, success and security, and team performance – just to a smaller degree than working in a highly inclusive team
Almost 7 times less likely than workers in non-inclusive teams to have personally experienced harassment and/or discrimination in the past year.

Inclusion@Work minimises harassment and discrimination

If you work in an inclusive team, you are:

- In organisations taking action to create a more diverse and inclusive workplace, a similar proportion of female and male workers were very satisfied with their jobs (43% women, 45% men) – and significantly more satisfied than men and women in organisations where no action was being taken (28% women, 23% men).

Inclusion@Work benefits EVERYONE

The state of inclusion

Almost one in two Australians work in an inclusive team or for an inclusive manager.

One in five 5 (22%) Australians have personally experienced harassment and/or discrimination at work in the past year.

38% of Aboriginal and/or Torres Strait Islander Australians have personally experienced harassment and/or discrimination in the past 12 months – the highest rate of workplace discrimination and harassment of any demographic group.

Leading industries vs Lagging industries

- Financial and Insurance Services
- Education and Training
- Information, Media and Telecommunications
- Manufacturing

Endnotes:

1 Inclusive Teams = Respondents scored their team on average 4 or above out of 5 (where 5 = highly inclusive, 3 = neither inclusive or non-inclusive, 1 = not inclusive at all); Somewhat Inclusive Teams = Respondents scored their team on average between 3 and 4. Non-Inclusive Teams = Respondents scored their team on average less than 3.

2 Where we have indicated that inclusive teams/leaders were “X times more likely” than non-inclusive teams/managers to be effective, innovative, stay etc. for ease of reading we have rounded up or down the original number to be a whole number (e.g. 9.7 times has been rounded up to 10 times).

3 Inclusive Managers = Respondents scored their manager on average 4 or above out of 5 (where 5 = highly inclusive, 3 = neither inclusive or non-inclusive, 1 = not inclusive at all).