

The case for class inclusion at work

Research shows a strong case for creating class-diverse and inclusive workplaces – for both employees and for organisations.

Class inclusion is better for employees

Class marginalised employees¹ who work in inclusive organisations² are:

x9.5 

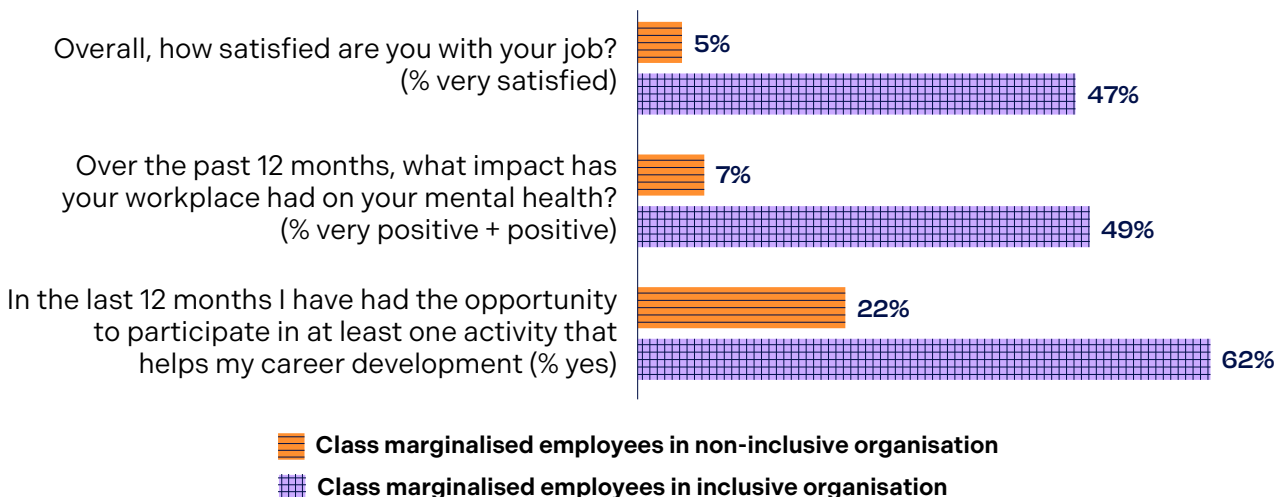
9.5 times more likely to be **very satisfied with their job** than class marginalised employees in non-inclusive organisations³

x6.5 

6.5 times more likely to feel work has a **positive impact on their mental health**

x2.5 

2.5 times more likely to have participated in **career development opportunities**



Class inclusion is better for businesses

Class marginalised employees who work in inclusive organisations are:

x23 

23 times more likely to report that their team is always **innovative**, compared to class marginalised employees in non-inclusive organisations

x5.5 

5.5 times more likely to report their team always **works effectively together**

x4 

4 times more likely to feel their team always **provides excellent customer service**

x3 

3 times more likely to **stay with their current employer**



1. We have reported on class marginalised employees because our research shows they are much less likely to work in inclusive environments than middle class or class privileged employees. However, the pattern that greater inclusion benefits both employees and business also holds true for middle class and class privileged workers.
2. Inclusive Organisational Climate = Respondents scored their organisation on average 4 or above out of 5 (where 5 = highly inclusive, 3 = neither inclusive nor non-inclusive, 1 = not inclusive at all).
3. Findings are drawn from DCA's 2025–2026 *Inclusion@Work Index*.