

Belonging at EY

Colloquium on Global Diversity

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Building a better
working world



Driving better business results through DE&I and belonging

EY DE&I Business Impact Research

Groups with...

High **cultural difference** AND **inclusiveness**



+ 9.6 pts

higher retention

vs groups with low cultural difference and inclusiveness

A stronger sense of **belonging**



+ 3 pts

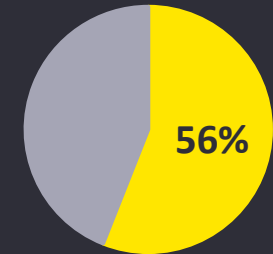
higher retention

EY Belonging Barometer 3.0

A belonging disconnect is emerging in the workplace

Almost half of workers (41%) say that **work** is where they feel the **strongest sense of belonging**, second only to home (62%)

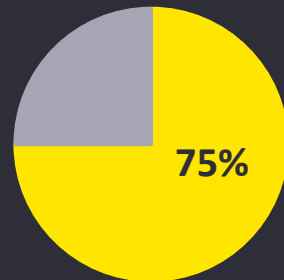
However, over half of workers (56%) feel that they **can't share** or are **reluctant to share** dimensions of their identity while at work, for fear of it holding them back



Top 3 dimensions that respondents feel the **least comfortable** sharing at work — family's socioeconomic status, religion, political party

In today's market, checking in matters most

75% of respondents report having **felt excluded** in their workplace



Checking in about how someone is doing at work and personally is the **top contributor** to building a sense of belonging at work





Uplift social equity

Recognizing and checking the assumptions we make about others is key for everyone to feel *seen, connected, supported, proud*



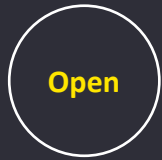
All in Moment (AIM)

team meeting practice

What barriers can we remove so all voices are heard and valued?

AIM is an easy team meeting practice where teams intentionally pause for small, yet powerful, prompts and nudges in their meetings that create an environment where all voices are heard and valued.

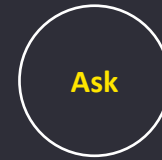
AIM examples



“We hope to hear everyone’s perspectives today.”



Give those who share less often the chance to share first.



“Have we heard from everyone who wants to speak?”

AIM framework

offers practical examples and step-by-step guidance



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