



# Diversity Equity Inclusion Accessibility

Leadership Team | USGS Water Mission Area

Why DEI matters

# Performance

- Companies with high gender and racial diversity are 25% to 36% more likely to outperform less diverse businesses (McKinsey and Company 2020)
- When diversity and inclusion are both high, employees are 80% more likely to report high team performance (Deloitte Australia 2013)



**Bottom line:**

Diversity and inclusion  
boost performance.



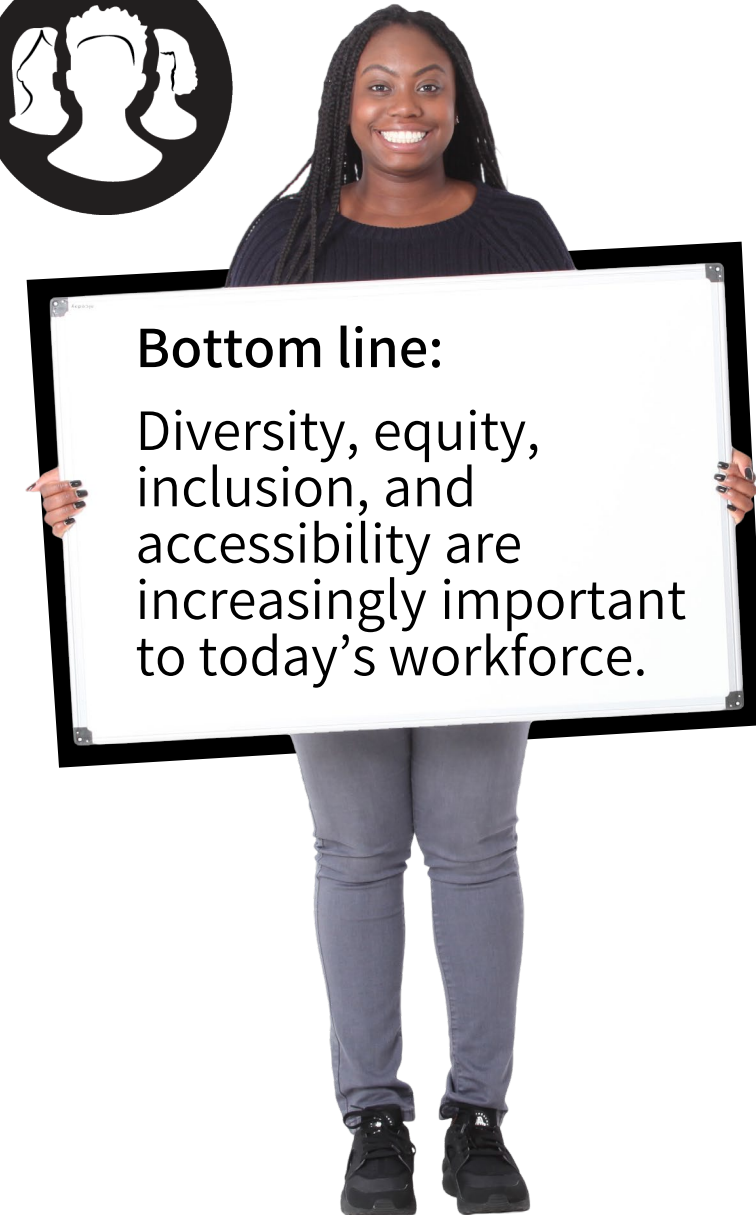
# Innovation

- Research teams with high gender diversity produce more novel and impactful scientific papers (Yang et al. 2022)
- Inclusive companies are 1.7 times more likely to lead their markets in innovation than less inclusive businesses (Bersin by Deloitte 2015)



# Talent

- Three out of four employees and job seekers prefer diverse companies when deciding on where to work (Glassdoor 2020)
- Inclusive workplace culture improves employee engagement and retention, especially among millennials (Deloitte University 2015)



# Happiness



- Employees in inclusive work environments are 3x more likely to be happy than those in non-inclusive workplaces (Boston Consulting Group 2021)
- Employees in diverse and inclusive workplaces are 57% more effective at collaborating and 19% more likely to stay with an organization (Business Leadership Today 2023)



**Bottom line:**  
Diversity and  
inclusion improve  
employee happiness.



# Learn more

- [DEIA Leadership Team](#)
- [DEIALT Quick Resources Page](#)
- Additional Resources:
  - [Effective Meeting Training](#)
  - [DOI Talent: Creating a Gender Inclusive Workplace](#)
  - [Inclusive Language Guidelines](#)
  - [Pronouns Matter](#)
  - [USGS EAP Resources](#)
  - [Resilience Café](#)
  - [Section 508 Resources](#)

