

Consulting Services

# Diversity Equity & Inclusion



*Driving organizational success through  
diversity, equity, and inclusion*





In today's world, diversity, equity, and inclusion (DEI) are crucial for organizations that want to thrive and succeed. The benefits of DEI are numerous, and organizations that embrace it have a significant advantage over their competitors.

## DIVERSITY AND INCLUSION WORKPLACE STATISTICS TO KNOW:

- By 2045, groups once considered minorities may become the majority.
- Nearly half of Generation Z individuals are racial or ethnic minorities.
- Companies that prioritize diversity see 2.5 times higher cash flow per employee.
- Research has shown that diverse management teams can increase revenue by 19%.
- Gender-diverse companies and executive teams tend to outperform less gender-diverse peers.
- A survey conducted among job seekers and workers found that three out of four individuals prefer working in diverse environments.

*Source: <https://builtin.com/diversity-inclusion/diversity-in-the-workplace-statistics>*

# Benefits of DEI

**A** diverse workforce is more innovative and creative. Different perspectives, experiences, and backgrounds can lead to new ideas and solutions to problems that a homogeneous group may not have thought of. When everyone in the company feels valued and heard, they are more likely to contribute their best work, leading to a more engaged and productive team.

**B**y building an equitable workplace, organizations can ensure that everyone has an equal chance to thrive. It's not enough to have diverse employees if they do not feel included and supported. When employees feel like they belong and have the same opportunities as their peers, they are more likely to stay with the company and grow their careers there.

**C**reating a culture of diversity and inclusion helps organizations build a positive reputation in the marketplace. Consumers are more likely to support companies that value and respect diversity and inclusion. Additionally, a diverse workforce can help organizations better understand and connect with their customers, leading to more effective marketing strategies and stronger relationships with clients.

**D**EI is simply the right thing to do. Every person deserves to be treated with dignity and respect, and every employee should have the opportunity to reach their full potential. By prioritizing DEI, organizations can create a more just and equitable world for all.





# Solutions

DEI is essential for organizations in today's world because it fosters innovation, promotes equity and inclusion, improves reputation and customer relationships, and aligns with values of fairness and respect for all. By prioritizing DEI, organizations can unlock the full potential of their employees and create a better world for everyone.

The Folke Institute facilitates new levels of consciousness regarding concepts like race, class, and gender equity. We provide solutions to empower our clients to become change agents -- to create a better, healthier world for all people. Our goal is to help individuals and organizations shift from a "celebrating diversity" orientation to one grounded in principles of equity and inclusion. We view this approach as going beyond diversity and creating an inclusive environment where all members feel included, valued, and respected.

Our custom solutions include:

- Leadership Development
- Comprehensive DEI Strategy
- Assessments
- Workshops and Training
- Coaching and Trusted Advisorship





# About The Folke Institute

*The Folke Institute, Inc. (TFI) is a global learning & development, consulting, and research organization that develops, designs, and deploys programs to help individuals and organizations acquire the skills and insights needed to succeed in today's global workplace. Our classes, seminars, workshops, and coaching programs help individuals develop essential skills necessary for individual and organizational success.*

*TFI provides preset programs and customized solutions for clients who want to affect change within their organizations across all dimensions of diversity. Our dynamic solutions increase our client's competitive advantage and set them apart in the global economy.*

*Our programming is uniquely designed to provide the skills necessary to successfully communicate, negotiate, leverage differences, and promote positive and sustainable relationships up, down, and across the organization (associates, partners, team members, clients, and suppliers).*

*We offer sustainable solutions to create high-performing inclusive organizations. For more information, email [info@thefolkeinstitute.com](mailto:info@thefolkeinstitute.com).*



"The journey  
is the destination."

- Dr. Carrie Spell-Hansson,  
Founder and CEO

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