

THE VALUE OF DIVERSITY

Although the social and cultural benefits to inclusion and justice may seem obvious to many, there are multiple other benefits of a diverse workforce. Many equity champions still find ourselves in the position of having to make the case for diversity. Below are several resources to support hiring and retaining a diverse workforce.

The article, “Diversity, Social Goods Provision, and Performance in the Firm,” was recently published in the *Journal of Economics and Management Strategy*. It was written by Ellison, a senior lecturer in MIT’s Department of Economics, and Wallace P. Mullin, an economist at George Washington University.

The economists found revenue increases by about 41 percent when a workplace shifts from all-male or all-female to one with a gender balance. Ellison uses a baseball analogy to explain. “A baseball team entirely composed of catchers could have high *esprit de corps*,” Ellison says, pointing out a group of catchers could share experiences, equipment, or tips for handling knuckleballs. “But it would not perform very well on the field.

In addition...

- Lu Hong and Scott Page [showed](#) that groups of diverse problem solvers can outperform groups of high-ability problem solvers.
- [According to McKinsey](#), companies with diverse executive boards enjoy significantly higher earnings and returns on equity.
- [According to Harvard Business School](#), multicultural networks promote creativity.

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