



ALLIANT INTERNATIONAL UNIVERSITY

CAPITALIZING ON THE DIVERSITY IN WORKGROUPS: EXPLORING THE CONNECTION OF INCLUSION AND PERFORMANCE

Given the reality of diversity in organizations today, individuals can no longer work in a vacuum. They must often work with people who are different in many ways. To maximize the productivity of their employees, business leaders must manage this diversity and foster inclusion so that groups and organizations can use their differences in ways that maximize everyone's contributions. We believe that *when everyone in a workgroup or team feels included – when all employees feel valued, safe, engaged, and able to express themselves fully and authentically – the whole group will perform better.*

We have developed a tool – the **Workgroup Inclusion Scale** – to assess the experience of inclusion in workgroups and are now investigating the links between inclusion and performance. **We seek an organization that wishes to explore and enhance the experience of inclusion in its workgroups.** By having employees participate in a brief, 20-minute online survey, the organization will gain an understanding of how the diversity and experiences of inclusion in their workgroups are tied to performance. This study will contribute to a growing understanding of the bottom-line benefits of diversity and inclusion.

BENEFITS OF PARTICIPATING

- Gain insight about strengths and opportunities regarding inclusion in the organization's workgroups.
- Understand the bottom-line benefits and effects of workplace inclusion and diversity.
- Get access to resources for enhancing employees' inclusive behaviors.
- Obtain free administration and results of the Workplace Inclusion Scale.

WHAT WE NEED FROM THE PARTICIPATING ORGANIZATION

- Willingness to explore issues of inclusion and diversity in the organization and its workgroups.
- Identifiable work groups on which quantified and systematic group performance data is available (e.g., sales, outputs, quality indices, etc.).
- All or most employees from at least 100 workgroups to participate by completing a brief, 20-minute online survey.

We welcome the opportunity to discuss your organization's involvement in this cutting-edge research. (Note that all identifying information on individual participants and the organization gathered through this survey will be held in the strictest confidence.) By participating, you can both benefit your organization and its people, and contribute to a growing understanding of the effects of inclusion at work. We look forward to speaking with you!

For more information, please contact us at your earliest convenience:

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