



Peer Learning Groups

Connecting sustainability professionals to drive collective impact

SME Peer Learning Group Session pre-read: Diversity & Inclusion

Topic background

In the competitive landscape of today's global economy, the imperative of diversity and inclusion has moved from a buzzword to a strategic necessity for companies. Research and real-world case studies underscore the pivotal role of diversity and inclusion in achieving sustainability goals and long-term business success. The undeniable fact is that embracing diversity within the workforce leads to a multitude of benefits, such as increased innovation, improved financial performance, and better risk management. For SMEs the alignment of diversity and inclusion with their sustainability objectives can be a critical driver for growth and resilience.

Before the session

Questions to consider:

- What policies and initiatives does your company have in terms of gender, ethnicity, age, and other diversity factors?
- What specific diversity and inclusion goals has your company set, and what progress has been made towards achieving them?
- How does your company ensure pay equity and opportunities for career advancement among employees of all backgrounds?
- What recruitment and hiring practices are in place to attract a diverse talent pool?
- What data and metrics do you track to evaluate the effectiveness of your diversity and inclusion initiatives?

Recommended pre-session materials

- UN Global Compact Academy e-learning:
Gender equality: How business can accelerate the pace of change (30 minutes)
 - [link](#) for UNGC participants
 - [link](#) for non-participants