



# Diversity Inclusion

## Moving Business Beyond Bias

HR Connect  
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INTERNAL

#diversityatSAP

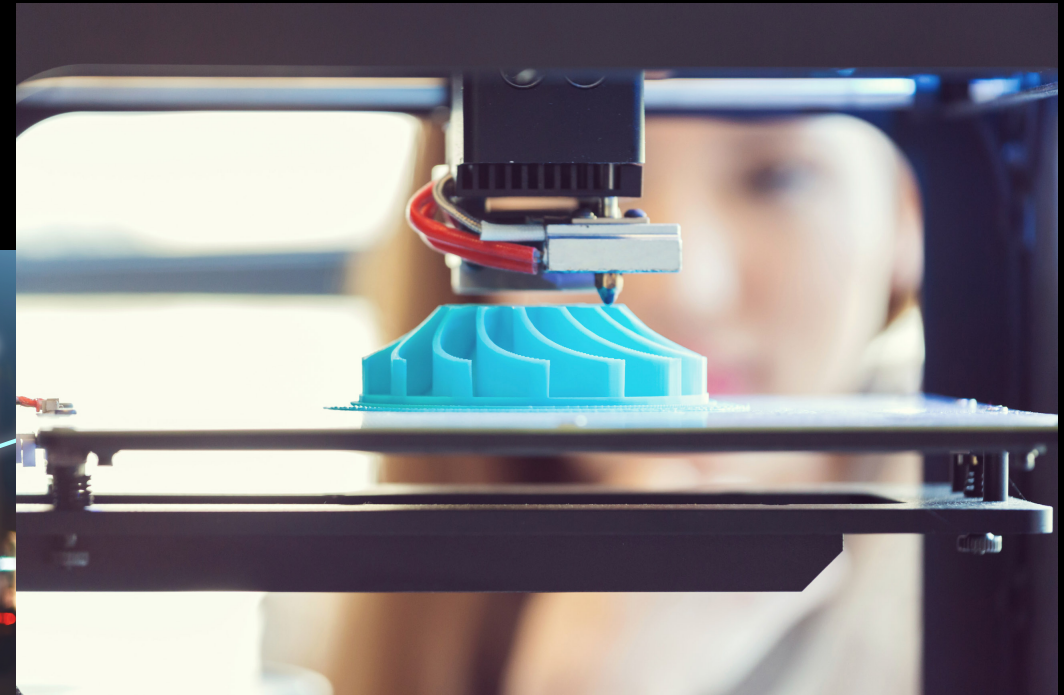
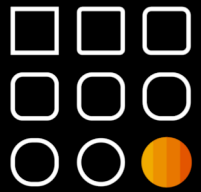
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THE BEST RUN



# Exponential Change: Unprecedented Technological Innovation



# Why Diversity & Inclusion Matters

Highly inclusive organizations:

- Generate 2.3x more cashflow per employee
- Generate 1.4x more revenue
- Rate themselves 170% better at innovation

Predictions for 2017 Everything Is Becoming Digital (Bersin by Deloitte)

48%

Higher operating margins generated by gender diverse management teams.

McKinsey

35%

Ethnically diverse companies more likely to outperform their peers

McKinsey



2x

as likely to meet or exceed financial targets



3x

as likely to be high-performing



6x

more likely to be innovative and agile



8x

more likely to achieve better business outcomes

# Defining Inclusion

When employees feel they are being treated with fairness and respect, and have feelings of individual value and belonging, they have an opportunity to be inspired by each other. This collective inspiration is driven by diverse ideas set free through inclusive behaviors.



## Fairness & Respect

Foundational elements that is underpinned by ideas about equality of treatment and opportunities.



## Value & Belonging

Individuals feeling that their uniqueness is known and appreciated, while also feeling a sense of social connectedness and group membership



## Confidence & Inspiration

Creating the conditions for high team performance through individuals having the confidence to speak up and the motivation to do their best work.

**= Inclusion**

# Why diversity and inclusion matters



## Employee Engagement

A bias-free workplace motivates, attracts, and helps retain employees



## Innovation

Diversity of thought helps organizations think differently;  
Diverse teams are proven to be more innovative



## Customers

Companies must relate to increasingly more diverse customers

# SAP's Approach to Diversity and Inclusion



**Gender Intelligence**



**Cross-Generational Intelligence**



**Culture & Identity**



**Differently Abled People**



**Cross Topics & Enablement**

# Life at SAP



**BRING EVERYTHING  
YOU ARE.  
BECOME EVERYTHING  
YOU WANT.**

**FIND YOURSELF WORKING AT SAP**





We all have **unconscious bias**; it doesn't make us bad, it makes us **human**.



**But: we have to combat it!**

[Source: Catalyst](#)



# Thank you.

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