How Should Managers Deal with the Challenges of Building an Inclusive Workplace?

James L. Heskett, a Harvard Business School professor emeritus, **reports** on some of the responses to a recent column about how best to foster a climate of inclusion in an organization.

In his original column, the author discussed how diversity and inclusion are universal topics among executives. One typical study looking at the issue found “a strong correlation between gender diversity and a company’s bottom line.”

> Companies in the top quartile of gender diversity worldwide had a high likelihood of outperforming bottom-quartile industry peers in both earnings before interest and taxes as well as longer-term value creation, according to the study.

Read the article.