



On a journey
to create
more inclusive
workplaces

Back to the basics

The Difference
Between
Diversity, Equity,
& Inclusion

What is Diversity?

Diversity refers to who is represented in the workforce and it includes gender diversity, age diversity, ethnic diversity, and much more.

What is Equity?

Equity refers to the fair treatment of all people. The concept differs from equality, as the latter assumes that all people should be treated the same way. On the other hand, equity implies the consideration of one's circumstances to ensure the achievement of a fair and equal outcome.

What is Inclusion?

Inclusion refers to the creation of a workplace where all employees feel heard and appreciated for the true version of themselves.



Countless studies have shown that diversity, equity, and inclusion improves not only the work quality but also fosters creativity.

Cilia Keser

Head of People & Culture,
Nexio Projects



Why Diversity, Equity, & Inclusion matters

Five reasons why companies should focus on DEI

Increased innovation & creativity

Research has shown that diverse teams lead to higher levels of innovation and creativity. [A study by McKinsey](#) found that companies with diverse executive teams were 33% more likely to outperform their industry peers in terms of profitability. Diverse perspectives and experiences bring fresh ideas, problem-solving approaches, and unique insights, fostering innovation within the company.

Enhanced financial performance

Companies that prioritise DEI have been found to achieve better financial performance. A report by [Boston Consulting Group](#) revealed that companies with diverse management teams had 19% higher revenue due to innovation compared to companies with less diversity.

Expanded talent pool & improved recruitment

Fostering a diverse and inclusive workplace attracts top talent from a wider pool. Companies that prioritise DEI are more likely to appeal to a diverse range of candidates, making it easier to attract qualified individuals from different backgrounds. This expands the talent pool and increases the chances of hiring the best candidates for the job.

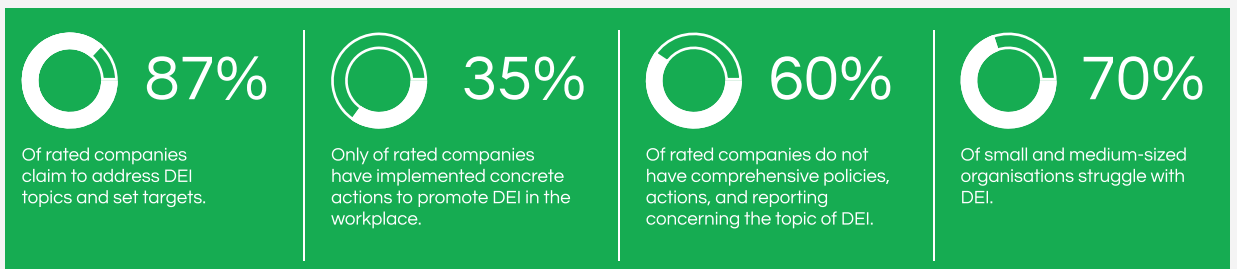
Enhanced employee engagement & retention

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Improved decision-making

Diverse teams are known to make better decisions. A study published in the [Harvard Business Review](#) found that diverse teams outperformed homogeneous teams in decision-making tasks by up to 87%. Diverse perspectives and backgrounds challenge cognitive biases, encourage critical thinking, and lead to more comprehensive and well-rounded decision-making processes.

DEI Facts & Figures from EcoVadis



DEI at Nexio Projects

Nexio Projects actively advocates for diversity, equity, and inclusion in the workplace. Diversity among our team members improves decision-making, bringing different perspectives and possible solutions to our attention.



We've been a diverse team since the very beginning of Nexio Projects so we had to make sure to have the right policies in place and the right procedures, to be a very diverse and especially inclusive workplace.

Cilia Keser

Head of People & Culture, Nexio Projects

This is why we embrace a diverse workforce, to understand the needs of our customers and increase our specialism.

We believe that enhancing diversity and inclusion in the workplace improves work quality and fosters creativity.

The numbers don't lie. We have over 20 nationalities, as well as an equal gender balance, being our team composed of 53% women, of whom one is in an executive position.

We promote women's inclusivity in the workplace through our Women of Nexio Projects initiative, established in 2021.

Women in our company organise quarterly seminars and workshops addressing issues pertinent to gender-based discrimination and equality. In 2022, topics included "Women's Health in the Workplace", "Resilience", and "Solidarity".

[Read more about the Women of Nexio](#) →

The "Women of Nexio Projects"



TAKE A LOOK AT

Het Vrouwenverbond

In the latest session we hosted in August, we had the pleasure of welcoming Celine from Het Vrouwenverbond, an alliance meant to connect women, celebrate being female and grow together by sharing challenges and experiences.

The initiative is run by women, for women, being defined as anyone who identifies with these topics.

Through events such as retreats, inspirational dinners, and workshops on Leadership, Creativity, and Health, Het Vrouwenverbond creates a safe space for women to “share and inspire each other”.



I decided to start Het Vrouwenverbond as I found myself coming up with questions about the meaning of being a woman and wanting to create a platform to facilitate the exchange of skills while connecting over shared challenges and experiences.

Celine Brus

Founder of Het Vrouwenverbond



Other pillars of our DEI strategy are:

Fair & Equal Recruitment

At Nexio Projects we guarantee a recruitment procedure that is fair, transparent and reduces unconscious biases. We utilise the Equalture platform, through which all candidates undergo a diversified selection process, testing their skills in several areas.

Wage Equity

At Nexio Projects we guarantee an equal pay for equal scope and contribution. Multiple studies have shown that one of the reasons why men have higher salaries than women is due to salary negotiations. As we want to promote gender equality, we do not negotiate pay increases.

Performance Cycles

At Nexio Projects, we believe in fostering employee growth, development, and continuous improvement. To ensure that our employees are supported in their professional journey, we have implemented comprehensive Performance Cycles, designed to provide regular feedback, set goals, and encourage self-reflection.

Inclusive Work Culture

At Nexio Projects, we strive to create an inclusive workplace where team members are fully appreciated for the true version of themselves. As of 2024, we have started a Queer Circle, for employees who identify as a part of LGBTQIA+ community or an ally of this community to have a safe space where they can be themselves to the fullest extent. Additionally, we create a workplace free of harassment, and discrimination to make all employees comfortable, providing awareness training and the necessary communication channels.

[Read more in our Sustainability Report](#) 

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About Nexio Projects

Nexio Projects is an international sustainability consultant and implementation specialist that supports a wide range of customers on their journey from compliance to purpose. Nexio Projects differentiates itself through strong partnerships with the world's leading ESG service providers such as EcoVadis, its pragmatic and human customer approach, and its unique team culture that attracts and retains the best international talent globally.

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