



Need for Commonwealth Equality Standard

By Dr Mohan Kaul



global equality alliance

Rank	Country	Gender Gap closed to date
1	Iceland	89.2%
2	Finland	86.1%
3	Norway	84.9%
4	New Zealand	84.0%
5	Sweden	82.3%
6	Namibia	80.9%
7	Rwanda	80.5%
8	Lithuania	80.4%
9	Ireland	80.0%
10	Switzerland	79.8%

World Economic Forum - Global Gender Gap Report 2021

Two commonwealth countries Namibia and Rwanda are in the top ten countries in the world which have succeeded in reducing gender gap.

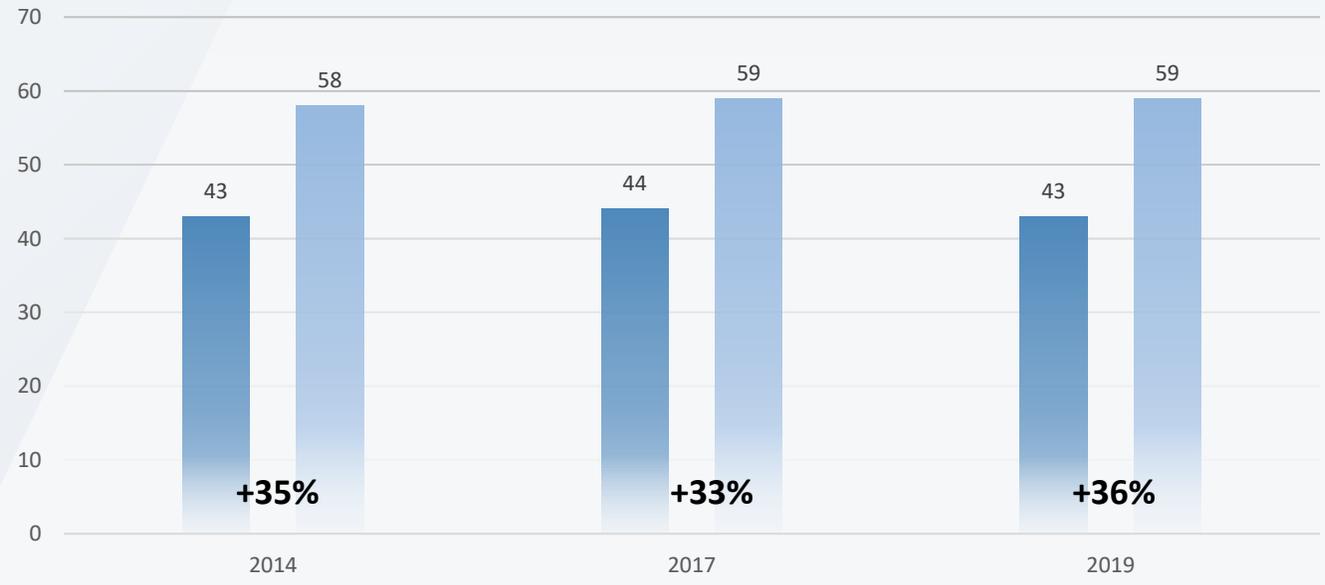
Current state of affairs

Proven benefits of DE&I

BY GENDER DIVERSITY



BY ETHNIC DIVERSITY



Likelihood of financial outperformance, %
(based on surveys conducted by McKinsey & Co)

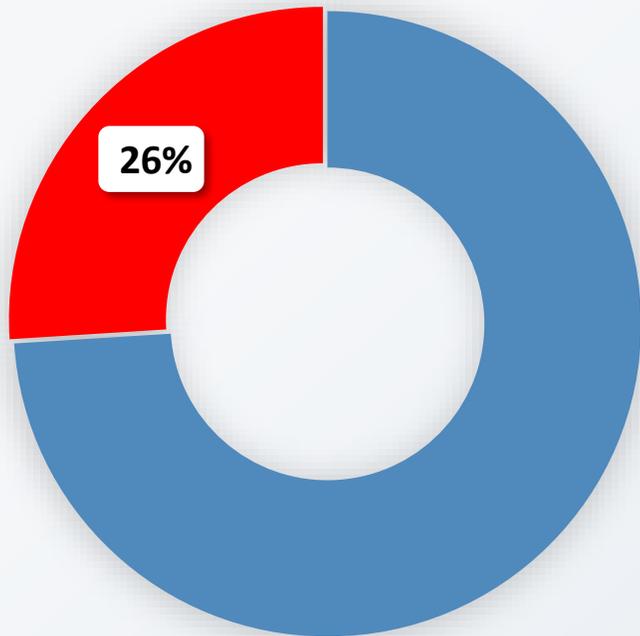
History

From gender equality to diversity, equity, inclusion and now **Belonging**

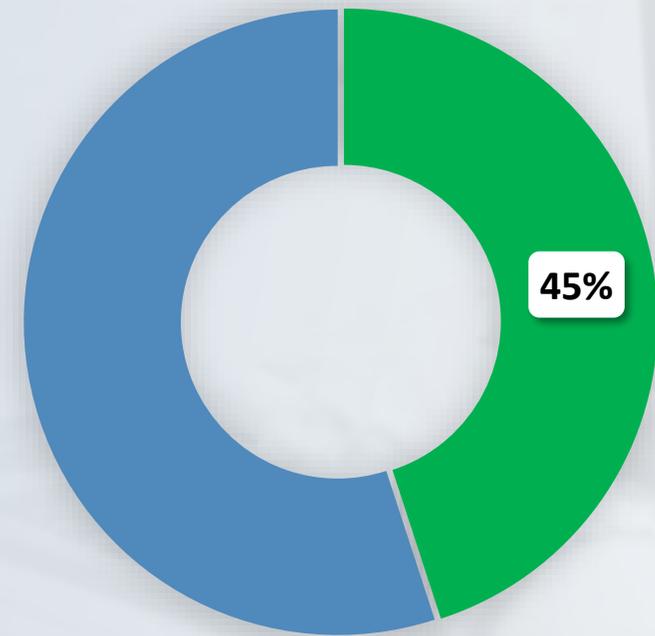


Diverse companies outperform less diverse companies

Companies with **Below Average** Diversity Scores



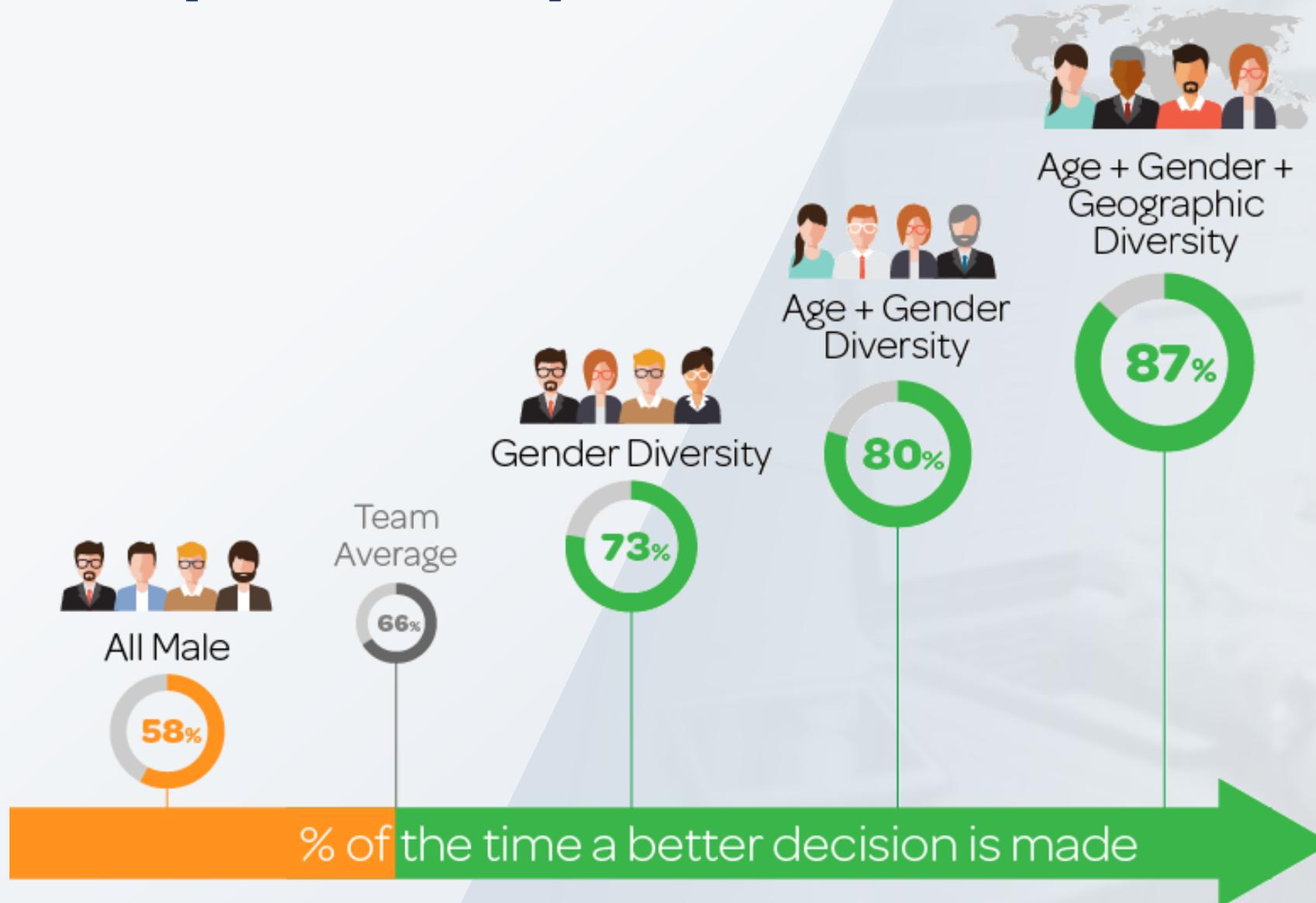
Companies with **Above Average** Diversity Scores



Companies with More Diverse Leadership Teams Report Higher Innovation Revenue

(BCG diversity and innovation survey, 2017)

Diverse companies outperform less diverse companies



Diverse Teams Make Better Decisions up to 87% of the time [Cloverpop](#)



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GEA will work together with Commonwealth Secretariat and governments towards creating an Equality and inclusive environment.

The GEA Mission

The DE&I Journey

Review & Standardisation

Discussion

Nudging

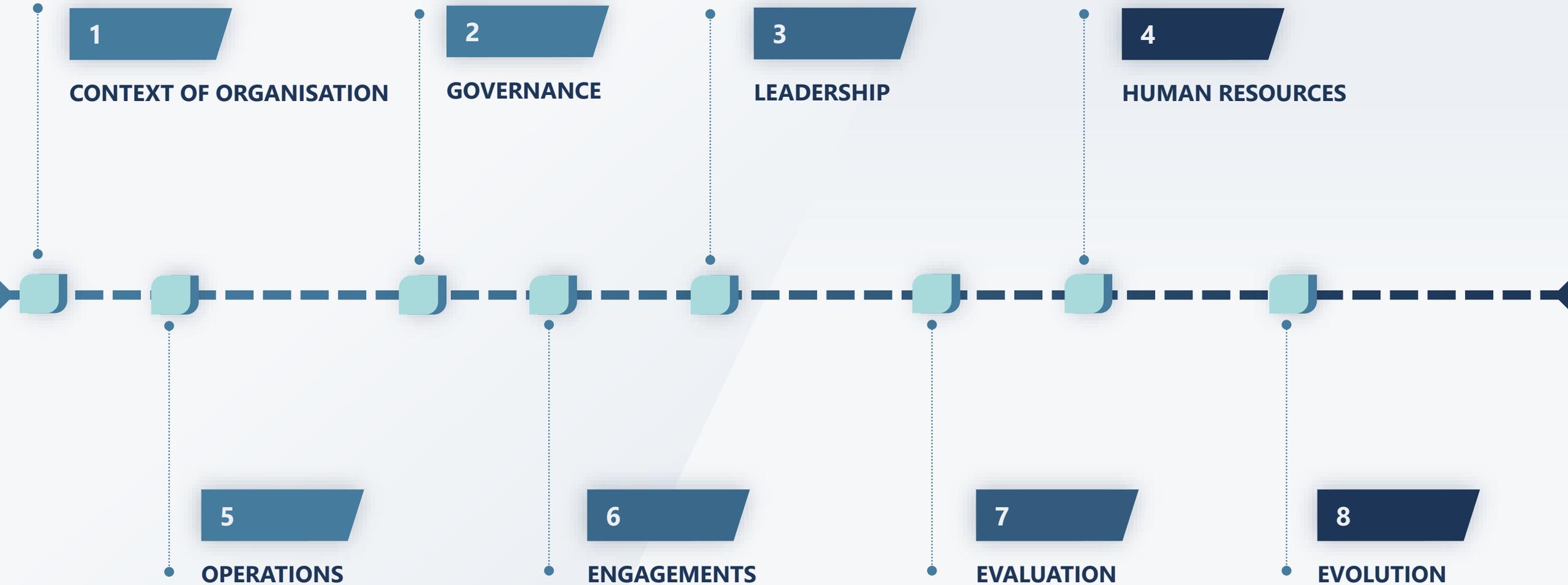
Action

Education

Awareness



Pillars of Commonwealth Equality Standard



HEALTH CHECK

Legal
Risks
Accountability
Gaps

ADVICE

Strategy
Diversity
Equal Opportunities
Fair recruitment
Empowerment
Creative Interventions
Surveys

MEASURE & CELEBRATE

Culture
Best Practices

The institutions understand the benefits of diversity and inclusion but are not able to reap the full benefits.

GEA will measure DE&I and support the organisations to become fully diverse and inclusive and get the Diversity, Equality and Inclusion Certificate.



GEA has global reach and is on its path to create global opportunities for companies.

Global reach

**Get In
Touch!**

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Thank You!

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