THE IMPORTANCE OF PSYCHOLOGICAL SAFETY AND EQUITY

PSYCHOLOGICAL SAFETY

01

Innovation and Performance

- Teams with high psychological safety are 27% more likely to report strong collaboration and 30% more likely to innovate effectively. (Google's Project Aristotle, 2015)
- Psychological safety is the strongest predictor of team success, accounting for 35% of variation in performance across teams. (Harvard Business Review, 2017)

02

Employee Engagement

- Employees who feel psychologically safe are 64% more likely to be highly engaged at work. (Gallup, 2019)
- Psychological safety can reduce turnover by 27%, particularly in high-stress industries. (McKinsey, 2021)

03

Communication and Learning

- Psychologically safe environments report 46% more instances of constructive feedback and learning conversations. (Edmondson, "The Fearless Organization," 2019)
- Teams with psychological safety are 50% more likely to solve complex problems due to open communication. (Deloitte, 2020)

PSYCHOLOGICAL SAFETY AND EQUITY

Impact of Equity on Psychological Safety

- Employees in organizations with strong diversity, equity, and inclusion (DEI) practices are 2.5 times more likely to feel psychologically safe. (Catalyst, 2020)
- Addressing workplace bias can increase perceptions of psychological safety by 40%, particularly among underrepresented groups. (Center for Talent Innovation, 2019)

Barriers for Marginalized Groups

- 37% of employees from underrepresented racial groups report experiencing exclusionary behaviors, which directly undermine psychological safety. (Harvard Business Review, 2021)
- Employees who experience microaggressions are 2.6 times more likely to disengage and less likely to speak up in meetings, reducing overall team effectiveness. (Journal of Applied Psychology, 2020)

Cultural Competence and Leadership

- Leaders with high cultural competence improve team psychological safety by 32%, particularly in multicultural or global teams. (Global Leadership Forecast, 2021)
- 56% of employees say they are more likely to share their ideas and concerns when leaders actively address equity and inclusion. (SHRM, 2021)

Intersection of Equity and Performance

- Organizations with strong equity and inclusion practices see 75% higher engagement and 35% higher profitability, partially attributed to improved psychological safety. (McKinsey, 2020)
- 83% of millennials (the largest demographic in the workforce) say they are more likely to work for an organization that prioritizes equity and inclusion, which enhances psychological safety. (Deloitte Millennial Survey, 2021)

PSYCHOLOGICAL SAFETY AND HEALTH

Mental Health and Stress

- Psychologically safe environments reduce workplace stress by 35%, decreasing burnout and improving overall well-being. (American Psychological Association, 2020)
- Employees who feel safe to express concerns without fear of retaliation are 20% more likely to seek mental health support when needed. (Journal of Occupational Health, 2019)

Health Outcomes and Inclusion

 Employees in inclusive and equitable workplaces are 50% less likely to report feelings of isolation, which is a key barrier to mental health and performance. (Harvard Business Review, 2020)

This list of statistics highlights the critical role psychological safety and equity play in fostering innovative, inclusive, and high-performing workplaces.

