

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.