



5 ways language learning can energize your organization's DE&I strategy

Developing collective language proficiency is one of the most dynamic ways you can promote and invigorate diversity, equity and inclusion within your organization. Here's why.

There's an often-overlooked core workplace skill that, when prioritized within learning and development programs and hiring processes, has the power to energize your diversity, equity and inclusion (DE&I) initiatives - sparking huge potential for international business growth.

That core skill is language proficiency. Effective and inclusive language has the power to reinforce diversity, helping employees express themselves authentically and promoting a sense of belonging across teams.

We know that diversity drives positive business outcomes (companies in the top 25% for ethnic and cultural diversity were 36% more profitable than those in the bottom 25% in a [McKinsey survey](#)). It follows, then, that embracing English language learning across your organization is one of the most effective ways to reinforce your DE&I strategy, unlocking business growth across existing and new markets.

The message that resonates in [Pearson's Skills Report Outlook 2022](#) is that the most in-demand power skills today are not the technical ones but the human ones - soft skills like communication. Being able to communicate confidently powers all other business skills and strengthens your DE&I strategy - a strategic imperative for businesses.

Forward-thinking companies know that the driving force behind a truly inclusive workplace is language learning. Let's explore why investing in language skills is the key DE&I enabler that can help unlock your organization's potential for growth.

5 ways improved language skills can advance DE&I in your organization:

1 Better language skills mean more confident communicators

Strong relationships are the bedrock of an inclusive workplace, and language learning refines core business communication skills like active listening, negotiation, conflict resolution and empathy. Confident communicators can influence, persuade and help advocate a positive DE&I narrative for your business, inspiring others to speak up along the way.

2 Language learning promotes collaboration

Upskilling your team in language proficiency helps to break down language barriers and allows for more inclusive participation and collaboration across diverse groups. Better language skills enable trust to be built and maintained among teams, and can promote more inclusive decision-making processes too.

3 Language development fosters a sense of belonging

Gallup says that ‘a sense of belonging develops when identities align’. Employees want their individual identity to align with the company’s identity, creating a feeling of connection and belonging. Building English language proficiency helps to cultivate a welcoming environment where everyone feels a sense of belonging. When employees can express themselves and contribute their thoughts and feelings, they feel like an important and integral part of the team.

Energize your organizational DE&I strategy by unlocking more confident communicators with **Mondly by Pearson** - a suite of language learning solutions designed to develop employees’ language skills with flexible, engaging and workplace-relevant content.

4 Enhanced language skills spark fresh perspectives

Developing language skills unlocks the door to more diverse views and new ideas. It encourages and empowers employees to have the confidence to voice their opinions. Fresh perspectives and ideas that come from language learning don’t just reinforce your existing DE&I initiatives - they can also unlock new opportunities and drive positive business outcomes.

5 Language proficiency helps you tap into new markets

We know that companies that invest in DE&I are **70% more likely to capture a new market**. To thrive in an increasingly global marketplace, organizations are driving language learning to boost market access and open the door to new customer segments. To reach those new markets, you must be able to speak the language fluently, understand its cultural nuances, and communicate effectively to build effective and authentic relationships.

