

# **The Role of Leadership in Promoting Diversity, Equity and Inclusion (DEI) in the workplace and its impact on organisational culture: Empirical Evidence from Pakistan**

By

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## **Abstract**

This study examines the role of leadership in promoting Diversity, Equity, and Inclusion (DEI) within organisations and its impact on organisational culture, using empirical evidence from companies in Pakistan. A quantitative research design was employed, collecting data through a survey questionnaire distributed to employees across various industries. The findings reveal that while diversity alone does not significantly influence organisational culture, inclusion and equity are strongly associated with positive cultural outcomes. The study also highlights the crucial role of leadership in effectively implementing DEI initiatives, which are essential for fostering a supportive and inclusive work environment. Limitations of the study include the use of self-reported data and the focus on a specific geographical context, which may limit the generalisability of the results. Future research should consider longitudinal studies and a broader scope to better understand the long-term and global impact of DEI practices on organisational culture.

Keywords: Leadership, Diversity, Equity, Inclusion, workplace, organisational culture: Pakistan