

WHAT INCLUSION WE OWE TO EACH OTHER: CONTRACTUALIST ARGUMENTS FOR WORKFORCE DIVERSITY, EQUITY, AND INCLUSION

*Bill D. Herman, Department of Marketing, Metropolitan State University of Denver, Denver, CO 80204
303-605-5907, bherman6@msudenver.edu*

ABSTRACT

Starting from T.M. Scanlon's contractualism, this essay argues that companies have twin ethical obligations to pursue workforce diversity, equity, and inclusion (DEI). First, firms are obligated to employees as primary stakeholders; companies must make equitable distributions of high-quality jobs, raises, promotions, and so on. The second obligation comes from firms' effects on other stakeholders. Inequitable distributions of benefits and harms are often invisible to more privileged populations. Companies are thus obligated to hire diverse employees and empower them to shape company decisions, to better see and correct inequitable effects on other stakeholders.

Keywords: *Diversity, Inclusion, Stakeholder Theory, Contractualism, Ethical Theory.*

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