



Connection Reimagined: Getting Intentional with Diversity, Equity and Inclusion

September 15, 2022

Panelist



Fran Maxwell

Global Leader, People Advisory &
Organizational Change
Protiviti

Moderator



SunMi Kim, JD

Regional Director
Robert Half

Panelist



Alfredo Mendez

Vice President, Experience & Inclusion
Robert Half

Did You Know?

In a study on the importance of inclusion, organizations with gender diverse employee populations are what % more profitable than their peers?

25% more profitable with diversity of gender

Source: McKinsey

Did You Know?

And organizations with racial and ethnic diverse employee populations, are what % more profitable than their peers?

36% more profitable with diversity of ethnicity

Source: McKinsey

Did You Know?

In a study of DEI, companies with diverse employees have up to what % higher rate of innovation?

20% higher rate of innovation

Source: World Economic Forum's Report

Did You Know?

And what % higher innovation revenues?

19% higher innovation revenues

Source: World Economic Forum's Report

Did You Know?

When a woman's name was replaced with a man's name on a résumé, how much more likely were evaluators to say they would hire the applicant?

Over 60% more likely

Source: LEAN IN

Did You Know?

In a study of performance reviews, what % of women received negative feedback on their personal style such as “You can sometimes be abrasive”?

66% of women

Source: LEAN IN

Did You Know?

And what % of men received that same type of feedback?

1% of men

Source: LEAN IN

Did You Know?

What % of African American women have never had an informal interaction with a senior leader at their company?

59%

Source: LEAN IN

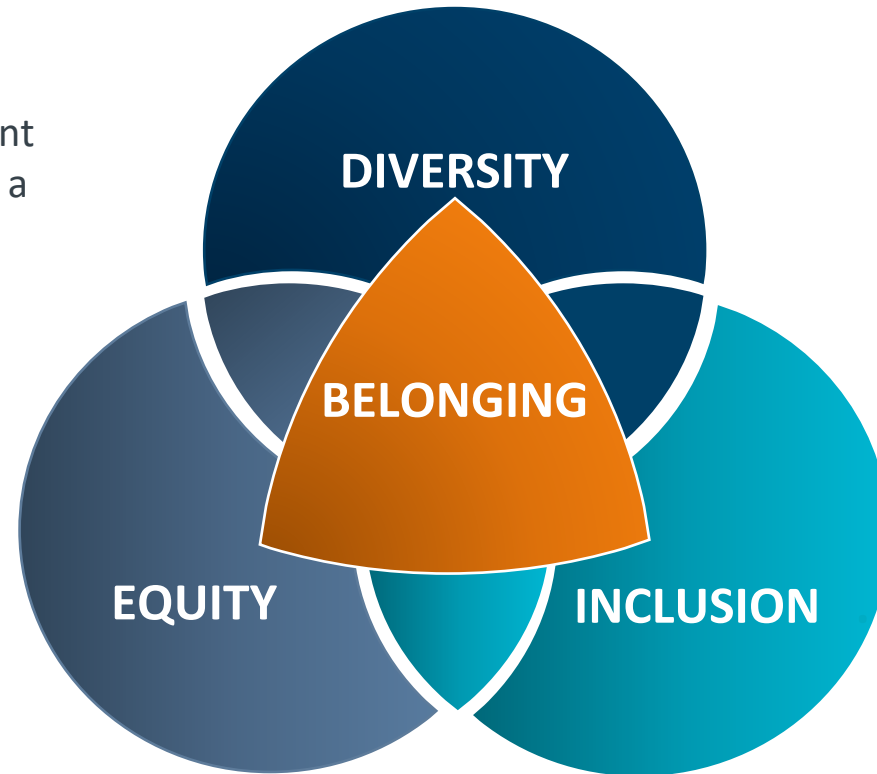
DEIB Program Example

Diversity

The presence of characteristics, different and similar, that make a workforce unique

Equity

The commitment to ensure processes are impartial, fair, and provide access and opportunities for individual needs.



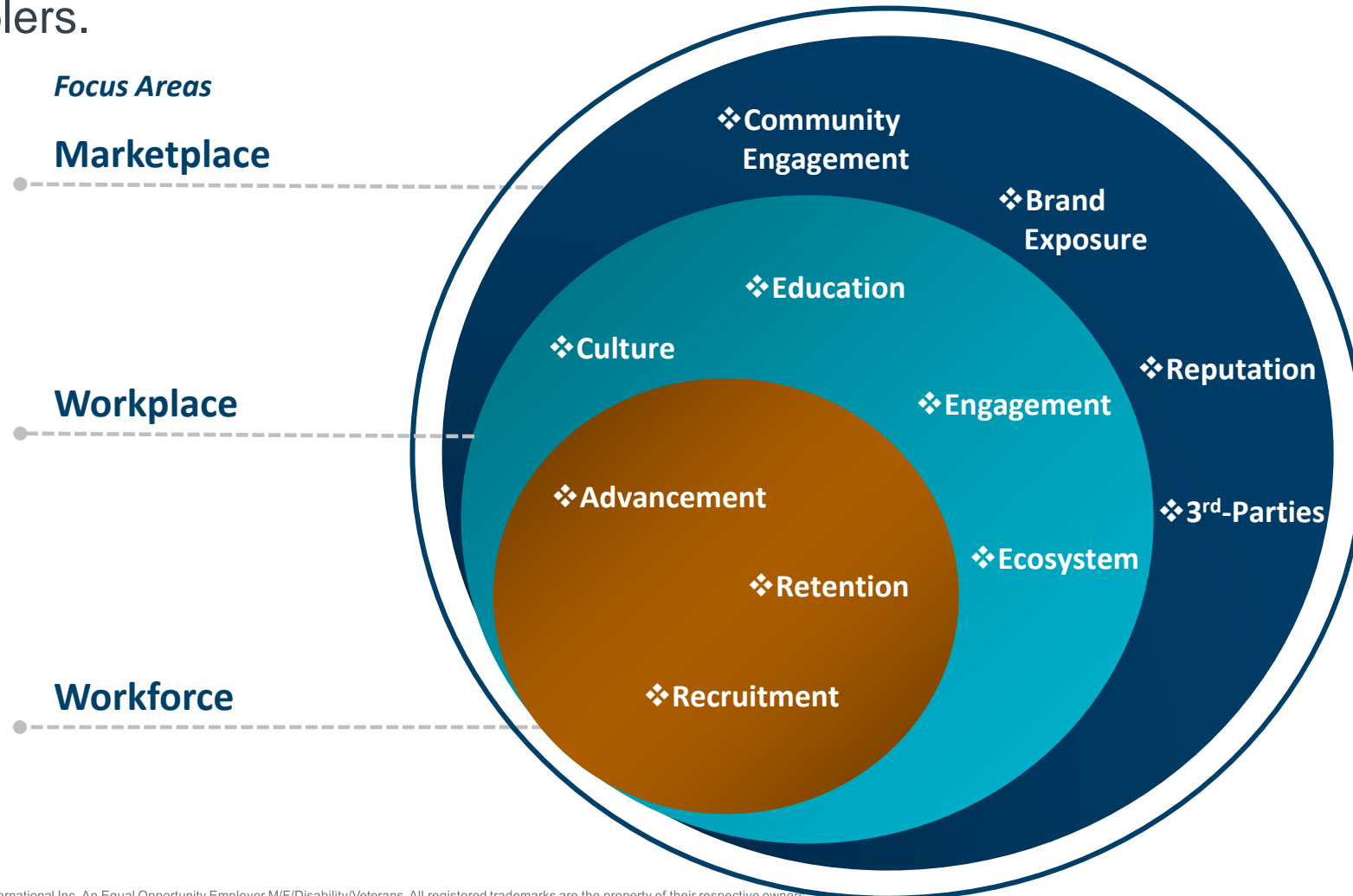
Inclusion

The practice of valuing, respecting, and creating a sense of belonging

Belonging is the **outcome** when diversity, inclusion and equity are well established in an organization.

DEIB Program: Operating Model – Example

The operating model below is how an organization can drive DEIB within and outside of the company. It's comprised of three spheres of influence with key components and integrated enablers.

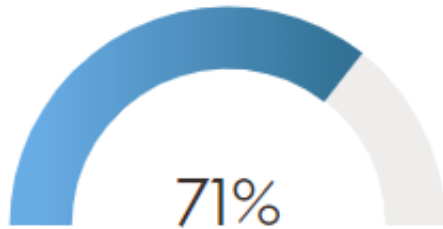


INTEGRATED ENABLERS

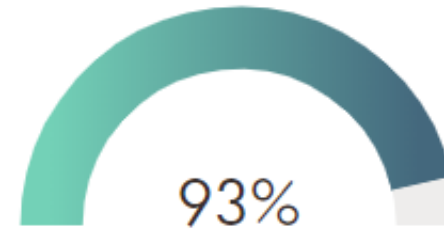
The following key components classified as “Integrated Enablers,” serve as the structural support to the DEIB Model and are critical to the organization's efforts to drive inclusion:

- ❖ Leadership
- ❖ Communication
- ❖ Policies & Practices
- ❖ Data & Metrics, Data & Analytics
- ❖ Financial Investment

Workers speak out about DEI

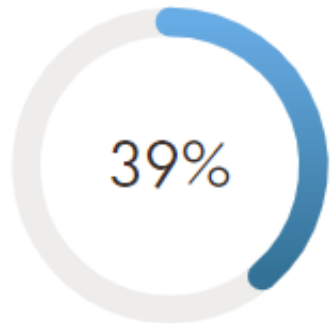


of workers would leave a company whose values don't align with their own.

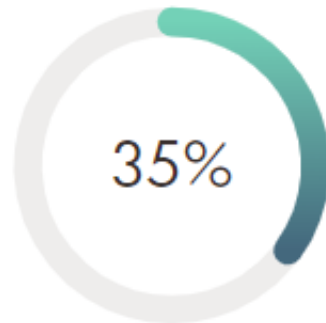


of workers are at least somewhat satisfied with their company's DEI efforts.

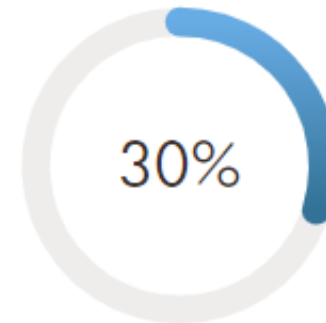
Why workers said they're satisfied:



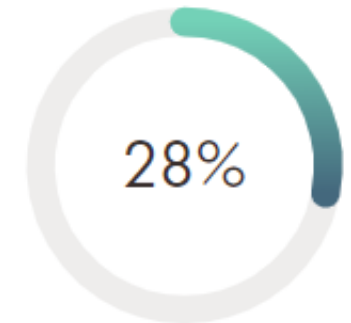
The company's DEI values align with mine.



The company is creating a better organization for its employees and customers through its DEI efforts.



The company has improved its DEI efforts in the past 12 months.



The company backs up its talk on DEI with action.

Q & A



Thank you!