





LEGISLATION

CAL. GOV'T. CODE § 12940

Employers, labor organizations, employment agencies and other persons; unlawful employment practices; exceptions

CAL. CORP. CODE § 301.3

Minimum Number of Female Directors

CAL. CORP. CODE § 301.4

What percentage of the 662 publicly traded companies headquartered in California had "all White boards of directors" as of July 1, 2020?

Minimum Number of Directors from Underrepresented Community

CAL. GOV'T. CODE § 12999

Annual Pay Data Report



CASELAW

- · L.A. Cnty. Prof. Peace Officers Ass'n v. County of L.A.
- Peterson v. Hewlett-Packard Co.
- Ocegueda on behalf of Facebook v. Zuckerberg
- · Falat v. Sacks





THE VALUE OF WORKPLACE DIVERSITY AND INCLUSION

"Diversity Dividend"

What is the "diversity dividend?"

- Education
 - Lasting change comes from the top
- Implicit bias training
- Mansfield Rule

Under the Mansfield Rule, when employers commit to choosing leadership positions, at least what percentage of candidates must be women, people of color, LGBTQ+, or persons with disabilities?"

THE VALUE OF WORKPLACE DIVERSITY AND INCLUSION

How much more likely are companies in the top quarter for racial and ethnic diversity to financially outperform the national industry median? Please provide your estimated percentage in the chat box.

Companies in the top quarter for racial and ethnic diversity:

are 35% more likely to financially outperform the national industry median

BEST PRACTICES TO HELP INCLUSION PROGRAMS ACHIEVE RESULTS

Understand why a company has a problem

Identify barrier(s) that created diversity imbalances

ACLU of Southern California

BEST PRACTICES TO HELP INCLUSION PROGRAMS ACHIEVE RESULTS

Solutions are needed for each barrier through the pipeline

- Use an outside evaluator for preliminary analysis
- Numerical targets

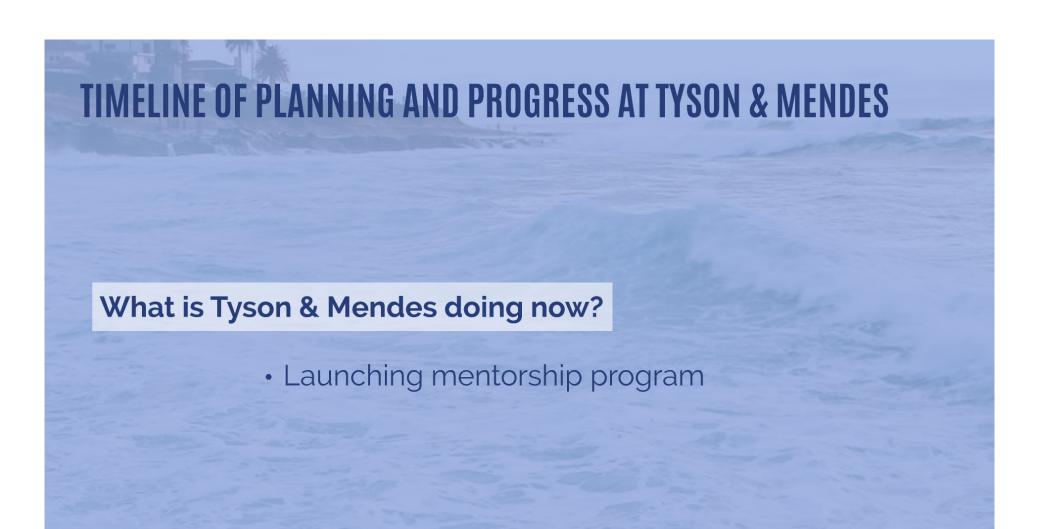
What kind of targets can you use to seek solutions against D&I barriers?

 Management must communicate about the program and its goals and monitor effectiveness

ACLU of Southern California







WHAT HAS TYSON & MENDES DONE TO ENCOURAGE DIVERSITY AND INCLUSION?

Research

Listened to its employees

Implemented policies



