



# Getting Your Diversity, Equity, Inclusion, and Belonging Program Off The Ground

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July 21, 2021

\* The information provided in these slides and the accompanying presentation do not constitute legal advice and should not be substituted for such advice.

# Agenda

- **Defining Diversity, Equity, and Inclusion**
- **Why is DEI important?**
- **Challenges and Barriers**
- **Overcoming Barriers**
- **Conclusion on Diversity, Equity, and Inclusion**

# Defining Diversity, Equity, and Inclusion

- **Diversity.** Representation of people across backgrounds and identities
- **Equity.** Providing and supporting opportunities for advancement for everyone
- **Inclusion.** Establishing an environment where employees of all backgrounds can thrive no matter their identity or background

# Why is DEI important?

- **Going Good and Doing Well**
- **DEI is good business.**
- 64% of candidates say diversity and inclusion is a factor in accepting a job offer
- Only 55% think their organizations have policies that promote D&I
- Ethnically diverse leadership teams are 36% more likely to be profitable (McKinsey: [Diversity Wins report](#))
- Companies with diverse boards see more profitability - 43% more likely to experience higher profits (McKinsey: [Delivering through Diversity 2018](#))

# Why is DEI important?

- **Doing Good and Doing Well**
- **It's the right thing to do**
- Representation of ethnic minorities in the US and UK executive teams was only 13% in 2019 (47% increase from 2014) (McKinsey: Diversity wins)
- Female representation on executive teams is at 20%, a 15% increase from 2014.
- More than 1/3 of companies have no women on their executive teams
- 68% of C-suite execs are white men, 18% are white women, 10% are men of color, and 4% are women of color ([Women in the Workplace 2019](#))
- Black, Native American, and Latinx women earn 25% less than white men ([according to payscale.com report](#))
- 61% of workers have witnessed or experienced workplace discrimination (Glassdoor: [Diversity and Inclusion Study 2019](#))
- More than a third of companies are achieving DEI gains, but the majority are remaining static or declining (McKinsey: Diversity wins)

# Challenges and barriers

- Fear
- Resources
- Buy-in
- An Understanding of Industry and Company-Specific DEI Problems
- Lack of Understanding of Proper DEI Programs
- Belief that there is not a problem

# Overcoming barriers

- **Fear of Investigation and litigation** – proper legal framework
- **Resources and Buy-in** – Making the business case for DEI
- **Understanding DEI Problems** – Survey workforce, assess current DEI

# Conclusion

- **Final thoughts and discussion**
- **Questions and Answers from Attendees, time permitting**
- **Wrap up and how to learn more**





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