ALL Report

Culture, Diversity and Leadership | Stop Talking and Execute

The true measure of a corporation

is how it treats its most diverse employees

because that shows whether all have a chance to excel.

--Diane Primo

A WORKFORCE IMPERATIVE

A Workforce Solution

By 2030, labor shortages projected to result in $1.7 trillion loss in annual revenue

Ratios in demand and supply already yield deficits, and rising

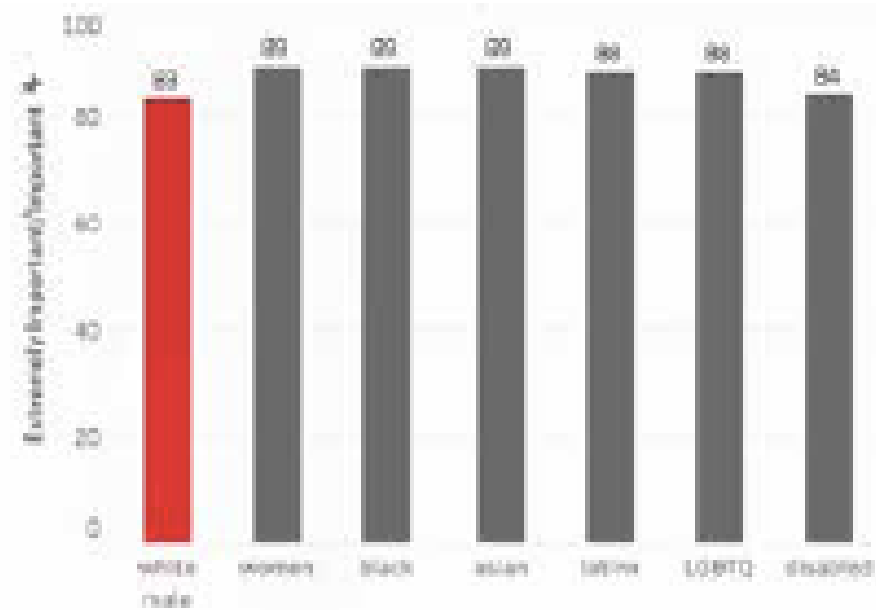-44% in healthcare , 17% in computer science, and 15% in AE

Business cannot exclude 70% of the talent pool and win.

What Do Diverse Employees Want?
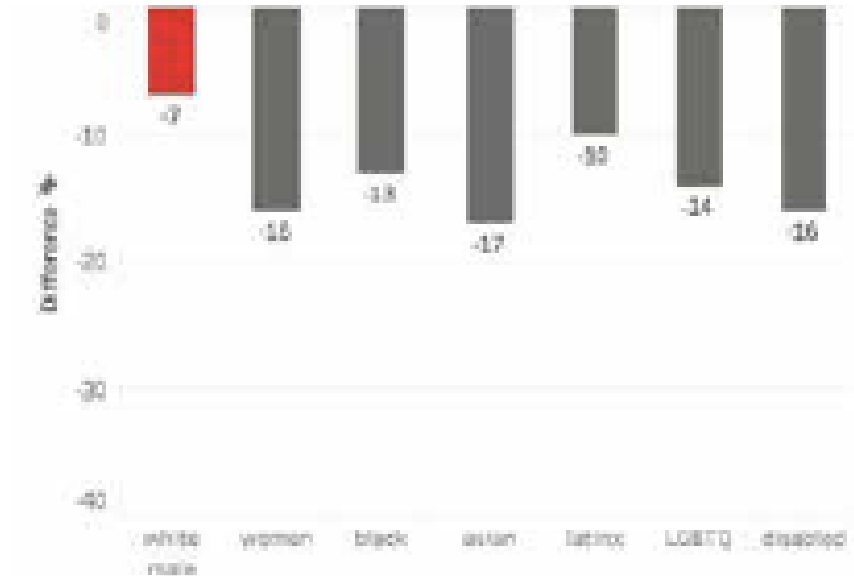
A success driven culture--the same as everyone
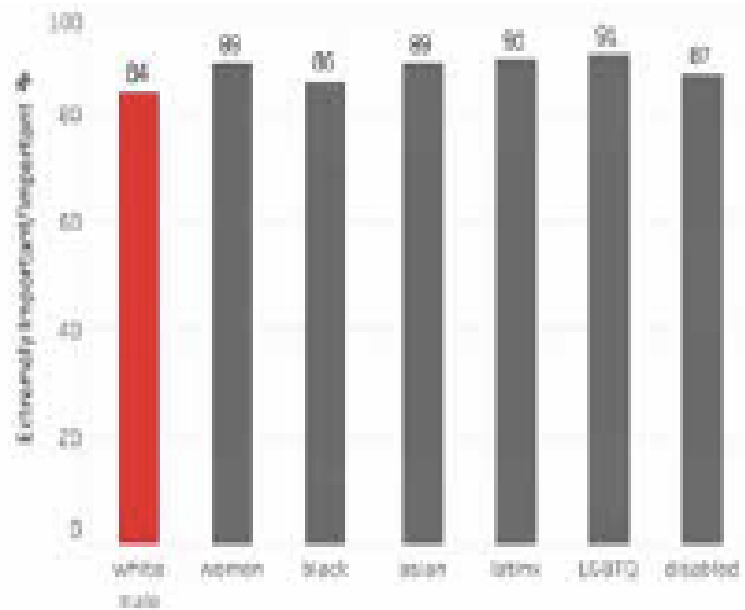
Provides a supportive environment (peers, boss and senior leadership) for myself and others
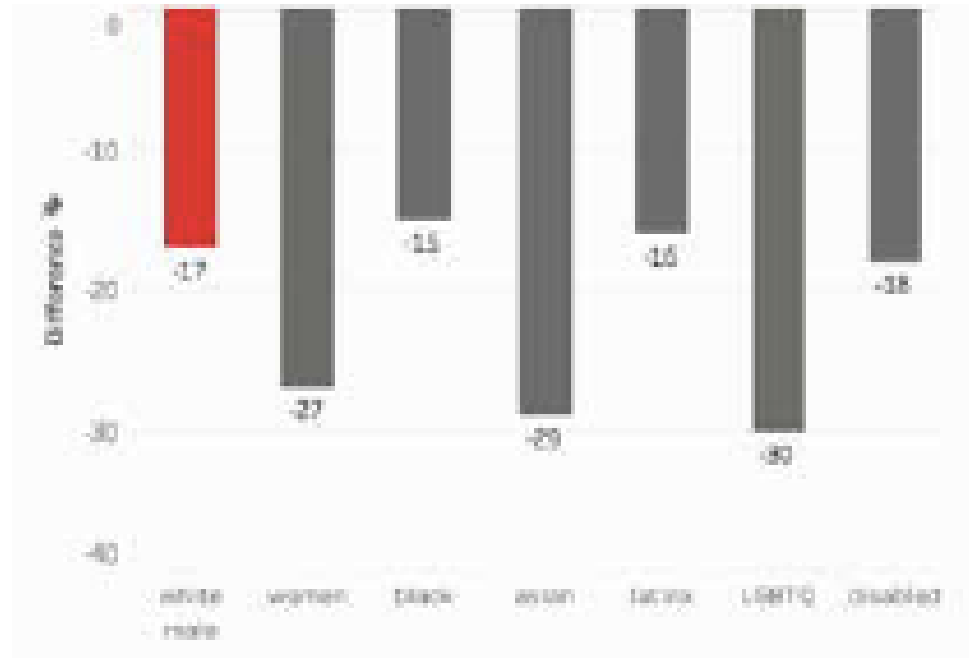
Makes good use of my and others' skills

What Do Diverse Employees Want?

Eliminate the Experience Gap

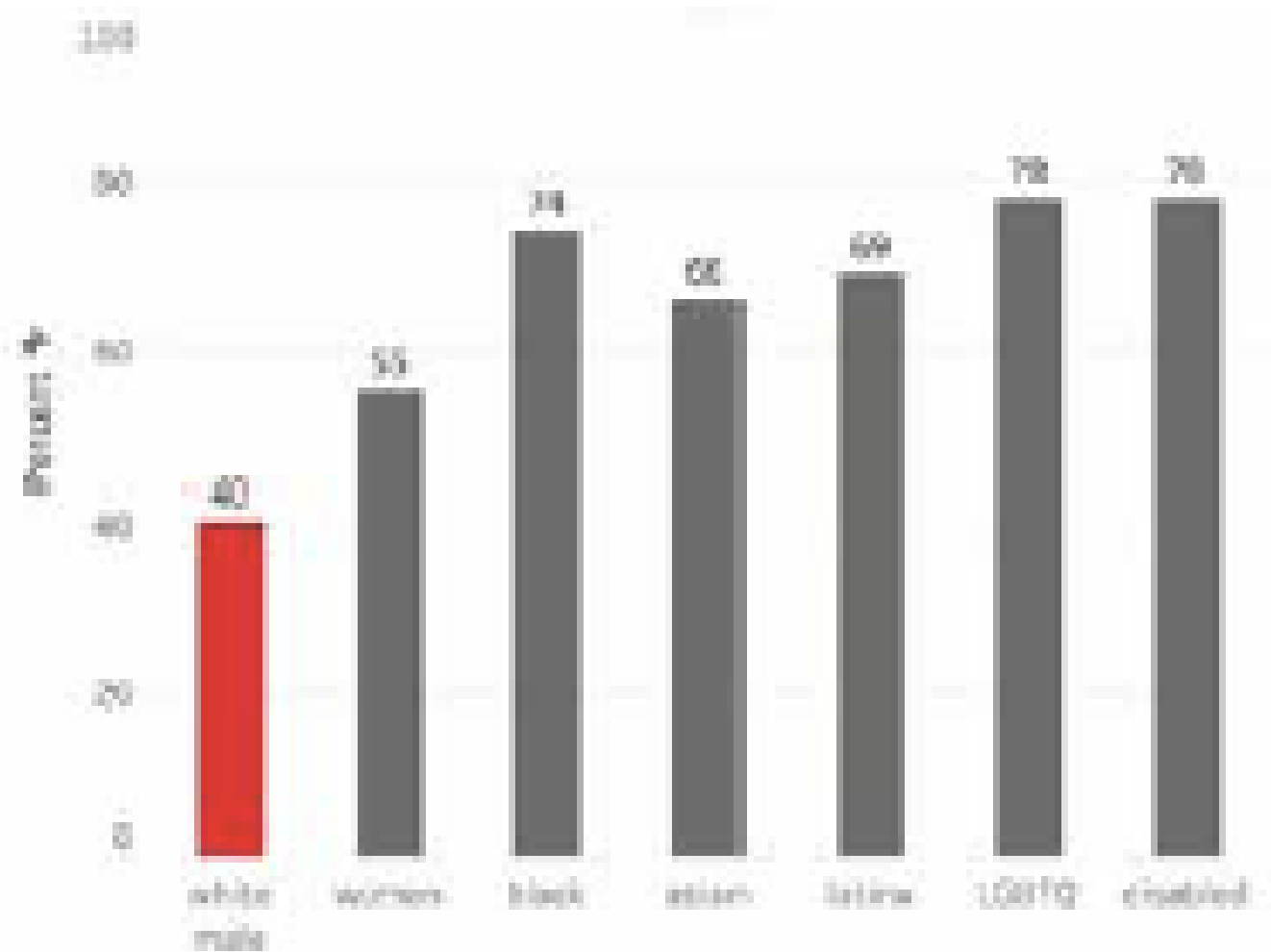*Values every individual regardless of race, color, creed, disability, gender, status/level within the organization*

Provides a supportive environment (peers, boss and senior leadership) for myself and others

What Do Diverse Employees Want?

To Be Themselves

"I feel race, gender or sexual orientation is an important part of my identity and defines who I am"

What Do Diverse Employees Want?

Programs That Work

- Cross training for other jobs/specialties
- Diverse teams making hiring and promotion decisions
- Process that identifies high potential, quickly gives opportunity
- Regular performance feedback
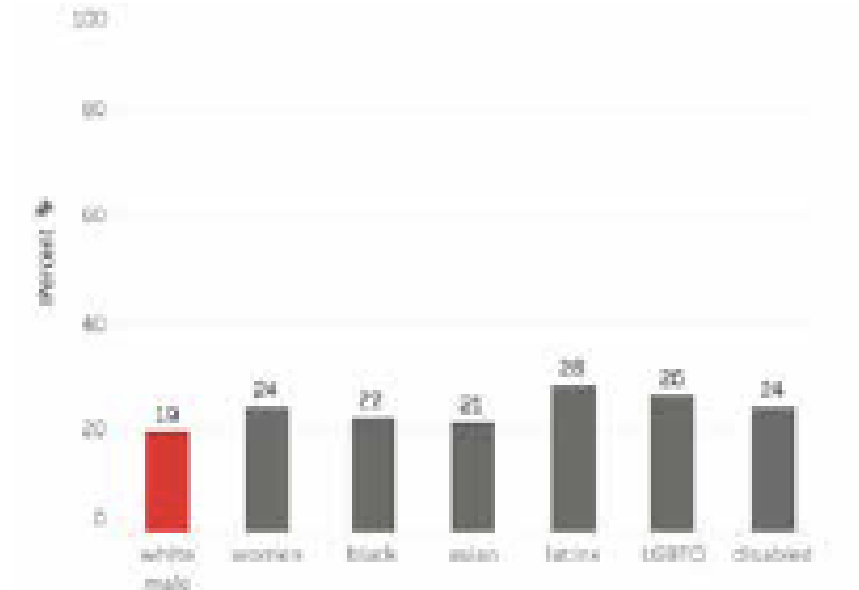- Strong opportunities for career development

The Uncomfortable Reality

D&I Considered Optional
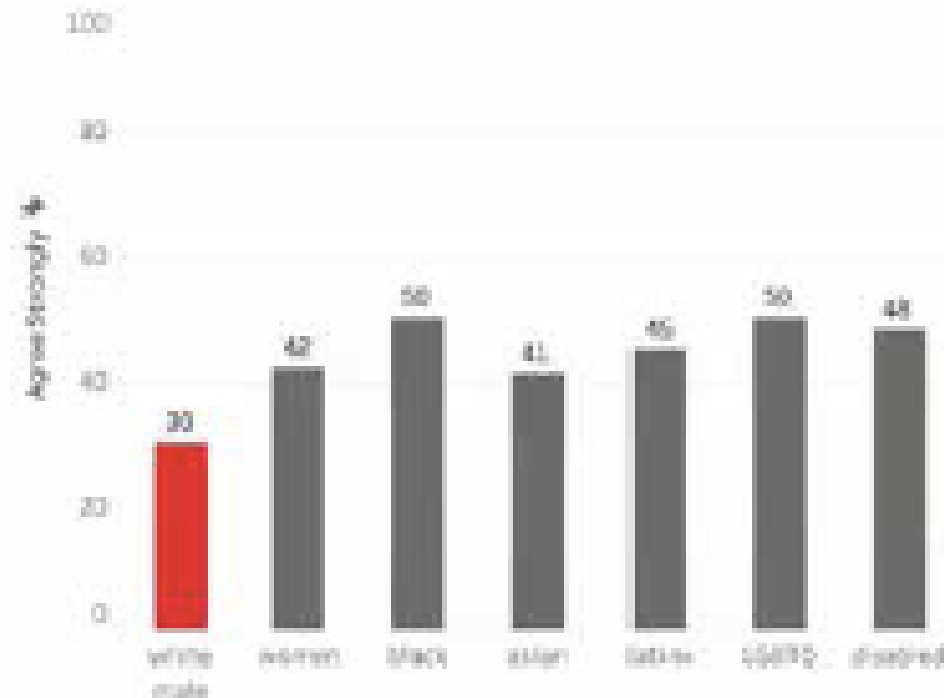
Not a Top Priority
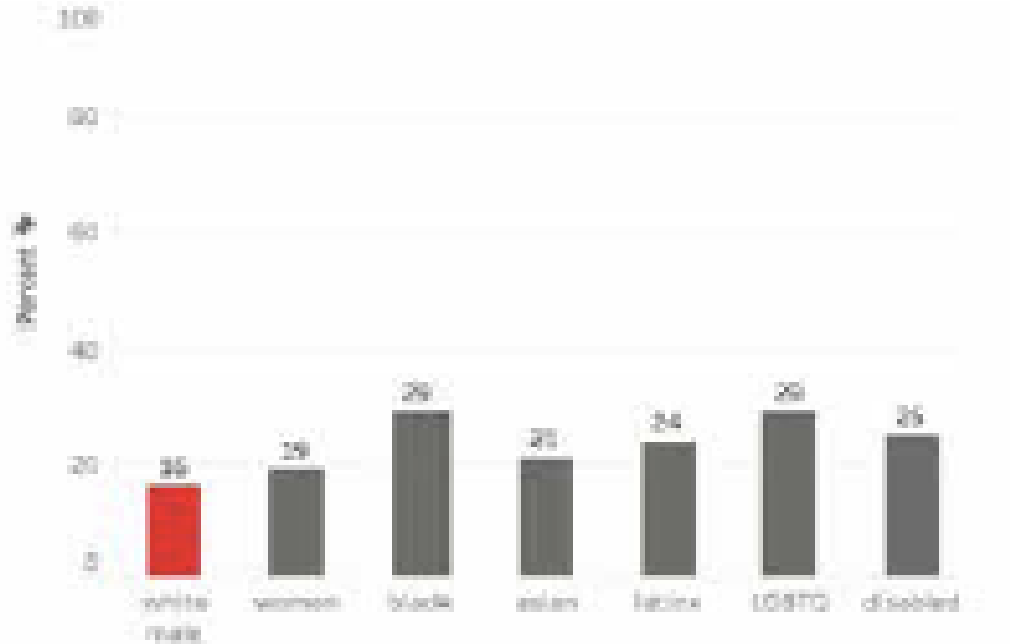
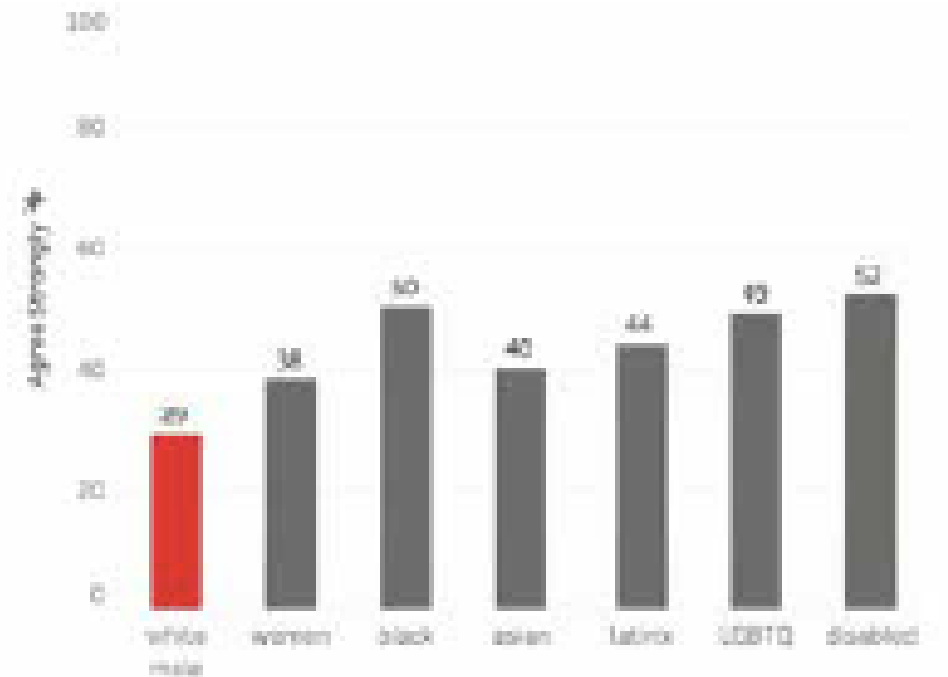*D&I is one of the top three contributors to a high-performance organization*

D&I is one of the top three corporate priorities

D&I Considered Optional

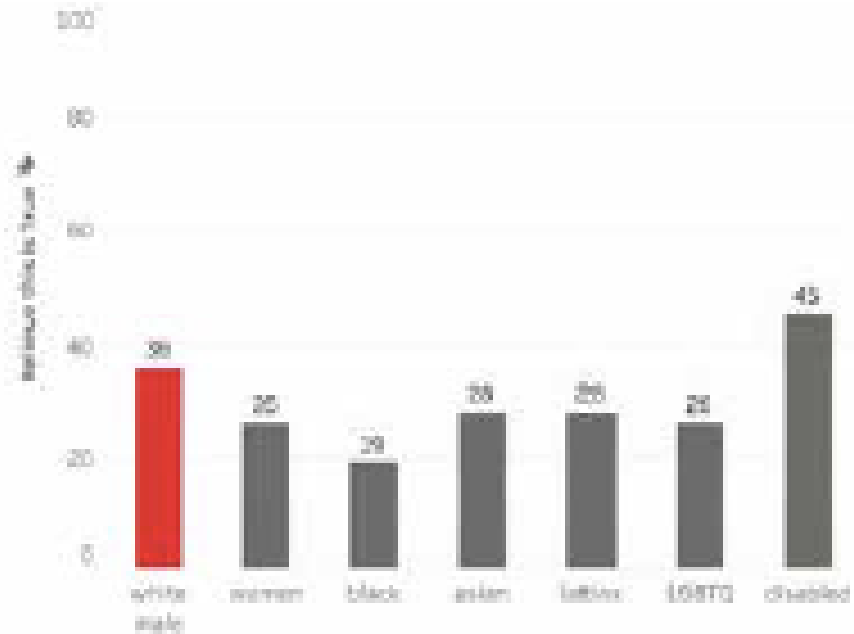## Not Considered Essential to Success or Innovation

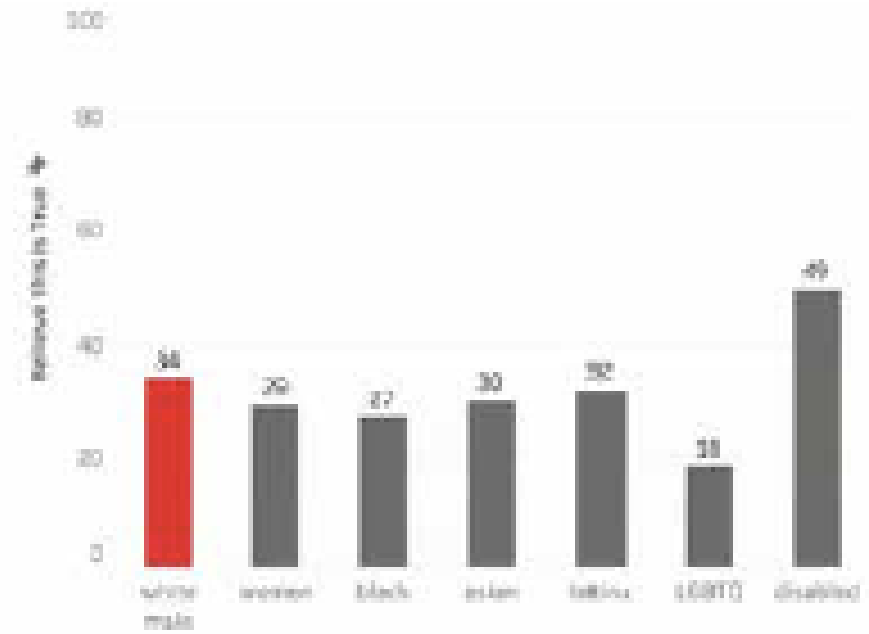*D&I is an essential part of creating a successful business*

D&I is an integral component of innovation

D&I Considered Optional

Old Perceptions Linger

D&I initiatives give people opportunities that they do not deserve/are not qualified for
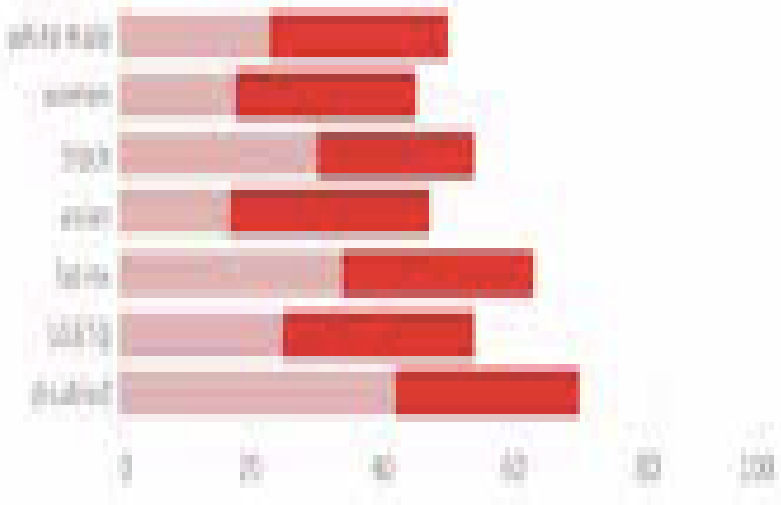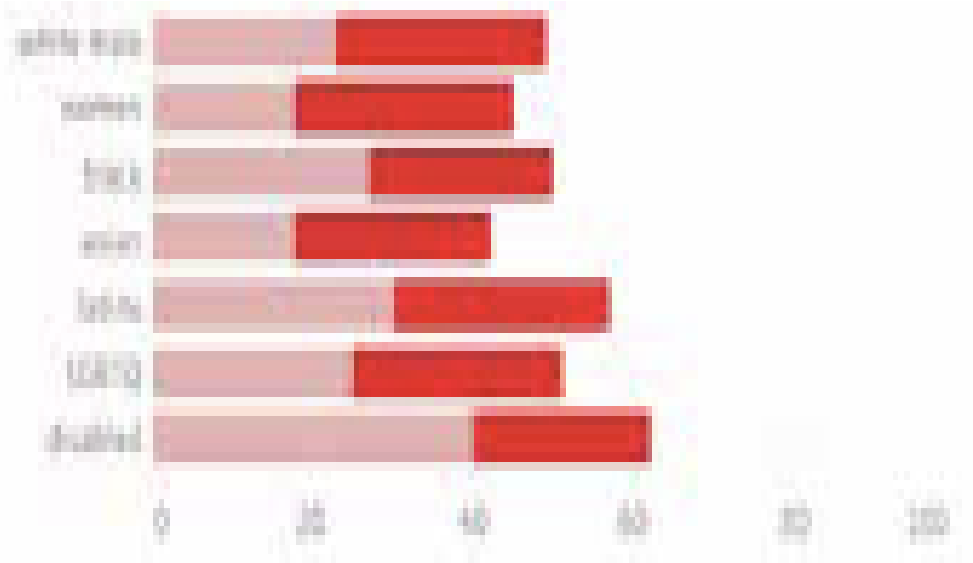

D&I initiatives are just a quota system

Senior Leadership Take Note

They Look to Senior Leadership

Mixed Reviews

D&I is a top priority for senior leadership

D&I is a top priority for the CEO

42% to 69% of diverse employees believe D&I is led by HR or the head of D&I.

Diversity Has Failed

Why Does Diversity Fail?

A priority, but not high enough

Owned by leadership, but not the CEO and power center

Episodic approaches, but not sustained

D&I focused, but not equity focused

Equity provides the tools they need to succeed

DE&I

Why Does Diversity Fail?

A Culture Built and Shaped by White Males

- Only 16% of white males believe D&I is one of the top three contributors to a high-performance organization

- Only 18% of white males believe it is one of their corporation's top 3 priorities

- Only 29% of white males believe it is an integral component of innovation

- Only 30% of white males believe it is essential to creating a successful business

DE&I Reframed

DE&I Reframed

- Complete the transition from D&I to DE&I
- CEO ownership required
- Make it a top 3 priority
- Focus on programs viewed as effective
- Create a success-driven culture

THANK YOU