



## **Diversity, Inclusion and Equity**

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## 1. EXECUTIVE APOLOGIES



In 2017, public focus was on Google. In 2018, Dodge, Starbucks, Papa John's, H & M, Macy's and Victoria Secret were all under scrutiny based on advertisements, executive or employee actions or statements. Discuss one of the cases mentioned above and be prepared to share with the larger group. A description of the issue(s). What "standard or principle" was breached, the conclusion if known and your analysis of the situation. What steps could have been taken to avoid the issue? What might be the projected impact on business? Projected impact and/or society.

## 2. # ME TOO AFTER EFFECTS



Men and women have been accused of sexual harassment and/or discrimination in the workplace. Many in the public were surprised to learn that companies routinely require arbitration of these types of cases or that cases are settled with a confidentiality agreement.

Discuss the cases and issues presented and be prepared to share with the group the impact of the recent cases on employers, employees, public perception and expectations. You may find it helpful to think about specific industries or organizations such as entertainment, hospitality, retail, government or sports.

### 3. Diverse leadership

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**5. How are companies selected for the D&I index?**

The starting universe of candidates for the Thomson Reuters iX Global Diversity and Inclusion index is the set of equities tracked by our ESG database at the rebalance date. There are a total of 24 D&I measures with each having its own defined benchmark and rolling up into one of four D&I “pillars”. The four “pillars” are “Diversity”, “Inclusion”, “People Development” and “Controversies”. For a full list of the metrics please look at the appendix. Each company is assigned a pillar score for each of the four pillars.

**DIVERSITY AND INCLUSION INDEX** 4 PILLARS

<ul style="list-style-type: none"> <li>Board Gender Diversity (%)</li> <li>Board Member Cultural Diversity (%)</li> <li>Women Employees (%)</li> <li>New Women Employees (%)</li> <li>Women Executive Employees (%)</li> <li>Women Managers (%)</li> <li>Diversity Process (Y/N)</li> <li>Diversity Objectives (T/N)</li> </ul>	<ul style="list-style-type: none"> <li>Flexible Working Hours (Y/N)</li> <li>Day Care Services (Y/N)</li> <li>Employees with Disabilities (Y/N)</li> <li>HRC Corporate Equality Index (Numeric)</li> <li>HIV/AIDS (Y/N)</li> </ul>
<ul style="list-style-type: none"> <li>Diversity and Opportunity Controversies (Numeric)</li> <li>Wages or Working Conditions Controversies (Numeric)</li> </ul> <p style="font-size: small; margin-top: 5px;">*Note – We also include News and Controversies published since the last fiscal year company update. These are two additional data points for the same News and Controversies measures shown above but in a more recent timeframe.</p>	<ul style="list-style-type: none"> <li>Internal Promotion (Y/N)</li> <li>Average Training Hours (Numeric)</li> <li>Management Training (Y/N)</li> <li>Career Development Processes (Y/N)</li> <li>Employee Satisfaction (%)</li> <li>Skills Training of Employees (Y/N)</li> <li>Training Costs per Employee (\$)</li> </ul>

THOMSON REUTERS Ix GLOBAL DIVERSITY AND INCLUSION INDEX Each Pillar comprises 25% of the final D&I Rating.

The twenty-four indices used to determine the Reuters Diversity and Inclusion Index are listed above. Chose a major company and review their website to learn something about the company in each of the four quadrants. What did you find? What was missing? Were your findings positive or negative? Check with a facilitator if you would like to know if your choice made the top 100 in the Reuters index. Be prepared to share your findings with the group.

## 4. INCLUSIVE PRODUCTS



Companies that are able to provide accessibility, diversity or inclusivity in marketing, advertising and product design are predicted to grow in number and profitability. Look at the Xbox adaptive controller or Fenty Beauty. What does the success of these products teach other companies about the benefits of diversity? What are some challenges presented? Are you aware of other success stories or other failures? In what industries might we see more adaptive products? Be prepared to share your thoughts and ideas with the larger group.

## 5. CELEBRITIES SPEAKING OUT



Celebrity activism is not new, Harry Belafonte marched with Martin Luther King Jr. Jane Fonda protested the war in Vietnam, Elizabeth Taylor sought support for aids research. These actors, performers and athletes are members of an industry and are citizens. What impact short or long-term do their actions have if any? What impact do they have on other industries, organizations or governments? Should they be silent or vocal? Be prepared to share your thoughts with the group.