

DE&I Discussion

Presenters :



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Who owns
DE&I?

Is progress
dependent on
the CEO?

Can you drive
change without
understanding the
history behind
racial and gender
inequities?





Defining DE&I

Diversity, Equity & Inclusion in the Workplace – interrelated, yet separate concepts

Conceptually

Diversity – different perspectives and orientation driven by different cultures, races, sexuality, gender, disability, ethnicities, characteristics, and experiences etc. Different identities. Definition has evolved (e.g., goes beyond race and gender; impact of the expansion of the definition)

Equity – fair treatment; access to same opportunities and advancement for all people

Inclusion – an environment where all employees can thrive and grow; a sense of belonging; being valued; not excluded on the basis of one's identity; thriving personally and professionally in the workplace



Practically

What happens when you put DE&I into practice?

Diversity

- Data collection to determine representation of underrepresented groups
- Targeted hiring of people from underrepresented groups; ensuring that employee population mirrors your client base

Equity

- Equality of opportunity (such as in hiring)
- Pay studies to determine pay equity by gender, race
- Ensure equal pay for equal work
- Promotional reviews

Inclusion

- Assess company culture via employee survey
- Endorsement by leaders in company; securing their buy-in; tie rewards to survey results



Evolution of DE&I

What's Changed?

- First diversity, then equity and finally inclusion (discuss the interdependencies; why is this important)
- Racial reckoning – public and visible injustices forced organizations to take a stand on DE&I
 - Many companies issued statements to express their support of DE&I
 - Push from Employees, Customers, and Boards to take a more public stand
 - More of a “push” because of the moral issue
- Transparency in the data
- Broader focus – customer base, investment portfolio, vendor
- Losing some traction today versus 2020



Suggested Resource Materials

- Stop Telling Women They Have Imposter Syndrome by Ruchika Tulshyan and Jodi-Ann Burey
- The Black P&L Leader – Insights and Lessons from Senior Black P&L Leaders in Corporate America – Korn Ferry and The Executive Leadership Council (ELC)
- Being Black in Corporate America – An Intersectional Exploration – COQUAL (formerly Center for Talent Innovation). Sponsored by Danaher, Interpublic Group, Johnson & Johnson, KPMG, Morgan Stanley, Pfizer, Unilever, The Walt Disney Company
- Kimberle Crenshaw's Ted Talk, "The Urgency of Intersectionality"

[Link](#)[Link](#)[Link](#)[Link](#)

The image features a group of people in a meeting, with several individuals raising their hands. The scene is brightly lit, creating a high-key effect. A large, semi-transparent green circle is positioned on the right side of the image, partially overlapping the group. The text "Lets Discuss..." is written in a bold, dark green font across the center of the image, with the letters "L" and "D" being significantly larger than the others.

Lets Discuss...