



Session I: Summary Diversity, Equity and Inclusion (DEI) Accelerator Community

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Today's Facilitator

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CECP DEI Accelerate Community Team



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Participating Companies

Sujata Narayan
Equinix, Inc.

Success story: Presentation to Executive leadership team to discuss impact, privilege, empathy, unconscious bias and systematic inequities that lead to barriers. How to hire w/o 4-year degree

Irissol Arce
Northwestern Mutual

Success story: Creating a tech hub in Milwaukee to give wider access to training and employment opportunities to underserved communities.

Peter Johnson
NRG Energy

Success Story: April Week of Giving. Invited local charity in New Jersey, Fill Abundance to cater a meal and share their mission and work to address food poverty.

Aditi Trehan
Tata Consultancy Services
Workforce issue : Bring generations together. How to engage millennials and Gen Z with Boomer leadership

Kitsy Blanc
PricewaterhouseCoopers, LLP (PwC)
Success Story: Link involvement back to the company values. Robotics program for underserved communities to teach children how find solutions to everyday problems in their schools.

Topics Discussed

- The impact of DEI on corporate citizenship and philanthropic giving.
- What is corporate citizenship equity?
- Embedding equity in the company DNA.
- Story telling – how have you been impacted by being the “only one”.

Align cultural change with purpose

- Close disparity gaps in organizations
- Create a process to meet the needs of the community
- Address assumptions in biases: appearance, need, demographics
- Inadvertently create an us vs. them

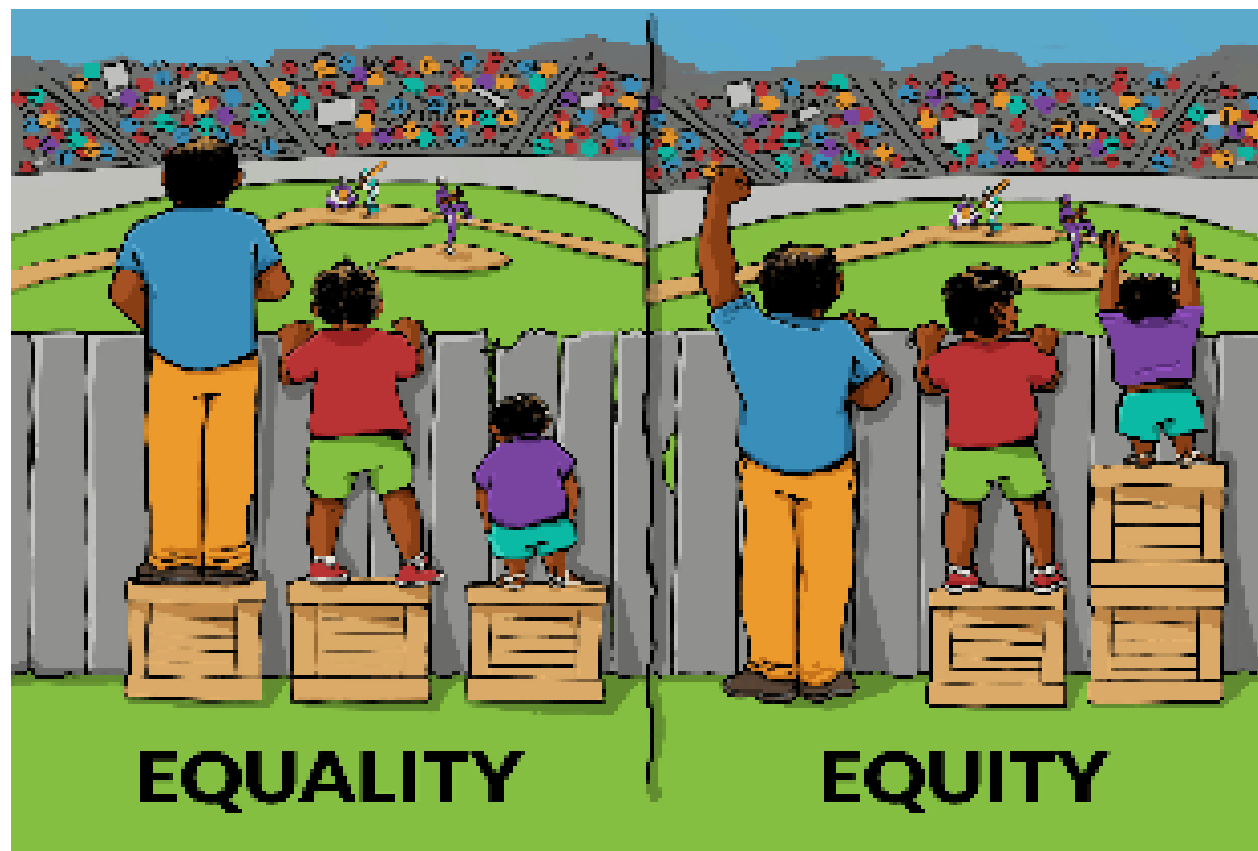
Improve DEI in philanthropy

- Re-define risk
 - Grassroots does not mean small, it can be big and impactful
- Emphasize trust
 - Companies/philanthropist must shift from gatekeepers to allies
- Reflect the community
 - How diverse are the organization's teams and portfolios
- Disrupt comfort
 - It's ineffective to ensure the comfort of white people



What is corporate citizenship equity

Equity Exercise



Equity Vs. Equality

Equity

- Analysis of the need is required
- Equity is being fair or impartial
- Involves treating everyone according to his or her needs
- Considers the specific needs and requirements of the individual
- Giving everyone what is need to be successful
- Fairness, justice and impartiality
- Equity recognizes difference
- Equity is need based approach
- Justifies things based on quality
- Gives based on what is needed and in which quantity to an individual
- Is subjective and differs from each situation and from each person

Equality

- Equality only works if everyone starts from the same place
- Equality is the state of being equal
- Involves treating everyone in the same manner, irrespective of their differences
- Does not consider the needs and requirements of individuals
- Giving everyone the same to be successful
- Equal sharing and division keeping everyone at the same level
- Equality is based on sameness
- Not affected by the need of people or society
- Equality is measurable and it does not vary by group/individual

Why funding needs equity

- Leverage power and resources
- Doing good can eradicate the problems that plague the community
- Flip the script, what if funders had to apply to nonprofits?
- Lived experiences, those directly impacted making funding decisions
- Intention doesn't equal impact
- In error, funding serves the problem of inequity instead of making the changes communities need.



Does your company's equity philosophy
mirror the corporate vision?

Identifying systems that perpetuate inequity

- Talent experience
- Internal processes and barriers
- Impact vs outcomes
- External systems
- How is it measured?
- Individual and systemic implicit bias
- May not be practical to align the two

How do we ensure inclusive process to address implicit bias?

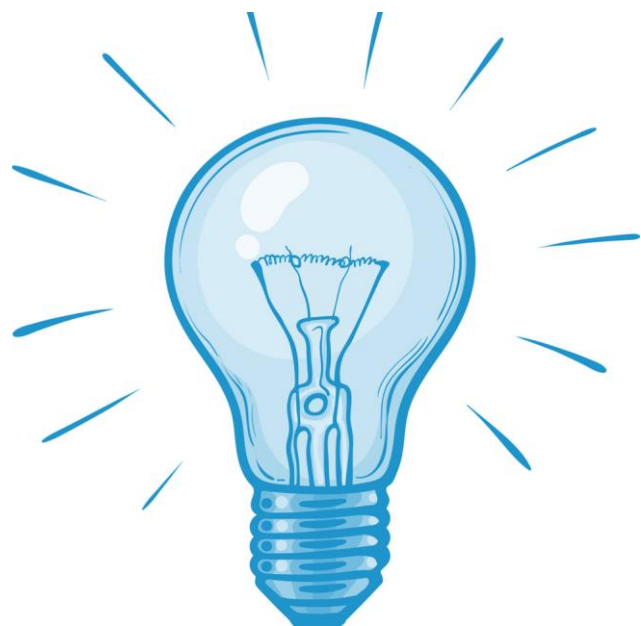
- Recognize that implicit bias happens and understand why
- Identify your own conditioning
- Change your approach to avoid reinforcing stereotypes
- Understand community/group differences without generalizations




How can companies use an equity lens to create impactful outcomes in the community?

How can companies ensure equity practices?

- Start with systems, not individual responsibility
- Redefine risk
- Understand that not every space is for everyone
- Build and emphasize trust
- Use power and privilege to challenge bias
- Reflect the community
- Collaborate, do not dominate
- Re-evaluate words and images
- Say no, so others can have an opportunity to say yes



Where does your company
source and find information
and categorize
sponsorships/funding?



**Embedding equity in the DNA
of your corporate citizenship and giving process**



Thank You