

# CECP Accelerate Community

## Diversity & Inclusion 2018-2019

### Summary of Best Practices

#### Diversity & Inclusion Strategy

- Strategic alignment between the Diversity and Inclusion office and CSE office (if not managed by the same leader).
- D&I and CSE or Foundation leaders meet regularly
- Dedicate a portion of CSE budget for advancing diversity efforts
- ERGs are involved in CSE events and external collaborations
- Diversity and Inclusion and CSE efforts are agile and open to change and innovation.
- Shift in how Diversity and Inclusion is seen in companies: moving from risk management and compliance to an

opportunity for culture shift, talent enhancement. Need to present a value proposition that is connected to overall engagement.

#### Education and Learning

- Leadership education and modeling of inclusive leadership
- Opportunities for leaders to talk about their learning and growth with employees
- Learning and adoption of common definitions based on the values and culture of the company
- Embedding the diversity and inclusion awareness and education into company

- policies and practices
- Education for employees (with a diversity component) before external corporate social engagement activities
- ERGs as ambassadors to educate employees on diversity and inclusion efforts, events, etc.

#### Measurement & Benchmarking

- Companies use of a variety of tools to benchmark diversity and inclusion progress
- CECP's 2018 White Paper, Diversity & Inclusion in Corporate Social Engagement, lists measurement as a key opportunity for advancement.

### Participating Companies

Altria, AmerisourceBergen, BD, Capital One, DTE Energy, FMC, New York Life Insurance, PSEG, Tata Consultancy Services, TD Ameritrade

### Contributing Experts

Facilitator: Tanya M. Odom, Global Diversity and Inclusion Consultant and Coach

Guests, external to Accelerate Community, who presented at meetings: Edwin Torres, President and CEO, Grantmakers in the Arts; Thomas Houston, Associate Director of Branding and Engagement, Living Cities



Front and Center: The D&I Imperative Panel, CECP Summit 2019

### CECP Leadership

Nandika Madgavkar, Senior Director, Strategic Investor Initiative; Courtney Murphy, Director, Strategic Partnerships; Jinny Jeong, Associate Manager, Corporate Leadership; Kim Levinstein, Corporate Leadership Fellow