

The Business Case for Diversity/Inclusion in Industry

May (25 or 26), 2021

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Diversity, Equity, and Inclusion in Chemistry and Chemical Engineering

A Virtual Workshop from the Chemical Sciences Roundtable

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Guide

- Business Case
- Industry Gap
- Is diversity recruiting enough?
- Going beyond
- High Impact Leadership Programs

Problem Statement

The business case for diversity/inclusion in the private sector has been studied and established...



Likelihood of financial performance above national industry median, by diversity quartile, %

Ethnic diversity



Gender diversity



Gender and ethnic diversity combined

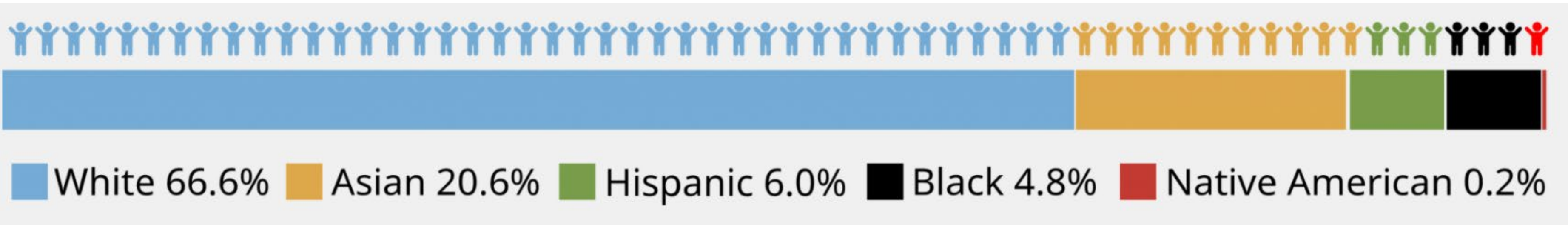


Source: McKinsey Diversity Database

Problem Statement

...but without a concerted effort to diversify the amount of students earning and using their degrees in the US, America's competitive edge - and a huge amount of innovation potential - will be diminished

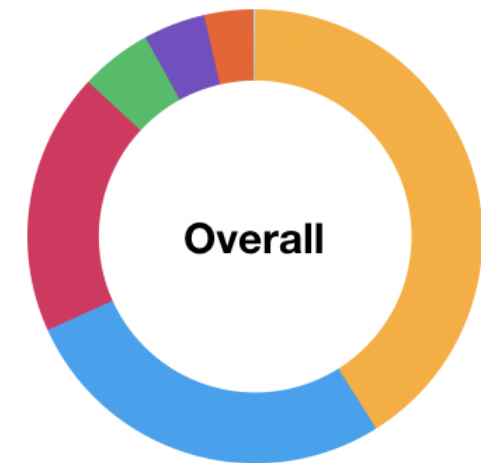
The STEM workforce isn't keeping pace.



2019

- White: 60.1% (Non-Hispanic)
- Hispanic: 18.5%
- Black: 12.2%
- Asian: 5.6%
- American Indian/Alaska Native: 0.7%
- Native Hawaiian/Other Pacific Islander: 0.2%

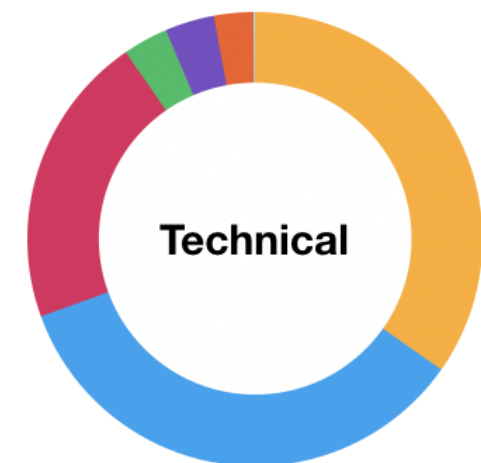
*U.S. Race and Ethnicity Representation Aug 2019



41.1%	White
27.2%	Asian / Pacific Islander
18.7%	No Response / Declined to Disclose
5.1%	Black
4.4%	Latinx
3.4%	Multiracial
0.1%	Native American / Alaskan



57.8%	White
16.0%	Asian / Pacific Islander
14.6%	No Response / Declined to Disclose
5.6%	Black
3.7%	Latinx
2.3%	Multiracial
0.0%	Native American / Alaskan



34.7%	White
34.7%	Asian / Pacific Islander
20.9%	No Response / Declined to Disclose
3.2%	Black
3.5%	Latinx
2.9%	Multiracial
0.1%	Native American / Alaskan

*U.S. only. Based on employee self-identification.
Regular, full-time employees. Data effective as of Aug 19, 2019
Leadership includes Directors and above.
Technical is our functional designation and omits G&A and Sales designations.



Candidates Have Spoken

- **86%** of job seekers say they factor an employer's reputation on DEI in their job search
- **70%** of employees expect their company to be transparent about DEI initiatives and results
- **62%** of job applicants say they would turn down an offer from a company that did not support DEI

*Monster.com Candidate Survey 2020

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Going Beyond



<https://www.gsk.com/en-gb/responsibility/our-people/inclusion-and-diversity-at-gsk/>

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Going Beyond



Our People



Our Business



Our Communities

Going Beyond



Our People



Our Business



Our Communities



Our People



In addition to recruiting and maintaining programs to develop and retain diverse talent:

- By 2025, 45% female representation in senior roles
- Meaningful impact on gender pay gap (current 1.14%)
- By 2025, 30% ethnically diverse leaders in VP/above roles
- Founding member of the Proud Science Alliance
- Active programs for workplace and product accessibility



Our Communities



GSK IMPACT Awards recognize local non-profits and charities in underserved communities where GSK operates innovative and transformational projects that make our communities healthier. Among other critical services, these awards prepare people of all ages for successful careers

Commitment of \$10 million over 10 years to help Black, Latinx and female students in Philadelphia, PA overcome obstacles to their pursuit of careers in science, technology, engineering, and mathematics through the creation of the **Philadelphia STEM Equity Collective**

Partner to the **American Society of Human Genetics (ASHG) Scholars Initiative** – a program seeking to nurture the professional success of diverse, early-career genetics and genomics researchers



Meaningful Actions

- Internal policy reconciliation (wage, talent, bias)
- Talent Councils
- Mentoring Networks
- Visible Leadership Representation
- Active community support
- Leading with a voice

<https://www.sacnas.org/what-we-do/linton-poodry-sacnas-leadership-institute/>

SACNAS: Society for Advancement of Chicano/Hispanics and Native Americans in Science

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New Opportunities

- Company specific recruiting/professional and leadership development conferences
- Company specific “apprenticeships”
- Employee Resource Group Leadership
- Leading internal campaigns in partnership with community leaders & organizations
- Scientific Societies – DEI Leadership Institutes

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Company Specific

P&G's Focusing on Industrial Recruitment of Scientific Talent (FIRST) Conference

A recruiting conference mainly aimed at African American, Hispanic and Native American doctoral and postdoctoral scientists from STEM disciplines.

It's a three-day program for top early career scientists who are looking for a broad overview of research in industry as well as getting an opportunity to network and interact with P&G managers.

Discussions will include what companies are looking for in a new employee as well as cultural and workforce diversity and future innovations.

<https://www.biophysics.org/blog/first-pgs-recruiting-conference>

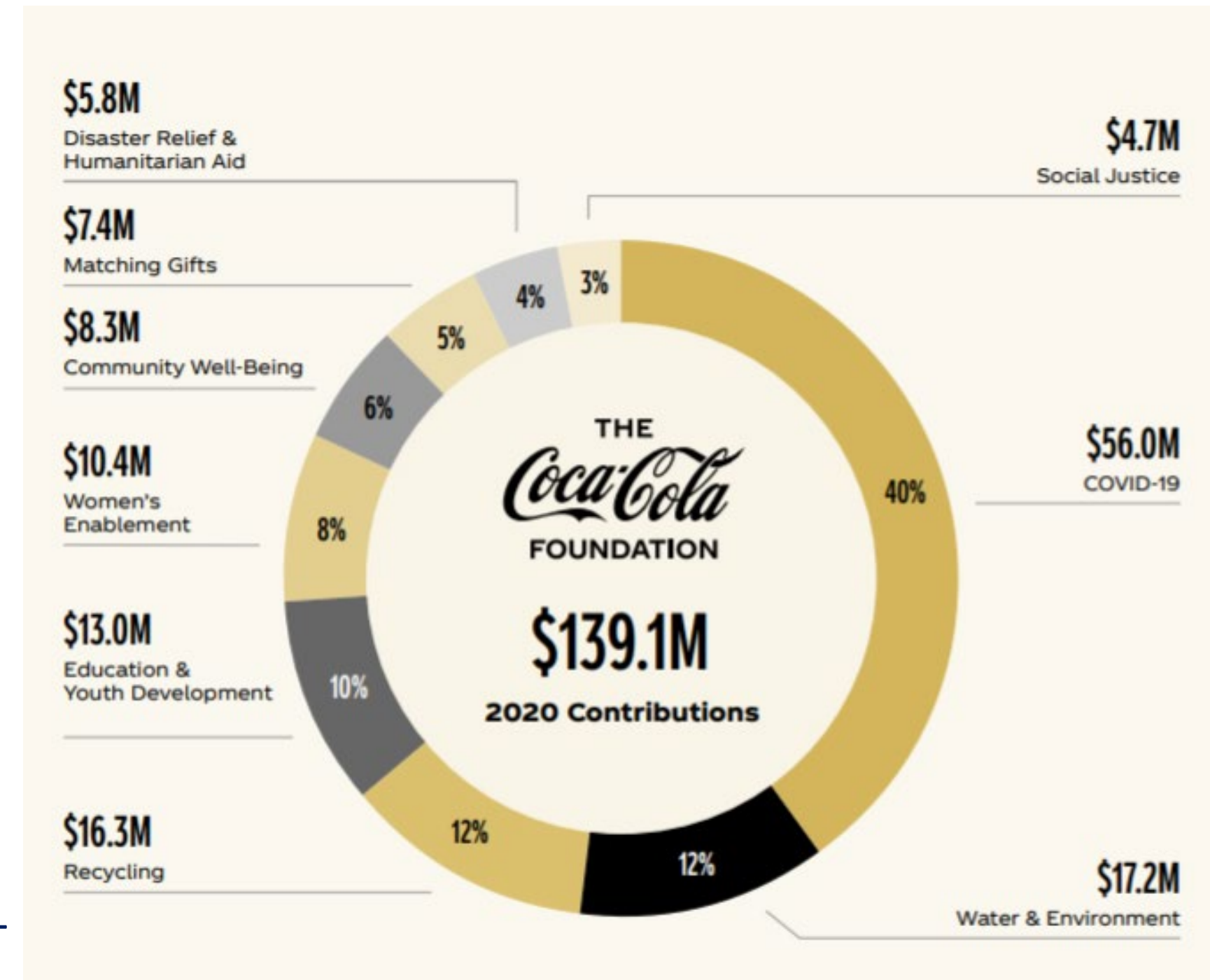
Company Specific

LISTENING: We seek out the perspectives and expertise of employees, community leaders and social justice advocates to inform our actions.

LEADING: We have reviewed and updated our internal policies and practices—from recruitment to development to diverse representation across all job levels—to help ensure fairness. This includes rolling out DEI education for all employees globally.

INVESTING: We will invest our resources to advance important causes and use the voices of our brands to weigh in on important conversations. For example, in the US, The Coca-Cola Foundation have contributed more than \$5 million to date through grants, company funds, in-kind donations and employee matching funds to social justice causes.

<https://www.coca-colacompany.com/content/dam/journey/us/en/reports/coca-cola-business-environmental-social-governance-report-2020.pdf#page=50>



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Company Specific



Employee Resource Groups

At GSK there are +10000 active ERG participants in over 60 countries:

EMBRACE – the UK and rest of the world group working together to create an environment that enables Black, Asian and Minority Ethnic employees to reach their full potential.

Fusion – our Asian Business Network fostering professional development, community outreach, networking and leadership opportunities;

Mosaic – a US group drawing on the diverse knowledge, perspectives, experiences and talents of GSK's Black employees and employees of African descent in the US.

Crece – supports inclusion and collaboration of diverse talents and perspectives; leveraging the Latino-Hispanic value within the workplace, the marketplace and the community.

Women's Leader Initiative (WLI) – WLI accelerates the personal development and professional advancement of women and men through transformational learning and leadership opportunities and experiences.

Spectrum – provides a supportive, nurturing forum for GSK's employees, across the spectrum of sexual orientation or gender identity. Spectrum support GSK's gay, lesbian, bisexual, transgender and straight ally employees, and work with us to increase the awareness and understanding of issues and concerns that impact them.

Disability Confidence Network (DCN) - work to ensure all employees feel valued and can reach their potential through inclusion, awareness, education, access to workplace adaptations and advocacy. Our Disability Confidence Network provides a forum for employees to find out more about accessibility and raise awareness of local initiatives.

<https://www.gsk.com/en-gb/responsibility/our-people/inclusion-and-diversity-at-gsk/>

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Leadership Programs

SACNAS Linton-Poodry SACNAS Leadership Institute

The Linton-Poodry **SACNAS Leadership Institute** (LPSLI) provides premier training for motivated underrepresented minority professionals interested in advancing their **leadership** of diversity, equity, and inclusion in all sectors of STEM (academia, industry, and non-profit, and government).



*Advancing Chicanos/Hispanics
& Native Americans in Science*

<https://www.sacnas.org/what-we-do/linton-poodry-sacnas-leadership-institute/>

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Leadership Programs

SACNAS Linton-Poodry SACNAS Leadership Institute

- 1) Cultivating influence in diversity, equity, and inclusion
- 2) Advocacy training to prepare participants and practice exerting influence with key stakeholders
- 3) Building a strong and sustainable network of like-minded peers for continued collaboration and support.

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Conclusion

The business case for D&I in the private sector is widely accepted to increase innovation-based progress within STEM-focused firms

There are programs and initiatives in industry and STEM-focused scientific societies that are readily available to new candidates with the aim to create a workforce that mirrors the US population and the consumers in which they serve