

# The Truth About Diversity & Inclusion Strategy & Results



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Business Strategy is **essential** to the creation of a **comprehensive** and **effective** Diversity & Inclusion Strategy.



What are you trying to achieve?



# Why Diversity Matters...

Companies in the top quartile for racial and ethnic diversity are **35 percent** more likely to have financial returns above their respective national industry medians.

McKinsey & Company Organization  
January 2015  
Vivian Hunt, Dennis Layton, Sara Prince

Diversity Categories  
Diversity Ambassadors  
Talent Matrix  
Action Plans



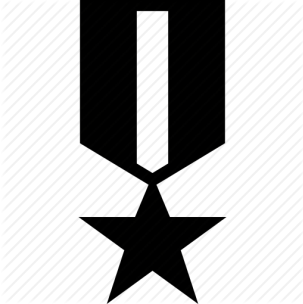
# Diversity Categories



Gender



Ethnicity



Military



Differently Abled



LGBTQ

# Diversity Ambassadors



- Leads/Co-Leads
- Diversity message champions
- Partner with Hiring Organizations & Talent Acquisition
- Planning and Ownership

# Talent Matrix

	Accounting	Finance	Communications	Engineering	Info Tech	Sales
Senior & Executive						
Mid Career						
Early Career						

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	Accounting	Finance	Communications	Engineering
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**Diversity Resource List**

**Articles**  
[Eight Trends About Diversity](#)  
[Facebook Hiring Process](#)  
[Salon - Leveraging Diversity](#)  
[Harvard Business Review](#)  
[Phone Left Hand](#)  
[U.S. News and World Report College Rankings Criteria](#)

**Books**  
[Inclusion: Diversity, The New Workplace & The Will to Change](#)  
[Moving Diversity Forward: How to Go f](#)


**Professional Organizations**  
[American Association of People with Disabilities](#)  
[American Indian College Fund](#)  
[American Indian Science and Engineering Society](#)  
[Asian Women in Business](#)  
[Association of Latino Professionals for Association on Higher Education and I](#)  
[Black Data Professionals Association](#)  
[Deaf Inc](#)  
[Foundation for Women Warriors](#)  
[Hispanic Scholarship Fund](#)  
[Military Media](#)  
**Minority Actuarial**  
[National Association of African American](#)  
[National Association of Asian American](#)  
[National Association of Black Journalists](#)  
[National Association of Gay and Lesbian](#)  
[National Black Male](#)  
[National Commission for Latino Leader](#)  
[National Hispanic Journal](#)  
[National Society of Black Engineers](#)




[National Society of Hispanic MOA](#)  
[Native American Organization](#)  
[Out and Equal](#)  
[Recruiting Out](#)  
[Service Academy Career Conference](#)  
[Society of Asian Scientists and Engineers](#)  
[Society of Women Engineers](#)  
[The Hispanic Organization](#)  
[Transworkforce Inc](#)  
[United Negro College Fund](#)  
[Women's Occupational Resources Portal to State](#)  
[Wounded Warrior](#)

**Research Documents**  
[Tech Industry Diversity Study](#)

**Videos**  
[Kiosseogous](#)  
[Resume Selection Sites](#)  
[Life of Privilege](#)





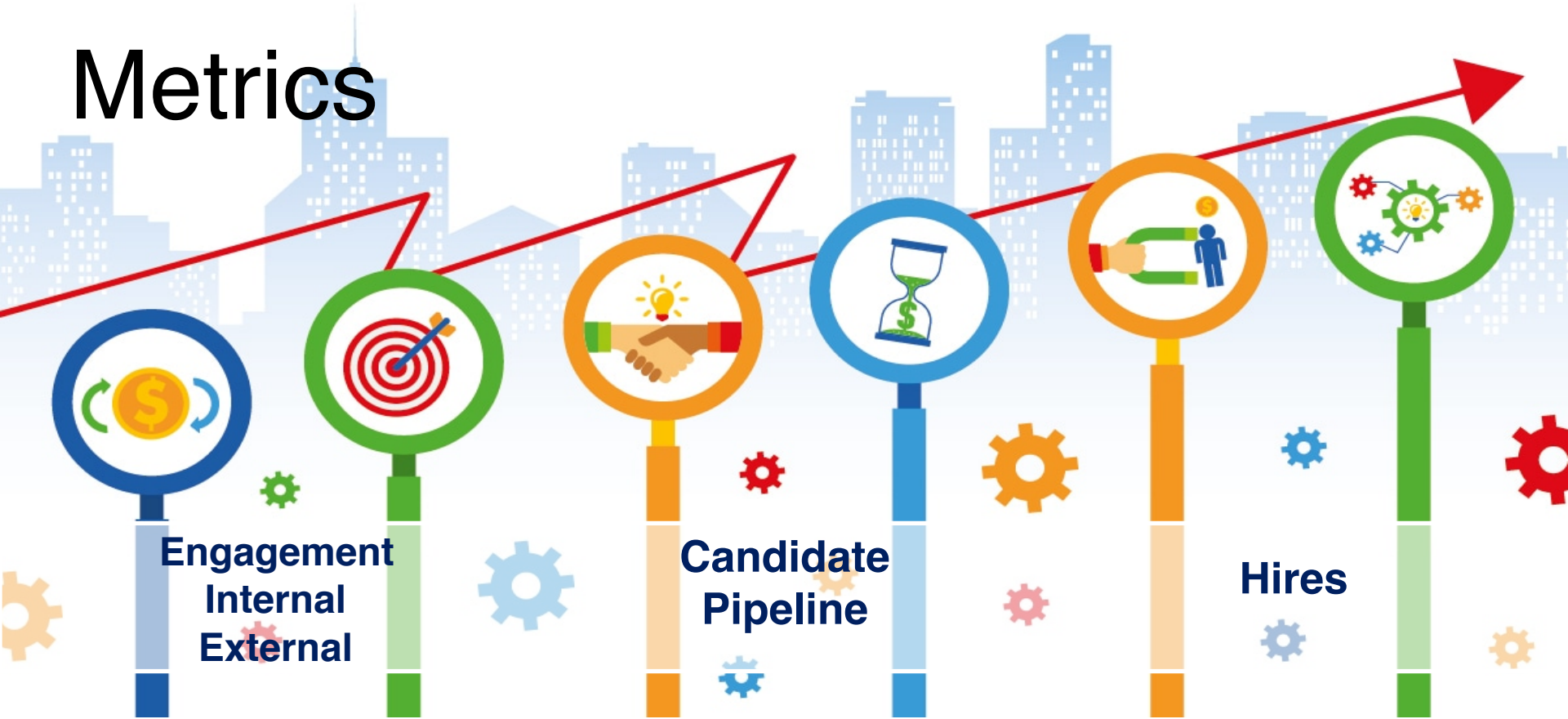


# Action Plans

EIGHTYBY2018 ACTION PLAN CALIFORNIA					
GOALS & ACTIVITIES					
1	Identify & build regional partnerships	○	○	●	○
2	Assess feasibility of potential grant / pilot / project	○			
3	Implement a grant / pilot / project: CRC Screening Improvement Project (CRCSIP)			●	○
4	Evaluate grant / pilot / project		○	●	○
5	Legislation - initiate process	○	○	●	○
6	Promote to distribute discounted management for RIF	○	○	●	○

- Mutually beneficial relationships
- Create annual action plans, inclusive of virtual & in-person engagements
- Sufficiently resourced
- Cross collaboration

# Metrics





Contact Us

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# Choose Your Adventure Bingo Number

Attract

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