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# Resilience Amidst the Backlash: Navigating Current Challenges Facing DEIA

March 6, 2024



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# Agenda

- 1. Welcome and Introduction (5 mins)**
- 2. EIJ Overview (10 mins)**
- 3. Panel Discussion (30 mins)**
- 4. Q&A (10 mins)**
- 5. Closing Remarks (5 mins)**



# Today's Speakers

Moderator



**Laura Gitman**  
Chief Impact Officer  
BSR



**MaryAnne Howland**

Director, Equity, Inclusion  
and Justice  
BSR



**Kurell Julien**

Associate Director,  
Equity, Inclusion and Justice  
BSR



**Yusuf Zakir**

Chief Diversity, Equity, and  
Inclusion Officer  
Davis Wright Tremaine LLP



**Alicin Reidy Williamson**

Chief Diversity and  
Culture Officer  
Yahoo!

# 01

## EIJ Overview



# Equity. Inclusion. Justice.

**Equity** is a lens that enables businesses to acknowledge the needs of the most marginalized and assess how systemic and institutionalized barriers prohibit those needs from being met.

**Inclusion** advances the values, practices, and policies that effectuate including and accommodating people who have historically been excluded, such as due to their race, ethnicity, gender, sexual orientation, or ability.

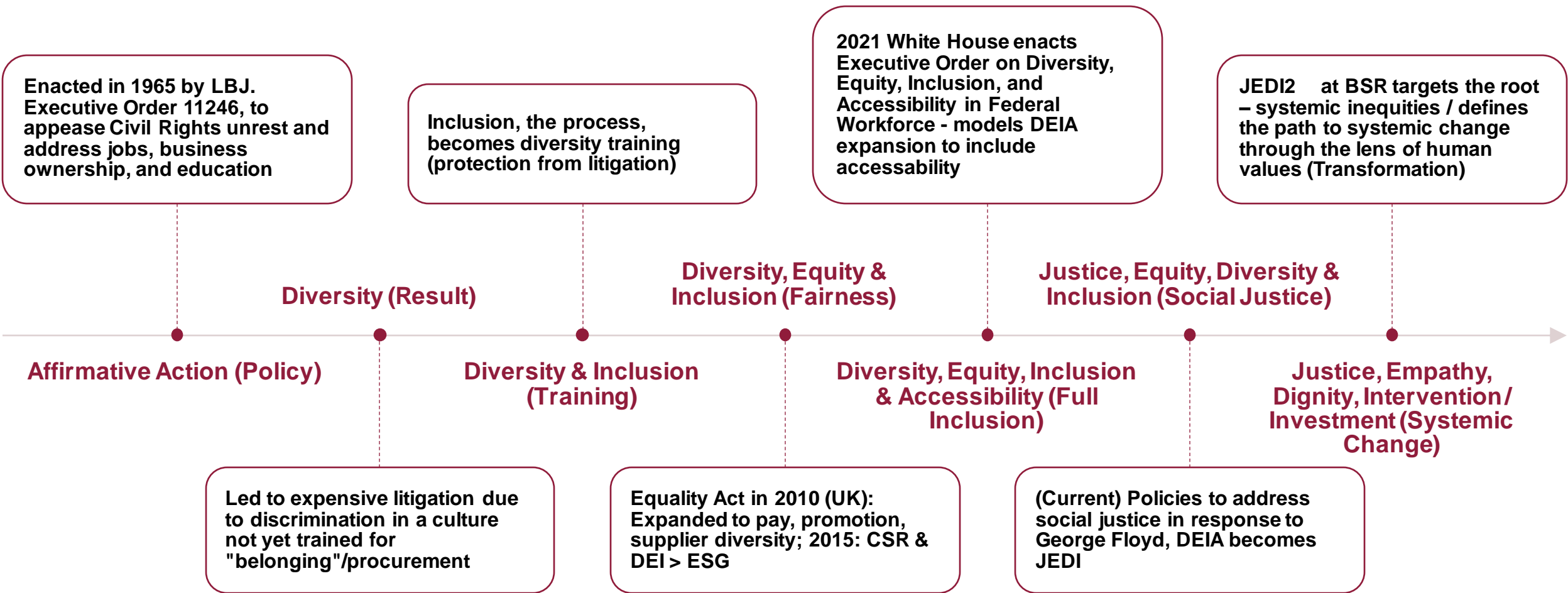
**Justice** incorporates continual feedback and assessment cycles to ensure actions, goals and outcomes advance change that is effective, accountable and inclusive. This includes:

- **social justice** advances a more fair and equal society;
- **economic justice** creates opportunity and access for all to succeed regardless of sex, race, age, disability, color, creed, national origin, or religion; and
- **reparative justice** centers those who have been harmed, and focuses on the halt and repair of past and present harms, and preventing the reproduction of harm.

**To move towards redress and progress, companies must establish relationships with a diverse array of stakeholders, creating pathways for active inclusion.** This creates the environment for transformation. It is in this environment that we can start to answer the question what does a Just ecosystem look like for everyone? and engage in big picture thinking around resilience and upholding the social contract between business and society, opening the door to create a just and sustainable world.



# The Evolution of Corporate Diversity



# Global Focus Areas

At BSR, we support EIJ efforts with tools of business to eliminate structures, policies, practices, and cultural norms that drive disparities in race/ethnicity, gender, sexual orientation, disability, religion and generation/age. Our areas of focus are set in a **global context** and in consideration of the homogenous vs. heterogeneous community compositions of different regions.

## Race / Ethnicity

Support the process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.

## Gender

Commit to fairness of treatment, rights, access, opportunities, and participation for men, women, and gender-diverse people according to their respective needs.

## Sexual Orientation

Advocate for the inherent or immutable enduring emotional, romantic, or sexual attraction to persons of the opposite sex or gender, the same sex or gender, or to both sexes or more than one gender.

## Disability

Work to design, construction, development, and maintenance of facilities, technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.

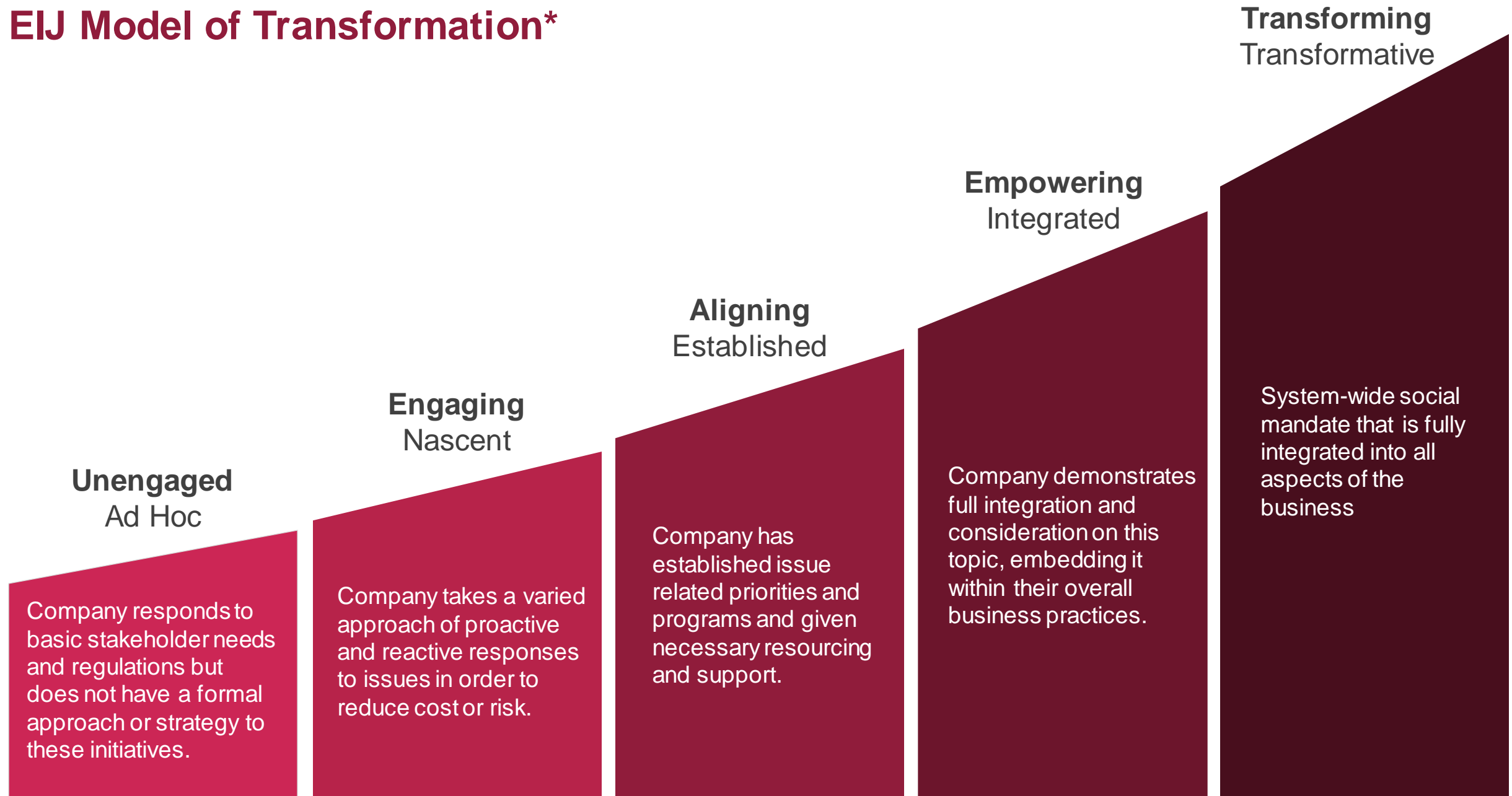
## Religion

Celebrate religion in all its forms and the ability to express, practice and worship without undue interference.

## Generation / Age

Acknowledge the characteristics and values associated with each generation and the unique experiences, perspectives, and preferences they bring to the workplace.

# EIJ Model of Transformation\*





# DEIA (Diversity. Equity. Inclusion. Accessibility) Across the Corporate Value Chain

Workplace	Supplier Diversity	Marketplace	Community
<ul style="list-style-type: none"><li>• Board and senior leadership diversity</li><li>• Workforce representation, retention, recruitment, and promotion</li><li>• Pay and benefits</li><li>• Employee engagement</li><li>• Wellness</li></ul>	<ul style="list-style-type: none"><li>• Procurement spend and practices, supplier management systems, scorecards, audits, etc.</li></ul>	<ul style="list-style-type: none"><li>• Design and distribution of products and services</li><li>• Customer experience</li><li>• Multicultural Marketing</li></ul>	<ul style="list-style-type: none"><li>• Community and stakeholder engagement diversity</li><li>• Community programs, investments and beneficiaries</li><li>• Advocacy efforts</li></ul>

# Member Offerings

The full suite of exclusive member benefit offerings include ready reference tools, accessible resources and MEO support needed to implement and advance equity, inclusion and justice throughout business systems and operations.

## Tools and Resources



- Diversity, Equity, Inclusion, Accessibility (DEIA) 101 Resource Guides
- Clearinghouse for DEIA Resources and Referrals, e.g. Diversity Training, MBE and MWBE certification, ADA resources, etc.

## Stakeholder Engagements



- Distinguished Speaker Series – “The Why” - quarterly webinar featuring experts who present the human connection to social justice/social impact through storytelling and first-hand accounts.
- Annual CDO Roundtable

## Insights



- DEIA Insights, Trends & Issue Briefs
- Corporate DEIA Report Review
- EIJ at the intersection of sustainability and ESG across industries:
  - Climate
  - Technology
  - Energy and Extractives
  - Transport & Logistics
  - Consumer Products
  - Food, Beverage & Agriculture
  - Healthcare
  - Media & Entertainment
  - Travel & Tourism

# Service Offerings

The full suite of member services include consultancy expertise, tools, and resources to develop and implement practices and policies that advance social, economic, and restorative justice throughout internal and external business systems and operations.

## Assessments

- Across our six (6) Global Focus Areas, EIJ provides:
  - DEIA Assessments
  - Gap Analyses
  - Benchmarking
- JEDI<sup>2</sup> Impact Note - Business & Policy and Risk/Opportunity Analysis

## Strategies

- JEDI<sup>2</sup> Impact Breakthrough Strategy & Goal Setting – Strategy + Ambitious Goal Setting
- Policy + Process Development
- JEDI<sup>2</sup> Brand/Marketing and Communications Roadmap
- Supply Chain Equity Program Development

## Implementation Support

- JEDI<sup>2</sup> Impact Intervention/Investment – Transformational Intervention and Advanced Strategy Implementation
- DEIA Report Advisement
- Community Engagement / Partnership Design

### 1:1 Consulting

Additional EIJ Service Offerings are available upon request. The EIJ Team can provide support in alignment with planned offerings, as necessary.

# EIJ Team Global

Our approach at BSR is to prepare you with a dedicated team. We aim to provide all the tools and knowledge, tailored to the specific sector of the financial market, enabling successful project completion to meet your sustainability ambitions.



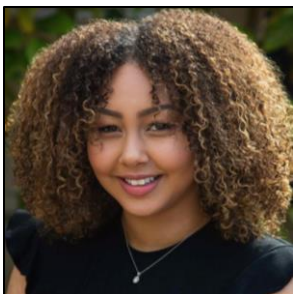
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**02**

# Panel Discussion



**03**

# Closing Remarks

Thank you to our SPARK members





# EIJ Upcoming Events



WEBINAR

**Effective Strategies to Globalize DEIA Initiatives: A Fireside Chat with Dr. Rohini Anand**

May 29, 2024 at 11am EST | [Register](#)

For a full list of upcoming events, visit: [bsr.org/events](https://bsr.org/events)

# Thank You

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BSR™ is an organization of sustainable business experts that works with its global network of the world's leading companies to build a just and sustainable world. With offices in Asia, Europe, and North America, BSR™ provides insight, advice, and collaborative initiatives to help you see a changing world more clearly, create long-term business value, and scale impact.

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