



INCLUSION + DIVERSITY

April 2021

SISO CEO SUMMIT



## From...Good but disorganized intentions

1. I&D engagement varied from region to region
2. No global I&D oversight = inconsistent practices
3. Ethnicity & Gender underrepresentation & decreasing engagement

***To...Part of our new Mission, Purpose & Employee Value Proposition***



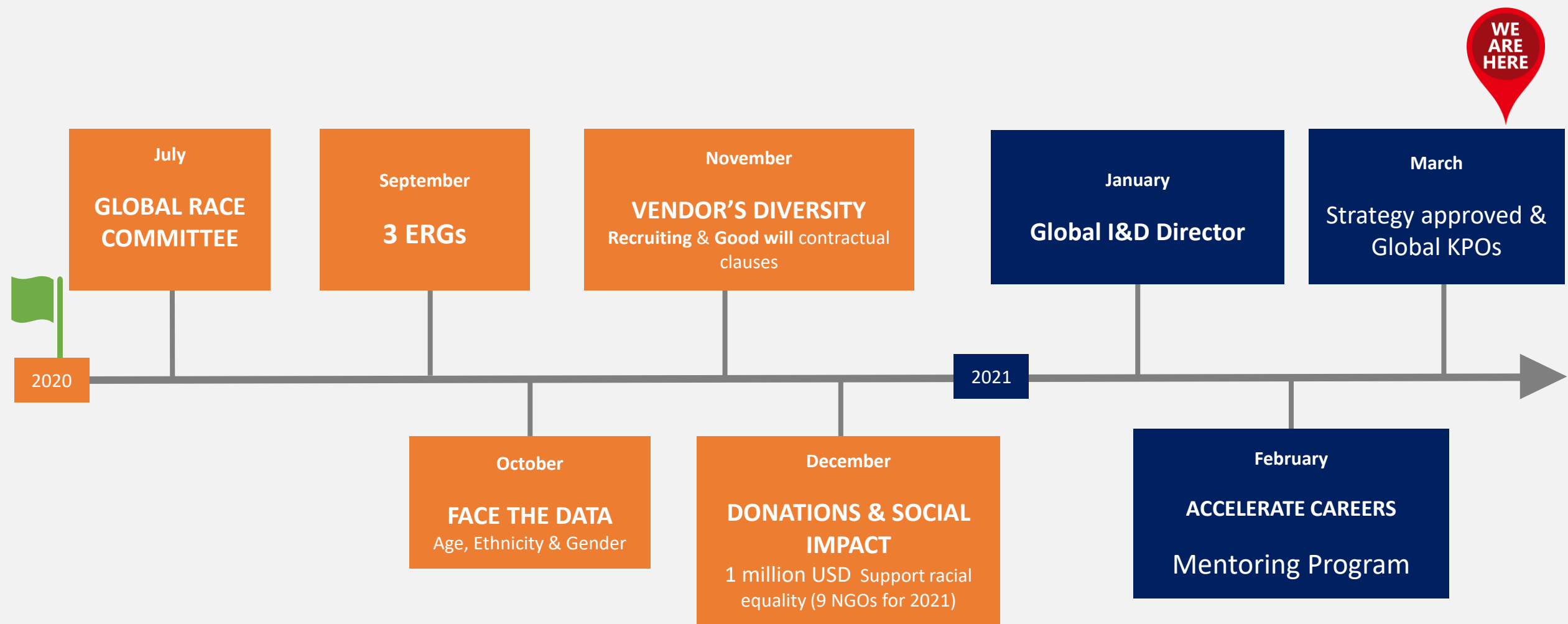
Tip 1: Do it!



## Tip 2: Face the data...Embrace reality!

1. Survey your organisation to understand the diversity of your company: gender, ethnicity, age, disability...
2. Do it at each Level!
3. Identify and understand the gaps!

# Tip 3: It's a journey... Ours started with the Global Race Committee



## Tip 4: Establish clear metrics and commit the Senior Team (not an HR initiative!)

### Attitude...

*“Act as **role model** of inclusive leadership”*

- Sponsor **ERG** launches
- Be **vocal** =importance of I&D
- Challenge leaders to **bring** more diversity
- Promote psychological **safety**



### My PLANNING

June 2021...

- Top **2 priorities** to be addressed in 2021 (**quick wins**)
- Proposed **actions** for **2022-2023**

### My MEASURE SUCESS

**1. KPI.....#** of roles with 40/50% short list

Impact...# ethnical minorities hired

**2. KPI.....#** Participants in career acceleration program

Impact...# People promoted after action taken

## Tip 5: *Dream Big, it costs the same...* Begin with an End in Mind!

### RX US Goal 2023

Achieve ethnicity & gender = US population  
**40%** minorized ethnical groups & **52%** women levels 14+

### HR ACTIONS...

#### ***GROW RX COMMUNITY***

- **Recruiting** – Candidates = Diversity balance
- **Young Talents** - partner universities => Summer jobs (ethnicity balance focus)

#### ***THRIVE OUR PEOPLE***

- **Mentoring Program** - accelerate career progression
- **Talent Review** - succession plan supporting I&D
- **ERGs** – launch more!
- **Addressing the pay gap** – analyze through an I&D perspective

## Tip 6: Support...and Trust your people will get you there!





