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2020 Working Group Statement

The CEOI Equity and Opportunity working group agreed early on that for workforce inclusion efforts to be effective, they need to be clear, systemic, sustainable, and scalable. Culture transformation is an essential first step, with clear mechanisms to understand stakeholder concerns, and a commitment to data-driven initiatives with a clear path to accountability. Transparency and openness are key values in equity work: they drive trust, courage, and individual ownership. The recommendations, below, will be fleshed out in a longer document to be published next year.

One thing that bubbled up in our discussions was an acknowledgement of the unique pressure chief executives are under as they attempt to navigate deep conversations about race and bias, make the systemic adjustments necessary to pay and promote equitably, and better align their businesses with the needs of stakeholders in pursuit of a more just and equitable world.

To provide a resource to address that unique pressure, our longer recommendations will be accompanied by a short checklist for CEOs to help them better assess where their companies are on the equity journey, and better understand the personal resources they'll need to thrive while leading this work.

Our Three Recommendations

CULTURE: Commit to a regular program of candid conversations around race and equity.

- Town halls
- Regular candid conversations, small groups
- Training, including bias mitigation and interpersonal best practices
- Outside expert speakers, culturally relevant offsites
- Creative mentorship and sponsorship programs

EQUITY: Commit to regularly collecting and publishing key diversity and equity data.

- Collect/publish diversity numbers
- Investigate pay and promotion equity
- Collect/publish equity data across a wider spectrum of stakeholders

MOMENTUM: Commit as an executive team to the practice of discovery while developing, assessing, and amending key programs.

- Leadership team united around creating solutions
- Task forces focused on idea and data collection
- External stakeholders engaged in regular convenings