

2022

Briefing Deck

CEO **ACT!ON** FOR
DIVERSITY & INCLUSION



CEO Action for Diversity & Inclusion™

Commitment to diversity, equity and inclusion takes all of us.

CEO Action was founded in 2017 on a shared belief that diversity, equity and inclusion is a societal issue, not a competitive one, and that collaboration and bold action from the business community - especially CEOs - is vital to driving change at scale. CEO Action brings together more than 2,000 CEOs and thousands of CHROs and CDOs who have already pledged to create a more diverse, inclusive and equitable workforce.

At a time when society is demanding leaders do more to address societal issues and systemic bias and racism continue to impact our people and our communities, we remain committed to understanding the complex challenges and disparities that impact our workplaces and communities. We will remain courageous and not lose sight of the importance of vulnerability, self reflection and having a safe space to learn. Our unrelenting pursuit to cultivating a more diverse, inclusive and equitable workforce at an unprecedented scale will be unwavering.

Our ambition is to drive measurable action and meaningful change in advancing diversity, equity and inclusion in the workplace. Organizations recognize that signing the pledge is the first of many important steps. Contributing to and learning from actions other companies are taking is another. With businesses anchored in almost every community, we have the opportunity - and responsibility - to play a significant role in accelerating progress on one of the most pressing issues facing our society.

CEO Action provides a variety of tools, resources, events and thought-leadership opportunities to support business leaders in taking action and driving progress to advance diversity, equity and inclusion in the workplace.

Together we will move the needle for a more just and equitable world.

CEO Action is the largest CEO-driven business commitment to advance diversity, equity and inclusion in the workplace.

How are we taking action?

Convening leaders

- **Flagship events**
Opportunities for CEOs, CHROs and CDOs to share ideas, ideate and collaborate in driving progress.
- **CHRO & CDO Workshop Series**
A thought-provoking series that covers DEI issues that are top of mind for CHROs and CDOs.
- **Monthly and ad-hoc conversations**
Peer-led conversations around DEI strategy elements and impromptu dialogues in response to real-time issues.

Access to resources

- **Educational resource library**
Tools and resources to drive employee education and organizational strategy.
- **Newsletter**
Monthly delegate newsletter (bi-monthly for CEOs) with the latest CEO Action news, events and resources.
- **Actions database**
An online hub with resources and DEI best practice sharing.

Engaging workforces and communities

- **CEO Action for Racial Equity**
A Fellowship governed by 100+ CEOs, with 200+ Fellows, that gives signatories the opportunity to advance public policy efforts at the national, state and local levels focused on racial equity.
- **Days of Understanding**
Year-round, candid conversations hosted by signatories within their organizations in line with real-time issues and events.
- **Thought leadership**
Speaking opportunities at industry events and coalition gatherings, as well exclusive media placements.

Peer-to-peer networking opportunities

- **Signatory-Led Communities**
Delegate-led groups who work together to engage in deeper dialogue.
- **Private LinkedIn group**
An open-space for dialogue and networking.
- **Mentoring Initiative**
Cross-coalition mentoring circles led by C-suite mentors from signatory organizations that cover a range of professional development topics.

More than 2,000 CEOs have already pledged to:

- 1** Cultivate environments that support open dialogue on complex, and sometimes difficult, conversations about diversity, equity and inclusion.
- 2** Implement and expand unconscious bias education and training.
- 3** Share best known - and unsuccessful - diversity, equity and inclusion programs and initiatives among signatories so we all can learn from each other.
- 4** Engage boards of directors (or equivalent governing bodies) in the development and evaluation of inclusion and diversity strategies.

“CEO Action provides an opportunity to learn from each other, engage more people and strengthen our society as a whole.”

— New York Life Chair and CEO Ted Mathas

Thank you.

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