

D&I Success Stories 2017

March 2017

Gallup states that *“inclusiveness is a strategy to unleash the power of diversity to generate business value. It involves creating opportunities throughout an organization so that the talents of all employees can be fully realized...”*

- In 2000, [a study by Gallup](#) indicated that “attitudes about inclusiveness varied across the company, and that workgroups with the lowest inclusiveness scores had lower productivity and retention scores than those with higher inclusiveness scores”
- In a random nationwide survey of 2,014 working Americans:
 - Employees who felt most included, those in the actively inclusive category, were nearly three times as likely as those in the not inclusive category to strongly agree with the statement that they "planned to be with their current company one year from now."
 - While only 3% of not inclusive respondents gave strong endorsement to the statement "I would recommend my company as a place to work to friends and family," 86% of those who worked in actively inclusive workplaces strongly agreed

May 2017

Report Says Racially Diverse Film Casts Make Big Money at Box Office. In February, UCLA released its annual Hollywood Diversity report, which highlights that diversity means higher financial returns on productions. The report examined the 200 top-grossing theatrical film releases in 2015, as well as 1,206 television, cable and digital platform shows from the 2014–15 season. It found that, contrary to popular belief, film and television content that is more diverse tends to be more successful — both among Whites and people of color — while people of color and women are still dismally underrepresented on both sides of the camera. Ana-Christina Ramón, the report’s co-author and assistant director of the Bunche Center, said in a statement, “Less-diverse product underperforms in the marketplace, and yet it still dominates. This makes no financial sense.” [Read the article on DiversityInc!](#)

June 2017

“Discover EY” brings in a record number of students of color -- A record 180 high-achieving, ethnically diverse students from across 92 U.S. campuses participated in the 11th annual Discover EY event in New York City in January. The program is designed to address the underrepresentation of racial minorities in professional services through leadership development, networking and hands-on learning activities. Since the program began in 2006, people of color now represent 37 percent of total full-time professionals at Ernst & Young LLP, which is now #1 on the [DiversityInc Top 50 Companies](#).

August 2017

Capital One’s HOLA Network brings results -- Over the past 13 years, Capital One’s Hispanic Business Resource Group (BRG), ¡HOLA!, has made a significant impact on both the business and the community. ¡HOLA! has grown to 13 chapters across Capital One’s footprint which have produced results including (1) increasing the pool of Latino employees through targeted campus recruitment and mentoring, and a scholarship program, and (2) a critical role in launching Mobile-Web and Desktop servicing in Spanish for current customers. “Capital One’s CEO, Rich Fairbank, recently recognized these achievements through Capital One’s highest award, the Circle of Excellence. The prestigious award not only celebrates business contributions, but also acknowledges ongoing business value to customers, employees, and communities.”

October 2017

2017 Above and Beyond Awards for Business Impact: NYPD Committee of Police Societies

The NYPD’s new recruitment ad campaign for police officers, started in October 2016, placed special emphasis on diversity and sensitivity of its uniformed personnel and service oriented approach to their jobs. The Committee of Police Societies (C.O.P.S.) is an organization that gathers together the presidents of the Department’s 30+ recognized fraternal organizations. Working hand-in-hand with officers who are experts in recruitment, members of the fraternal organizations made certain that their members were present at recruiting events so that potential applicants could speak and, relate to members of their communities.

As a result of their efforts, the 646 officers graduating the Police Academy in March 2017 represented 39 countries and spoke 53 different languages. Of those graduating, 21% were born outside of the U.S. and 22% were women. About 16% were African American, 29.5%

Hispanic and 11.9% Asian. Increasing the department's diversity will go a long way in bringing police and the community closer.

November 2017

[Group Smarts: How Collective Intelligence Overcomes the Problem of Groupthink \(Aeon, October 2016\)](#) – “A strong team can work faster and better than a single smart individual – but not all teams are strong. Managing a smart individual is hard work, but managing an effective team requires extra attention. In addition to addressing individual needs, a team must work together – a goal best accomplished in an environment that maximises each individual’s positive contributions while downplaying his shortcomings. ... Just as psychologists have tried to uncover the ‘g’ factor responsible for an individual’s general intelligence, they’re digging into the ‘c’ factor – the secret sauce of collective intelligence. And most importantly, we want to know how to bring that ‘c’ factor to all our collaborative work, whether that’s in the boardroom, the classroom, the lab, backstage, the woods or even in space.” Read the article for examples of human averageness and crowdsourcing yielding accurate, even superior results... and the 10 (or so) elements that make a strong, diverse team!

December 2017

[A fire in the boiler room](#) -- Enjoy my video account of an unexpected story told to me about the brilliance of diversity and inclusion...by a Boomer white male, ex-military financial guy!