Why Unconscious Bias Training is not enough to Create Sustainable D&I

Wendy Lewis, Global Chief Diversity Officer and VP, Community Engagement

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Colloquium on Global Diversity
Washington, DC
Statement of Purpose & Definition

Diversity IS Inclusion – a bold and seismic value proposition that advocates for the fair, equitable and respectful treatment of ALL people. Diversity IS the Inclusion of ALL people regardless of race, gender, culture, identity, sexual orientation, age, religion, ability, experience, and expression.
Food for Thought, Moving Beyond Bias
Food for Thought, Moving Beyond Bias

Food for Thought, Moving Beyond Gender Bias

Food for Thought, Moving Beyond Bias to Create Feel-Good Moments

Food for Thought, Becoming a Change Agent

Food for Thought, Cultural Enrichment & Engagement
Global Diversity, Inclusion & Community Engagement COE

We drive our system-wide D&I strategy

The “Better Together: Global Gender Balance & Diversity Strategy”

We focus on

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<tr>
<th>Building Awareness through</th>
<th>Creating Engagement with</th>
<th>Impacting Performance through</th>
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<tbody>
<tr>
<td><strong>Education</strong></td>
<td><strong>EBNs</strong></td>
<td><strong>Community</strong></td>
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<tr>
<td>Food for Thought, Beyond Bias Platform</td>
<td>EBNs</td>
<td>Community Engagement Philanthropy</td>
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<td>Diversity Councils</td>
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<td>Strategy</td>
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<td>Strategy Development, Planning &amp; Alignment</td>
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<td>D&amp;I Stakeholder Projects</td>
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We collaborate with

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<tr>
<th>Leadership</th>
<th>Functions</th>
<th>Markets</th>
<th>EBNs</th>
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We create value for our shareholders

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<tr>
<th>Employees</th>
<th>Owner-Operators</th>
<th>Suppliers</th>
<th>Customers</th>
<th>Communities</th>
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“Diversity IS Inclusion” is the foundation for everything we do.
Better Together: Global Gender Balance & Diversity Strategy
2023 Vision

The best place for women/diverse groups to work

+ The best franchise for women/diverse groups to own and operate

+ The best place for women/diverse groups to provide goods and services

= The best at serving our customers & impacting our communities
**Better Together: Global Gender Balance & Diversity Strategy - Our Pillars**

**Representation**
We will aim for the diversity in our organization to reflect that of the wider community.

**Rising**
We will support the development of all people and foster a workplace environment where everyone feels respected and supported.

**Recognition**
We will celebrate the diverse voices and impact of all people throughout our organization.

**Reach**
We will drive progress by leading positive change across our **three-legged stool** and in the communities we operate.
thank you
questions?