

EQUALITY
AND
INCLUSION

P&G SUPPLIER CITIZENSHIP SUMMIT

INTRODUCTIONS:



Krystle Perine



Maria Rojas



Neeli Ruston



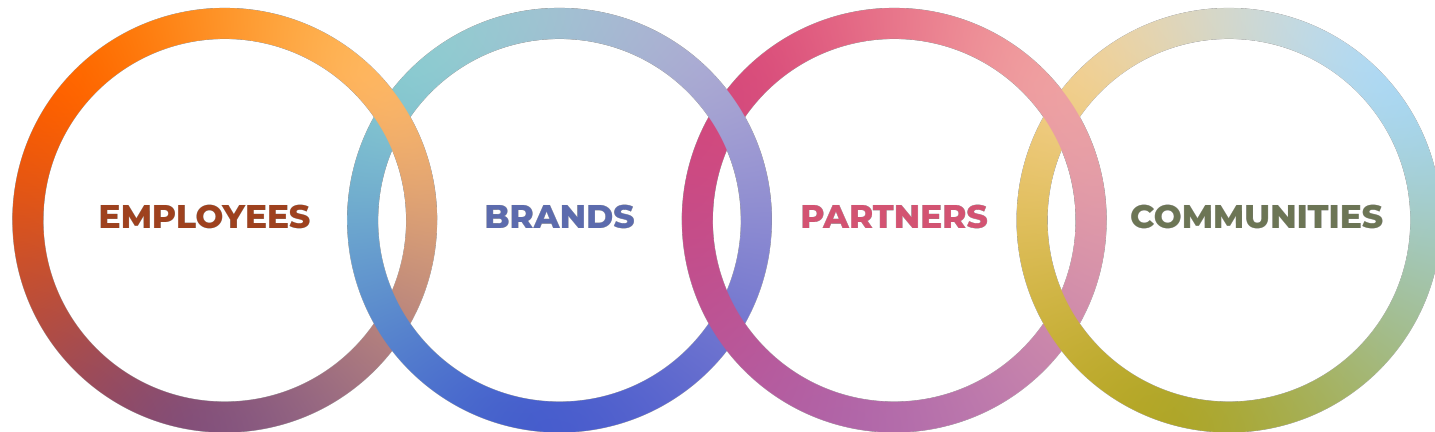
Fred Roneker



Da Bologna

OUR ASPIRATION

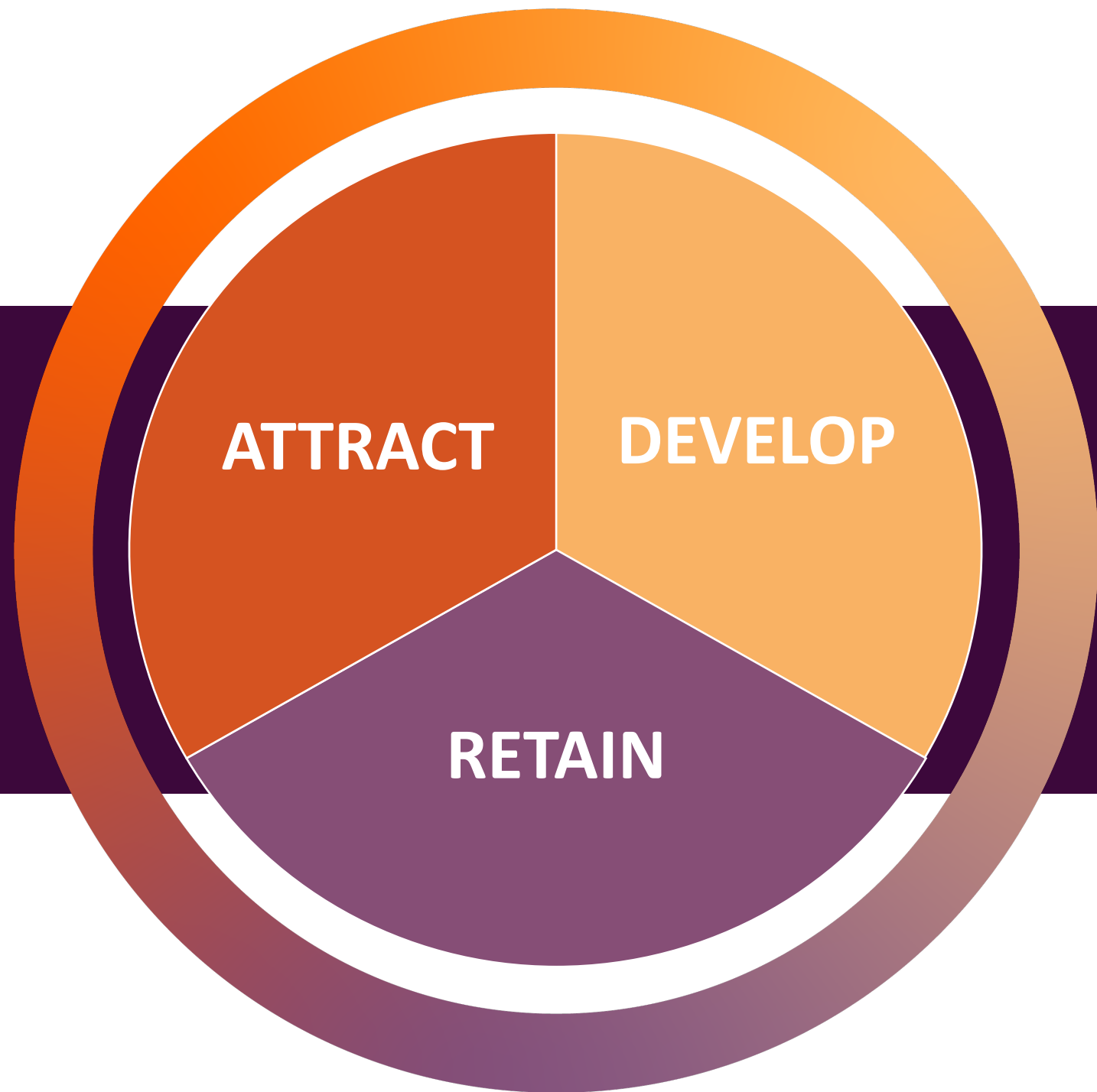
We aspire to create a company and a world where equality and inclusion are achievable for all; where respect and inclusion are the cornerstones of our culture; where equal access and opportunity to learn, grow, succeed and thrive are available to everyone. We are unique and we are united. We believe in the power of our differences and the impact we can make when we come together united by shared values and purpose. We are committed to doing the work to make this a reality.



**WE ARE
UNIQUE
AND
WE ARE
UNITED**

OUR EMPLOYEES:

**LEVERAGING EQUALITY &
INCLUSION TO WIN WITH
TALENT**



ATTRACTING TALENT LEVERAGING E&I

FRED RONEKER & DA BOLOGNA



ATTRACT BEST & MOST DIVERSE TALENT

Early Engagement

Represent Diversity Throughout Process

Inviting Job Descriptions

Assess Job Relevant Skills

Structured Interviews

Sourcing (Tracking & Analytics)

Safety & Belonging

Objectivity & Fairness



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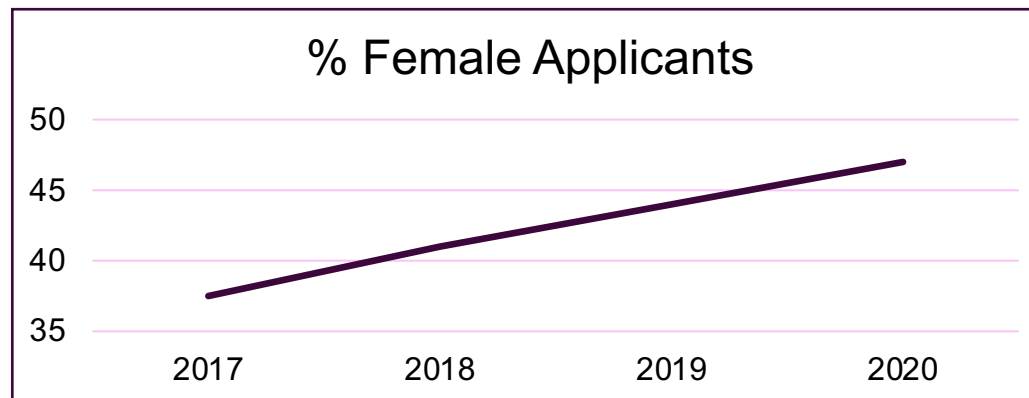
ENSURE DIVERSE REPRESENTATION THROUGHOUT PROCESS

- At every candidate touchpoint
- Thoughtfully leverage insights and support from your diverse employees for recruiting, interviewing, and close-the-sale
- On-going relationship/trust building to develop employer equity



AVOID OFF-PUTTING EARLY MESSAGING

- **Job descriptions can discourage diverse candidates**
 - Words matter & so manage first impressions
 - Men often overestimate their capabilities
 - Mind pronouns and utilize gender neutral language



**WORDS
INFLUENCE
WHO
CHOOSES
TO APPLY**

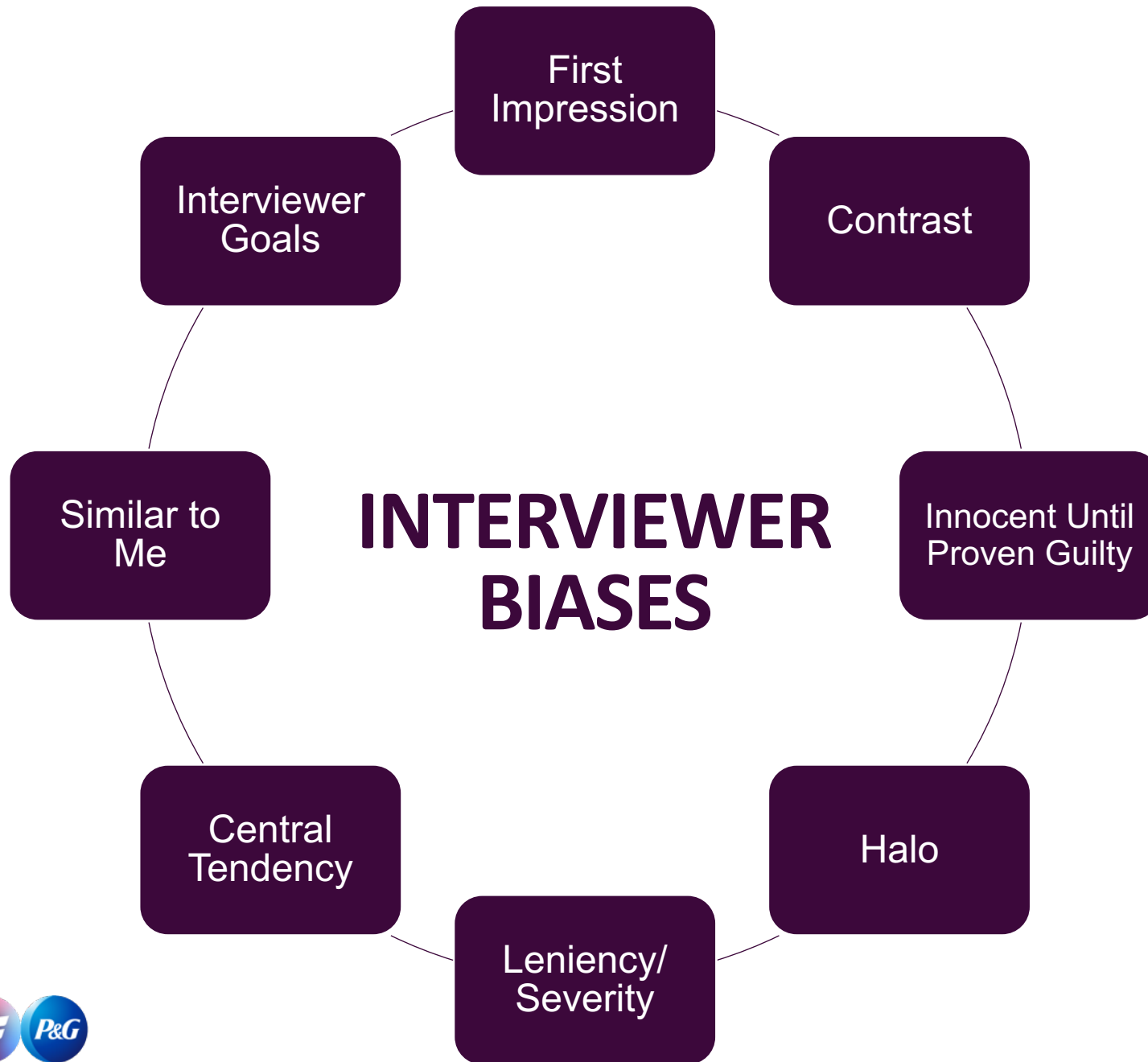
STRUCTURE INTERVIEWS

- **Structured Interviews – Job relevant & consistent**
- **Behaviorally based criteria**
- **Interviewer training; Multiple interviewers per candidate**

“Please tell me about a time you had to analyze information quickly and develop a solution in a timely manner to meet a tight deadline.”



**TRAINING
IS
CRITICAL**



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LEVERAGING E&I TO DRIVE DEVELOPMENT

NEELI RUSTON





**Talent
Development**



**Organizational
Development**

DEVELOPING A DIVERSE PIPELINE OF LEADERS

**Leadership
Championing**

Lending Your Privilege
Executive Career Planning

**Leadership
Development**

High Impact Assignments
Great Managers

**Leadership
Accountability**

Leadership Declaration
Impact Plans & Assessment



LEARNING & DEVELOPMENT GUIDING BELIEFS

1. We have one goal of building Inclusive Leaders in all parts of the organization

2. Leadership Skills and Inclusion Skills are inseparable behaviors/skills

3. Although there is one goal, there is no one best learning path for everyone.

4. Global Learning portfolio (with slight regional customization) is organized around key intervention points

5. Inclusive skills and inclusive design interwoven throughout existing L&D programs and content.



DEVELOPING A CULTURALLY COMPETENT ORGANIZATION

Employee Learning Journey

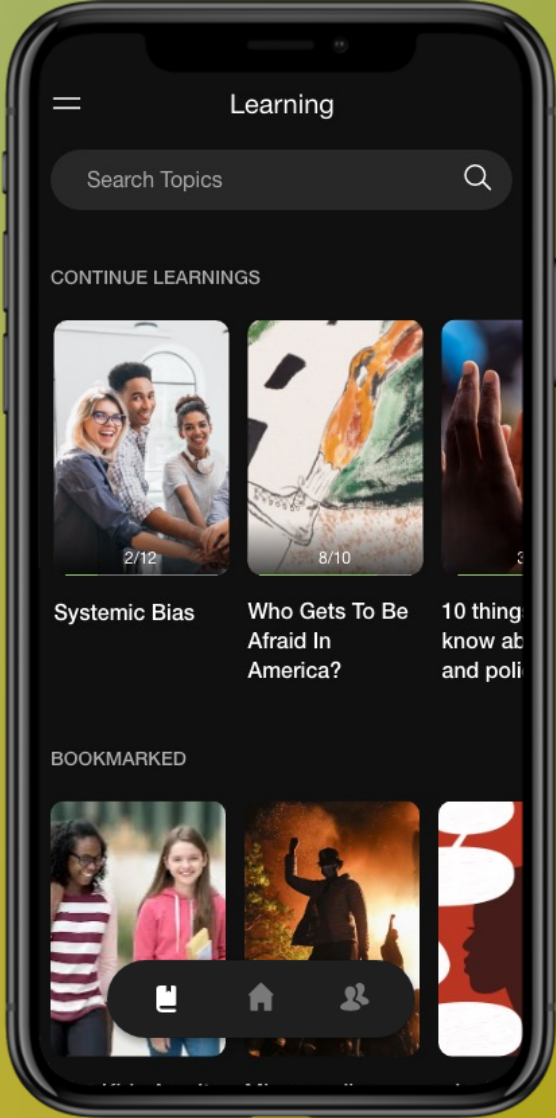
	P&G Beginnings <i>New Hire (A&T - Band 1)</i>	D&I Leadership Foundations <i>(A&T - Band 2)</i>	New People Manager <i>(Band 2 - Band 3)</i>	Experienced People Manager <i>(Band 2 - Band 3)</i>	Executive Leadership <i>(Band 4+)</i>
Needed Capability	<ul style="list-style-type: none"> Articulate the business case for equality and inclusion for self, teammates, and across the organization. Articulate the business case for inclusive cultures 	<ul style="list-style-type: none"> Understanding Your Uniqueness Leveraging the Uniqueness of Others 	<ul style="list-style-type: none"> Awareness of unconscious bias Understanding your own bias Learning how to lead across diverse styles & career stages 	<ul style="list-style-type: none"> Understanding / Removing Headwinds of underrepresented populations Creating an environment for Inclusive Teams 	Creating an Inclusive Organization
Learning Opportunity	P&G Beginnings	<ul style="list-style-type: none"> Personality Type Assessment Personality Type Team Session Discover the Power of Coaching Growth Mindset 	<ul style="list-style-type: none"> New Manager Emerging Leader Situational Leadership Unbias 	<ul style="list-style-type: none"> Managing with an Inclusive Mindset Great Manager, Empowering Leader Mentorship of Colleague of different Race, Gender or Invisible Difference 	<ul style="list-style-type: none"> MARC Open Doors Culture Wizard Sponsorship of Colleague of different Race, Gender or Invisible Difference



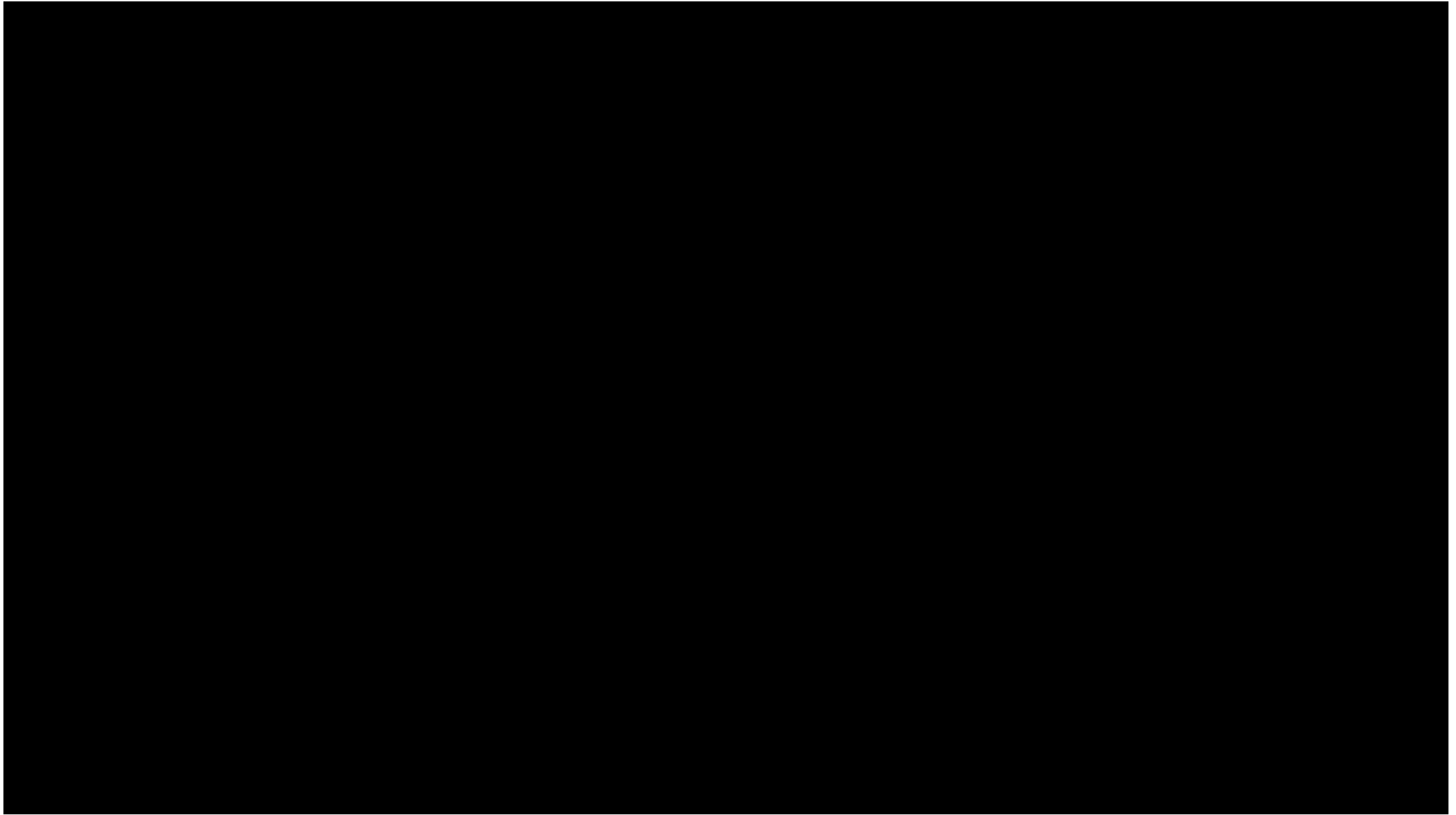
Assets related to Race, Gender and/or Invisible Differences (To be taken at any time):

- Managing Inclusive Partnership
- GABLE @ Work
- People with Disabilities

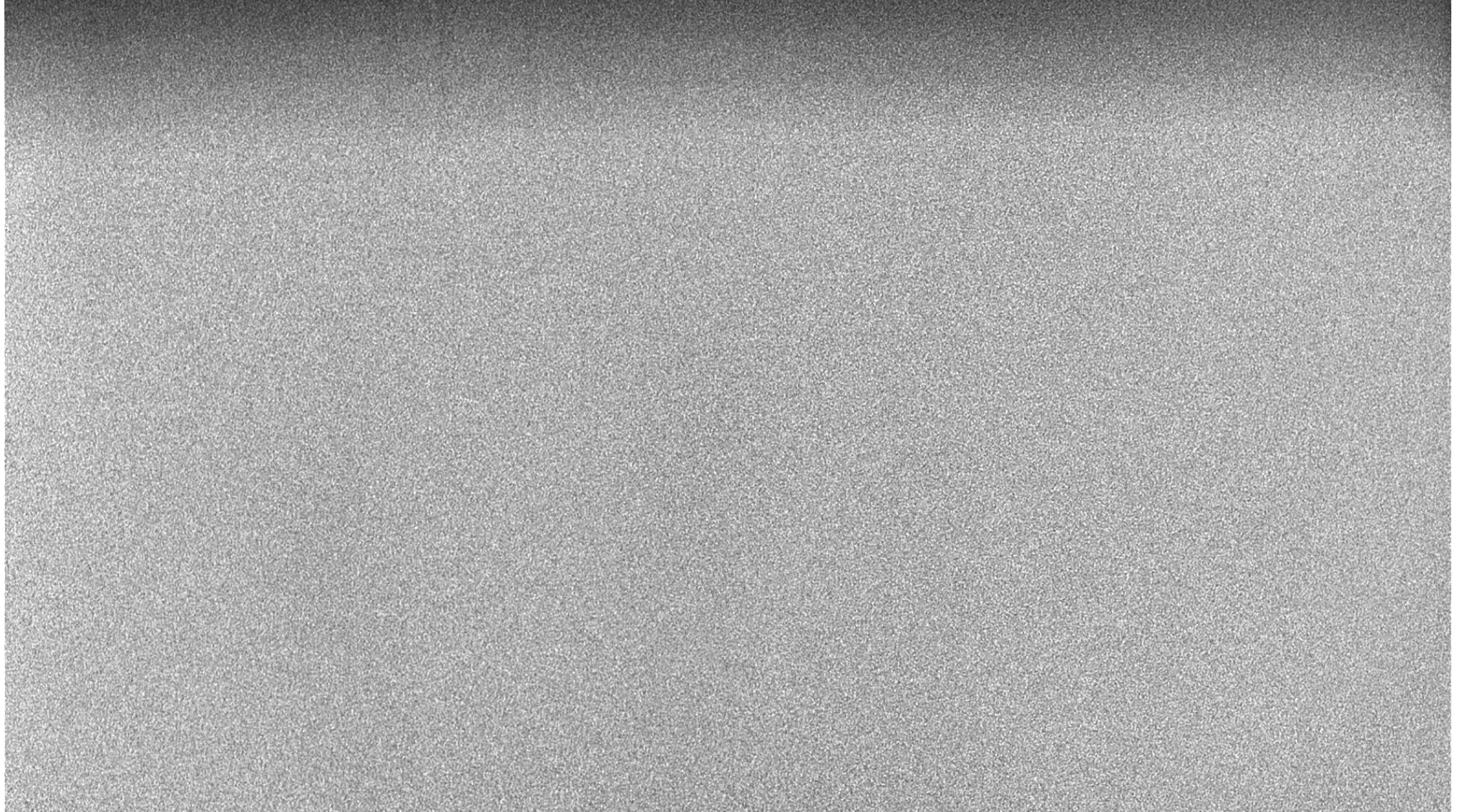
DIALOGUE FOR UNDERSTANDING



THE PAUSE



THE CHOICE



RETAINING TALENT LEVERAGING E&I

MARIA ROJAS



CULTURE OF INCLUSION

Inclusion= Uniqueness + Belonging

- Every person at P&G is accountable for driving inclusion
- We drive inclusion by:
 1. Fostering Community among our employees
 2. Ensuring equity is embedded in our systems
 3. Celebrating and rewarding when we get it right
 4. Holding ourselves accountable in measurable ways



AFFINITY NETWORKS

Affinity Networks are intended to provide a safe and supportive environment for employees to build meaningful relationships across a part of their identity. Our Affinity Networks have:

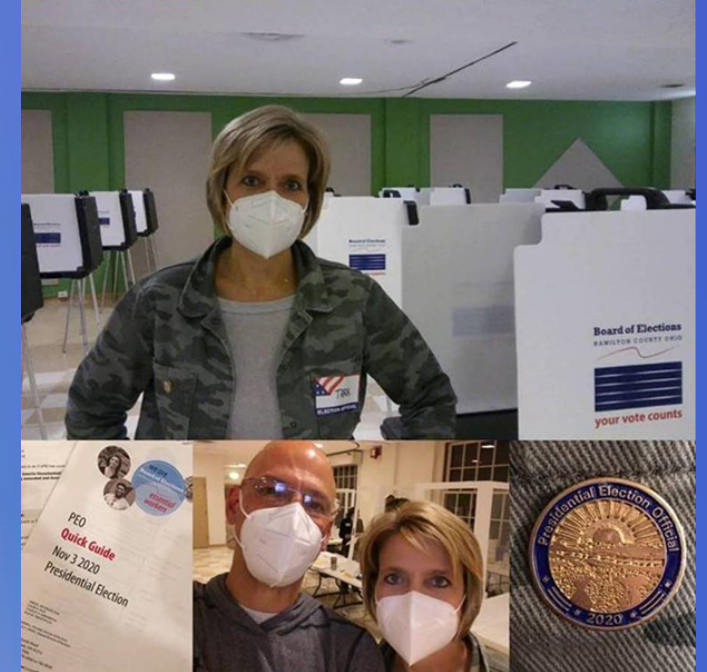
- An executive Sponsor
- Corporate funding
- Strong partnership with our business leadership and HR to support our organizational objectives

We also have several Employee Interest Groups that are not corporately sponsored but allow employees to build community around a particular interest.



BENEFITS & POLICIES

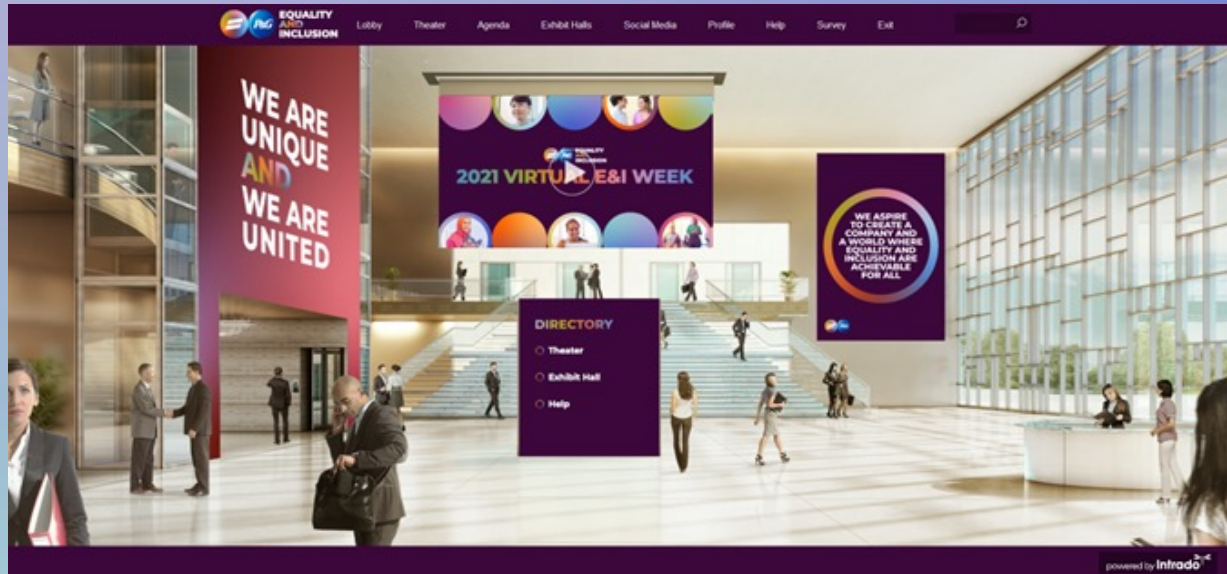
- Paid Parental Leave
- Flexible Work Arrangements
- Employee Civic Engagement



SHARE THE CARE



E&I WEEK + E&I AWARDS



During E&I Week, true to our aspiration, we celebrate what makes P&G employees #UniqueAndUnited globally with a virtual platform open to all employees.

Throughout March, we highlight outstanding E&I efforts in four key areas:
Employees, Brands, Partners, and Communities.

“The chance to hear about the incredible drive for diversity, equality, inclusion and connection...have brought tears to my eyes and made a difference in my life.”



ANALYTICS & INSIGHTS

5 Key Measures

- Representation, Hiring, Promotion, Attrition, High Potential

P&G Survey

- 70,000+ Employees Responded
- Provides insight into strengths, opportunities, & trends for the organization

Exit Interviews

- Allows us to collect feedback and assess themes from departing employees



THANK YOU!

We appreciate your partnership
with P&G and your efforts to
build inclusive organizations



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