



Disrupting Diversity: The Inclusion Imperative

January 9, 2018
Las Vegas, NV





Maria E. Brennan, CAE

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Yvette Kanouff
SVP/GM, Service
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Vibha Rustagi
Global Head, Digital
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It's All About the Data...

- Women account for 40% of today's global workforce, and only 27% are in leadership positions. Closing the gender gap by 50% would lead to a 6% increase in global GDP. *-Accenture*
- Companies with women in their top ranks are more profitable companies, with higher employee retention and greater overall staff morale. *–Harvard Business Review*
- Companies with three or more women in board positions had better financial results than those that had fewer. *- Catalyst*



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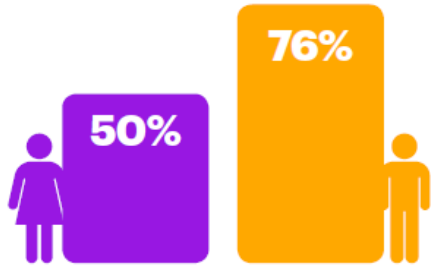


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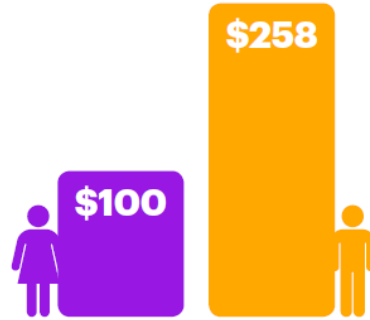
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Globally, women are much less likely than men to have paid work...

Source: ILO Women at Work, Trends 2016



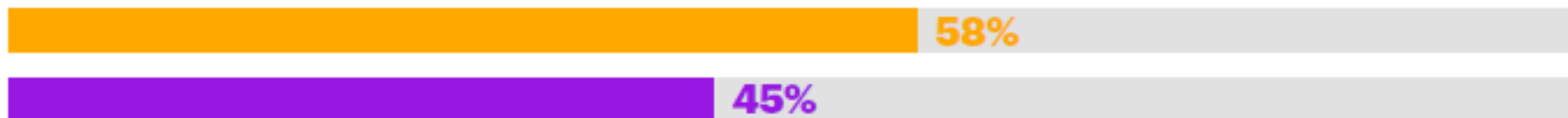
...which contributes to a hidden pay gap: For every \$100 a woman earns, a man earns \$258

Source: Getting to Equal 2017, Accenture

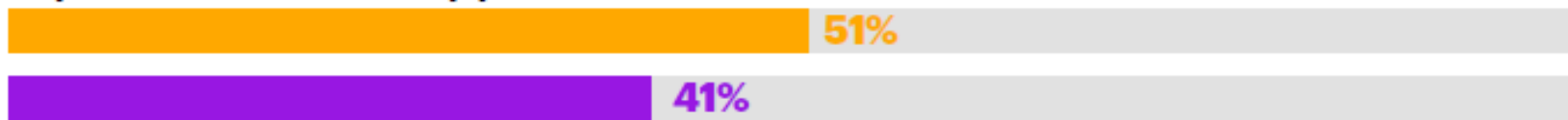
- Digital fluency could help reduce the gender pay gap across all sectors by as much as 21% by 2030.

Actions and attributes that affect work and pay

Have a mentor



Aspire to be in a leadership position



Choose area of study that offers high earning potential



 Undergrad men  Undergrad women

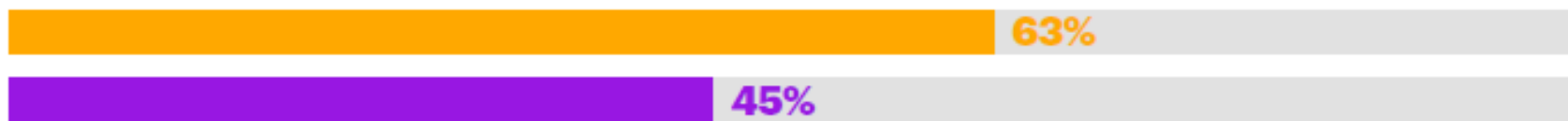
Source: *Getting to Equal 2017*, Accenture

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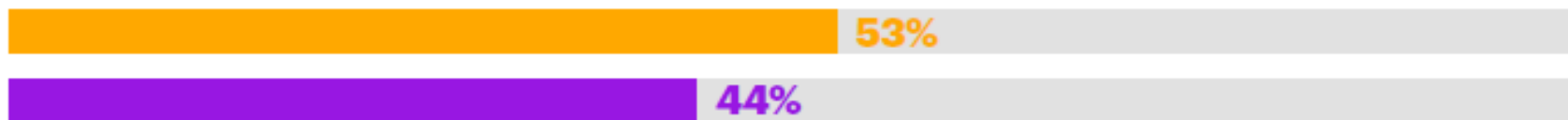
Take coding/computing course



Adopt new technology quickly



Continuously learn new digital skills



 Undergrad men  Undergrad women

Source: *Getting to Equal 2017*, Accenture

Employees tend to stay in work environments that are diverse and inclusive



- Women in technology in the U.S. leave the field at a 45% higher rate than men. – *Center for Talent Innovation*





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Q & A





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