



## 2<sup>ND</sup> ANNUAL EXECUTIVE FORUM ON DIVERSITY AND INCLUSION

### **Global Talent Development**

Michael Patrick, DuPont Pioneer

Global Vice President of Human Resources

# We are applying our science to find solutions to some really BIG challenges...



**FEEDING THE WORLD**

**REDUCING OUR DEPENDENCE  
ON FOSSIL FUELS**

**KEEPING PEOPLE AND  
THE ENVIRONMENT SAFE**

# Ellen Kullman



**Chair of the Board & Chief Executive Officer**

# Expressions of Diversity & Inclusion

*“Revitalizing our commitment to diversity & inclusion will have a positive impact on the everyday work experience of our colleagues around the world. This will create a more vibrant organization, drive performance across the globe, and help us become a much stronger magnet for talent.”*

-- Ellen Kullman  
Chair & CEO, DuPont



# Research Shows... **BENEFITS**

- The collaborative energy that is created when talented people from different backgrounds come together to focus on innovation helps drive DuPont's success.
- Organizations successful in creating a diverse workforce with an inclusive culture drive an increase in:
  - performance
  - productivity
  - customer satisfaction
- Diverse workplaces with culturally competent workforces have the **highest employee engagement**.
- Working in a diverse environment helps people **overcome bias**.
- Companies with highly committed employees tend to have **higher shareholder returns**.
- Companies that have successfully developed a diverse workforce have:
  - saved millions of dollars on turnover costs
  - improved product quality
  - produced twice the return on investment as those without a diversity focus



# Workforce & Marketplace Dynamics

## *Necessitate Action*

- **Demographic changes** around the world create a sense of urgency to take action.
- DuPont **will hire thousands of employees** over the next five years to meet growth goals and account for employee turnover. We have a unique opportunity to add diversity to our employee population.
- New and emerging markets will **require different skill sets** (multi-lingual, cross-cultural). Attracting and retaining talent will be key to helping us achieve our vision.
- **Countries around the globe** are insisting on greater focus on diverse workforces.
- **External arbiters** of great companies (e.g. DiversityInc, Working Mother, Great Places to Work) want to know what we are doing with respect to diverse employees.
- Being viewed positively as a company who embraces diversity & inclusion contributes to our brand as an **“talent magnet.”**



# Establishing a Common Language

## DIVERSITY

- Any collective mixture of characteristics we are born with or choices we've made and experiences we've had.
- It extends beyond race and gender to include such differences as:
  - Background and experience, language, education, work style, ideas, function and business unit experience
  - Country and culture of origin, age, sexual orientation, physical ability, religion

## INCLUSION

- A culture of inclusion unleashes and leverages the power of diversity.
- It is an environment where:
  - Everyone feels respected and appreciated – so we can individually and collectively do our best work
  - The inclusive culture of our workplace inspires us to contribute our full potential, in focused pursuit of DuPont business growth
  - The sharing of new and different beliefs generates new perspectives and drives innovation and creativity



# Business Leader Ownership and Accountability

**Established Global Diversity & Inclusion Champions Council with high performing and high potential members of the BU, Region, or Function leadership teams**

## **Accountabilities include:**

- **Strategic Planning and Implementation**
  - Understand what the corporate goals are for the fiscal year
  - Ensure there is a strategic plan for D&I within the BU/Function and that those plans incorporate the corporate goals
  
- **Accountability**
  - Ensure the President of the BU or leader of the Function has D&I as a regularly occurring agenda item at staff meetings and management meetings
  - At a minimum, ensure D&I results are reviewed quarterly to determine progress
  - Facilitate the implementation of the strategy for the BU/Function
  - Facilitate the quarterly reporting of results in accordance with the strategy
  - Facilitate the ownership and accountability of D&I among peer group
  
- **Communication**
  - Ensure the BU/Function leader is an active communicator on the topic of D&I



# Diversity is About Inviting a Broad Breadth of People to the Table



# Inclusion is About Leveraging the Diversity



# Diversity and Inclusion Drive Engagement

