

we

empowering women
to advance wellness

DEVELOPING AFRICAN AMERICAN TALENT IN OUR INDUSTRY



"If there's always a limit on the amount of diverse people that can be in corporate leadership, then we'll always be trying to look for pieces of a small pie. I think what we're trying to do overall is to really make sure that the pie gets bigger, and that the best talent gets up to the top and should be represented from every group."



MICHELE MUHAMMAD
*Chief Sales and Marketing
Officer of DSE Health Care
and Charter WE Board
Member*



*PANEL MODERATED BY WENDY LIEBMANN CEO OF WSL STRATEGIC RETAIL

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****AFRICAN AMERICANS MAKE UP 13.4% OF
THE U.S POPULATION BUT...**

***ONLY 8% OF
PROFESSIONALS
ARE AFRICAN
AMERICAN**

***ONLY 0.8% OF
FORTUNE 500
CEOS ARE
AFRICAN
AMERICAN**

***ONLY 3.2% OF
EXECUTIVE/SENIOR
LEVEL MANAGERS
ARE AFRICAN
AMERICAN**

***ONLY 10% OF
COLLEGE DEGREE
HOLDERS ARE
AFRICAN
AMERICAN**



*Center For Talent Innovation, (2019). *Being Black In Corporate America: An Intersectional Exploration*. Retrieved From https://www.talentinnovation.org/_private/assets/BeingBlack-KeyFindings-CTI.pdf

**U.S Census Bureau (2019). QuickFacts. Retrieved From <https://www.census.gov/quickfacts/fact/table/US/PST045219#qf-headnote-a>

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WHAT ARE THE CURRENT ISSUES?



"We have the policies in place, why haven't we seen any change? It's very interesting. We can defend our company on all of our EOC policies, all of our numbers will stack up, we'll make them right, but at the same time we don't see the same kind of career trajectories. That's because we do have systemic barriers in place."

KATHLEEN WILSON-THOMPSON

***Executive Vice President and
Global Chief Human
Resources Officer with
Walgreens Boots Alliance
(WBA)***

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"You can't put up and shut up anymore. You can't commit to action and then do nothing. When you commit, you gotta go all in."

LATRICE WATKINS

*Executive Vice
President, Consumables
Walmart*

"The world got to see how senseless the murder was of an innocent man saying that he couldn't breathe. And we all got to see that the only driver of that was racism. We got to see this as a human issue, not an issue for black and brown people, but an issue for us all. Because of that, the call to action has been so unequivocal.

What it provides in that context is an opportunity for us all to seize this moment."

ESI EGGLESTON BRACEY

*Chief Operating Officer, EVP Beauty
& Personal Care Unilever North
America*



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WHAT NEEDS TO BE DONE?

G OALS
SET GOALS

R ECOGNIZE
BLACK TALENT

A DVOCATE
FOR ANTI-RACISM

S PONSOR
BLACK TALENT

P LAN
AROUND SYSTEMIC BARRIERS

ESI EGGLESTON BRACEY

"As leaders, we have to take the opportunity now to have those really tough discussions on racial inequity and equalities, both in and out of the workplace."

APRIL MILLS

*Marketing Director, Global
Brand Development &
Licensing i-Health Inc.*

"We have amazing talent throughout the organization and outside that we can recruit. We remove those barriers and create the same opportunities such as sponsorship, such as advocacy, such as special projects, being exposed to the board, that's what happens for a majority of people, so we need to ensure that we are treating our talent the same way."

KATHLEEN WILSON-THOMPSON



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HOW CAN WE DO IT?

"Customers won't love their companies until their employees do and so you've got to do something that draws the people who work for you into a place that feels safe, where they can be heard, and where they can see people trying to understand them."

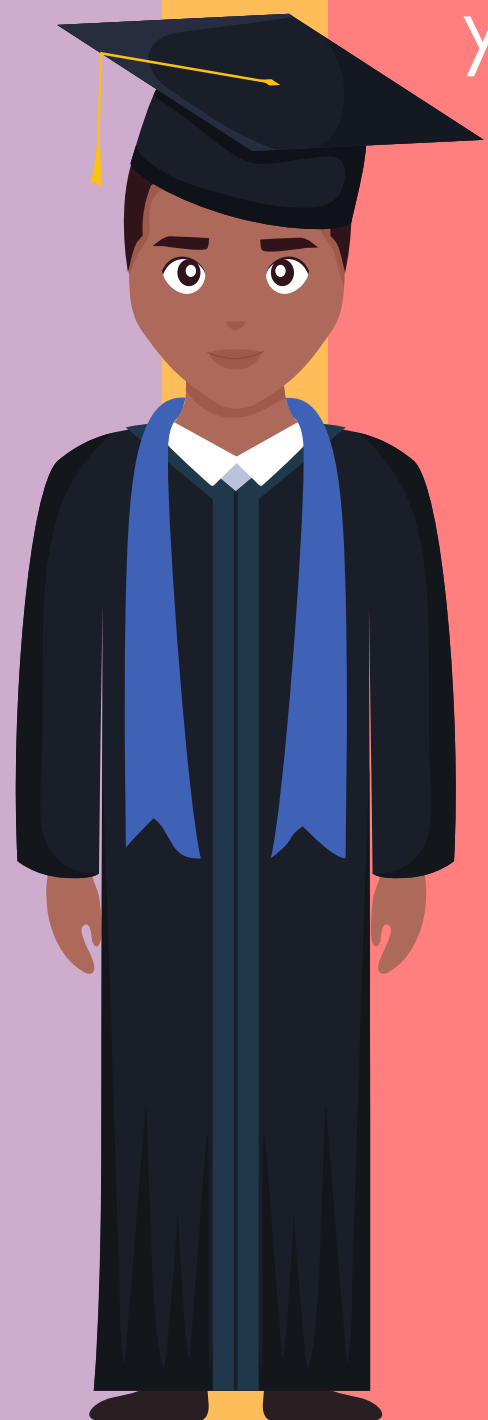
LATRICE WATKINS

Watch our
discussion with
the link below:

<https://www.youtube.com/watch?v=dtJOOiVRcGo>

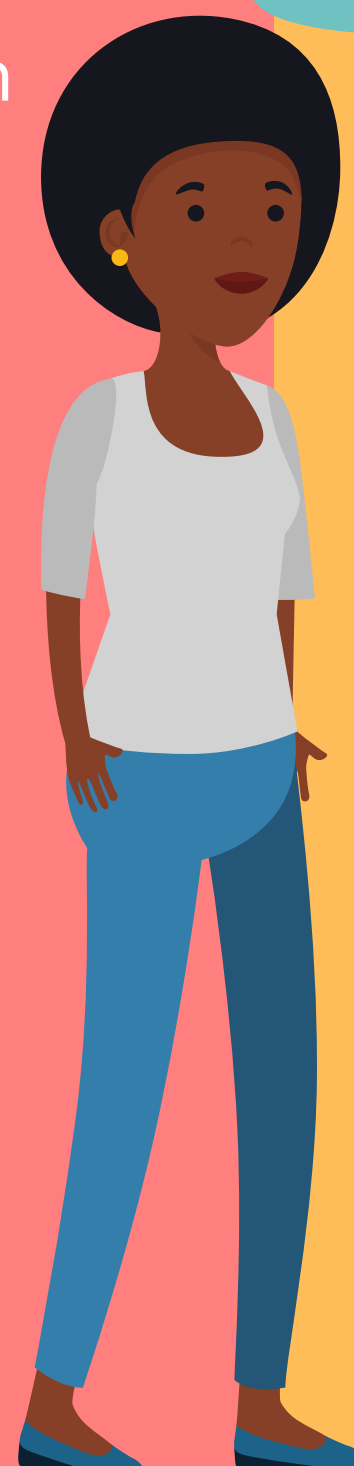
1 GO TO WHERE THEY ARE

Expand recruitment to HBCUS, Black Youth Professional organizations, etc.



2 BRING YOUR A-GAME

Cultivate a culture within your organization that would be inviting to black recruits; recognize black talent; hold racism accountable; engage in difficult conversations, etc.



3 DO THE WORK

If you have questions challenge yourself to learn more. Do the research on racism and how you can combat it.

