

WORKPLACE EQUITY IN THE RETAIL INDUSTRY

TOPIC 2

EST. 1970

BRAG

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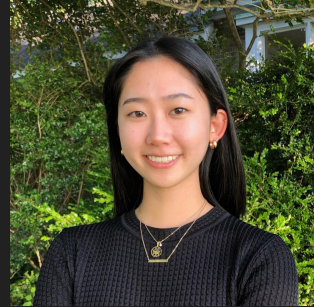
THE TEAM



Joanna Georges
Saks Fifth Avenue



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Timberland



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Macy's

AGENDA

- I. OUR INITIATIVE
- II. THE BREAKDOWN
- III. THE IMPLEMENTATION
- IV. Q & A

BRAC

OUR
INITIATIVE

EST. 1970



OUR INITIATIVE

It can be argued that the world was able to see the true climate of the American society proceeding the George Floyd tragedy. Racial Inequity isn't affected by where you stand in the workforce, and because of that it is important to uphold initiatives and practices where people feel supported in and out of the workplace. We developed a strategy to increase support amongst retail brands within four stages: transparency, senior leadership, supplier diversity, and recruitment/retention.

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THE
BREAKDOWN

EST. 1970

DISPLAY STRATEGIES TOWARDS DIVERSE WORKPLACE CULTURE AND CLEARLY ESTABLISH MISSION AND VALUES

- TJX Approach to Inclusion
- Burlington | I&D Councils

WHY | HOW

- Employees value companies that align with their values
- Build company representatives
 - Social Media | Newsletter

BENEFITS

- Employees will confidently share ideas and are willing to represent the company | FORBES
- Increased employee retention and possible new hires



- Internship Collaboration
- Senior Leadership???
- 17% of inclusive teams state they are more high performing
- 20% state that they make better quality decisions
- 29% state they collaborate better when the team is inclusive
- SAKS - wants to launch a mentorship program for BIOPIC employees
 - Training employees to remove bias and increase inclusivity
 - Blind resumes/ interviews
- VIACOM: college tour directed toward HBCUs
 - Accessibility and building awareness in areas where POC/minorities are
- Separate Interview Process - Earlier Time??

REPRESENTATION IN SENIOR LEADERSHIP



WHY

- Leadership in Corporate America does not reflect company-wide DEI statistics

HOW

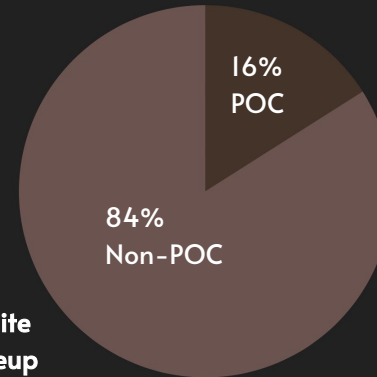
- Publish & actively work towards a numeric goal
- Example: Macy's MOSAIC Program & ASOS
- Concrete and public goal for accountability

BENEFITS

- Inspires a diverse next generation
- Fosters a company-wide culture change



Total
C-Suite
Makeup



BRAC

THE
IMPLEMENTATION

EST. 1970

THE IMPLEMENTATION

Increase company follow through on diversity, equity, and inclusion strategies from resume to retirement.



Transparency

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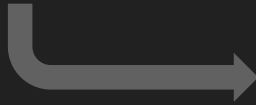


Recruitment and Retention

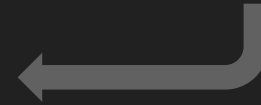
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Representation in Senior Leadership



AN INCLUSIVE WORKPLACE



BRNAG

QUESTIONS?

EST. 1970

- Saks Fifth Avenue's Commitments 2021-2023
 - Invest in Black Designers.
 - Established an emerging designer accelerator program to support the growth of new and diverse talent at Saks
 - Increase Diversity in Marketing.
 - Saks has been casting through new channels, actively building a pipeline of new talent, and regularly reviewing their progress with internal teams that specifically focus on diversity and inclusion efforts.
- didn't sign the 15% pledge because they did not want to add that shelf space just to have those black and minority businesses fail
-



Immediate Response:

- DEI Council
- Employee Resource Groups
- Blind Resumes & Standardized Interviewing
- Open Forums
- Town Hall Meetings

Initiatives:

- Invest in Black Designers
- Increase Diversity in Marketing
- Grow BIPOC Leadership
- Expand Learning & Development
- Build Community Resilience

OFF-PRICE

BURLINGTON:

- I&D COUNCILS
- Commitment to Diversity & Inclusion



ROSS STORES:

- Ecommerce
- Diversity & Inclusion Statement



TJX:

- Virtual Discussion Sessions | Town Halls for Associates
 - Foster Honest Conversations
 - Education
 - Engagement
 - Career Building
- Inclusion-Building Activities and Awareness Programs
- TJX Approach to Inclusion | Welcome, Valued, & Engaged
- Pay Equity



Burlington, Ross Stores, & TJX

Initiatives:

- **MOSAIC:**
 - 12-month leadership program designed to accelerate the development of top talent and increase ethnic diversity at the senior levels.
 - Goal: 30% of senior director level and above should be ethnically diverse by 2025
 - Currently at 24% according to the Human Capital Report in March 2021
- **15% Pledge & Supplier Diversity**
 - Reserve shelf space for black & minority-owned businesses
 - The Workshop
- **Employee Resource Groups**
 - LGBTQ+, Multicultural, Women, Interfaith
- **“Can We Talk?” Sessions**
- **Educational Resources - Ignite**



MULTICHANNEL cont.

Initiatives:

- Pillars:
 - Finding diverse vendors
 - Diverse products (Santiago from Dora)
 - Doll Research: there are benefits from playing with diverse toys
 - People & Culture (recruitment & retention of talent, collect different resumes)
 - Recruit a diverse pool of students by giving presentations to different schools or regions
 - “Create a movement, not a moment”
- Internal
 - Days for “Asian Education” - a safe space for discussion around recent events
 - Diversity looks different everywhere
 - ERGs

Amazon

Initiatives

- Committed a total of “\$10 million to organizations that are working to bring about social justice and improve the lives of Black and African Americans”
- Made a social media statement denouncing and calling out the issues of systematic racism including George Floyd



INITIATIVES | BRAINSTORMING

1. Transparency (Burlington + TJX)
 - a. Allow for DEI initiatives to be accessible through multiple channels
 - b. Break down diversity percentages for the company employee make-up (bc POC are disproportionately represented at lower level positions) can be misleading statistics
2. Representation in Senior Leadership (Macy's)
 - a. Macy's is doing a good job with MOSAIC (25% ethnically diverse ppl in senior leadership)
3. Supplier Diversity (Saks)
 - a. Sak's is doing a good job with
 - b. Associate meetings to determine what's doing well & what isn't
4. Recruitment & Retention (Viacom CBS)
 - a. Where are they getting their interns/new hires from?
 - b. Educating the other employees who are not from diverse backgrounds, so that it's more comfortable for POC & new hire POC to advocate and speak out for equity & inclusion

INITIATIVES | BRAINSTORMING

5. Programming