DIVERSITY EQUITY & INCLUSION

PANEL DISCUSSION





MEET THE PANEL



Ellen Voie

President & CEO

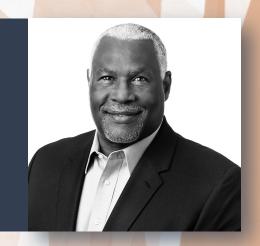
Women In Trucking
Association



Frederico Restrepo

GLT Logistics

Moderator: Rueben Stokes
Justice, Equity, Diversity & Inclusion Subject
Matter Expert





DIVERSITY, EQUITY & INCLUSION

DEFINED



DEI: No Fluff!

NOT POLITICAL!!

NOT WINDOW DRESSING!!

YES!! BUSINESS STRATEGY









In summary, DEI is a proven business strategy. Consider for a moment that:

†20%

Enhancement to team innovation from cognitive diversity

2.3x

Better cash flow per employee

19%

More Revenue from Diverse Management teams

21%

More likely to outperform on profitability from highly gender-diverse Exec Team 87%

Better at Decision Making for diverse teams

1.4x

More Revenue at Inclusive Companies



PANEL QUESTION 1:

What are the 3 biggest challenges facing our industry today?



PANEL QUESTION 2:

As a solutions tool, how can DEI help you address these challenges?



A further explanation.....

EQUALITY

EQUITY

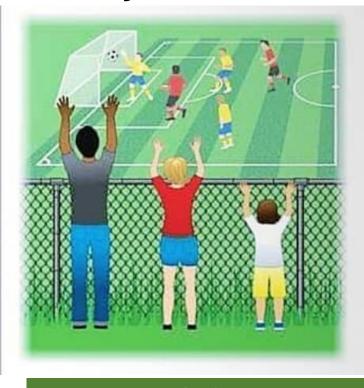
JUSTICE



EQUAL TREATMENTAssumes everyone benefits from the same supports



EQUITABLE TREATMENT
Everyone gets the support
they need



JUSTICE
Inequality addressed & systematic
barriers removed



PANEL QUESTION 3:

Share an example of: Equality versus Equity and Equity versus Justice



Let's talk about biases.

Natural | Built-In | Good vs. Bad



PANEL QUESTION 4:

Describe an example of a BIAS, how to recognize it and how to overcome it.



Q&A! Let's chat.





Call To Action

- Recognize DEI as a Business Strategy (Imperative)
- Make DEI Success Personal and Intentional
- Have Courageous Conversations
- Acknowledge Your Own Blind Spots (Unconscious Biases)

