



*Penn ESOP CEO Alumni Program*  
*Diversity & Inclusion in ESOP Companies*

**Program Description:**

This is the first program in an occasional series for Penn ESOP CEO program alums. During the program, there will be structured networking time for meeting ESOP executives from other classes, roundtable discussions and nearly a full day of new content. The content for this session will be interactive, as usual, and will focus on the importance of Diversity and Inclusion in ESOP companies. More specifically, here is a sample of the kinds of topics program faculty will cover:

- What does “diversity” mean to you in your company? What dimensions of diversity seem most important?
- Why does attention to issues surrounding diversity and inclusion matter, in particular, to ESOP companies?
- How diversity and inclusion can strengthen your ownership culture and contribute to employee engagement and company performance.
- How diverse is the staff composition of each of our companies and how diverse are our management and leadership groups?
- An examination of some of the factors that may be obstacles in creating more diversity at management and leadership levels:
  - Unconscious bias (our own, and those of others in our companies)
  - Micro-inequities that generate unintended consequences
  - Implicit cultural norms
  - Company policies and practices that may unintentionally disadvantage certain groups
- What kind of impact are these obstacles having on individuals, our company, our customers? How can you know?
- How do we recognize and address these obstacles in ourselves and our companies?
- What processes can you put in place in your company to ensure that people are not being harassed, victimized or discriminated against?
- Given changing social awareness and norms, how can you work with long time employees who use referential language (e.g., “girls”, “gals”) that is not regarded today as communicating respect?
- What can your company do to attract a more diverse pool of applicants?
- How can you hire for culture fit while also ensuring you’re not hiring people who are always similar to those already there?
- What steps can you take so your management and leadership levels reflect and benefit from greater diversity?
- How can your company create an inclusive environment where people of diverse backgrounds feel included, contribute their best, and grow and develop?

**Inquiries:** For more information about the program content, contact Ginny Vanderslice at [virginiv@sas.upenn.edu](mailto:virginiv@sas.upenn.edu) or 215-292-4865 or Sarah James [sarah@praxiscg.com](mailto:sarah@praxiscg.com).