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## Inclusive Impressions: A Look Back at 2023

As the end of 2023 approaches, we're reflecting on the various topics, challenges and themes we explored throughout the year in our Meeting in a Box toolkits.

If you missed any of our cultural awareness offerings, this edition of Meeting in a Box will help you revisit some of the most critical issues of the year.

Looking forward to 2024, we will continue highlighting the biggest challenges facing American workplaces and focus on what works and what doesn't.

# Achieving LGBTQ+ Inclusivity at Work

**100% of the Top 10 Companies have recruiters that formally target LGBTQ+ workers, compared to 51% of all companies participating in the survey.**

Our 2023 Pride Month Meeting in a Box is a great resource for training leaders on creating gender-neutral workplaces. It features advice from Fair360's Top 50 companies on using pronouns appropriately and shifting workforce policies to promote inclusion.

Dana Stevenson, Lead System Architect - AVP, at Wells Fargo (No. 32 on the 2023 Top 50 Companies for Diversity list), highlighted how early policies addressing sexual orientation and gender identity, combined with the influence of new generations and representation, have created an inclusive environment where employees can be themselves at the company.

Read more and download the full  
Pride Month Meeting in a Box



# Women's History Month

**80% of the Top 10 Companies have a specific numerical representation target for women in their workforce, compared to 51% of all companies participating in the survey.**

This year's Women's History Month Meeting in a Box reflected on the accomplishments and resilience of women while also looking at the barriers women still face today.

In 2022, women's sports witnessed significant milestones with the launch of the Women's Sports Network, offering round-the-clock streaming content dedicated to female athletes. There was also the historic debut of an all-female referee team at the World Cup during a match between Germany and Costa Rica.

These achievements marked progress for women in sports. However, challenges persist, including

unequal investment, disparities in female athletes' earnings and ongoing issues related to fairness in women's sports.

Read more and download the full  
Women's History Month Meeting in a Box



# Disparities in the Asian American Work Experience

**Asians make up 7.5% of the workforce of Top 50 Companies compared to 52.7% of whites, 17.3% of Blacks and 17.2% of Hispanics/Latinos.**

Asian Americans are the fastest-growing racial and ethnic group in the United States, yet they still experience income inequality.

In 2019, Asian Americans had a median household income of \$85,800. While this figure surpassed the overall U.S. median of \$61,800, about 10% of Asian Americans lived in poverty. This reflects a complex interplay of factors, including variations in access to quality employment, benefits and wage levels within their community.



[Read more and download the full Asian American and Pacific Islander Heritage Month Meeting in a Box](#)

# Unlocking Potential through Supplier Diversity Initiatives

**In 2022, the total procurement spend of the Top 50 Companies was \$36.216 billion, compared to \$11.212 billion for all companies participating in the survey.**

In July, we took a break from our Heritage Month toolkits to hone in on a topic that's top of mind for many organizations: supplier diversity.

This Meeting in a Box looked at how supplier fairness initiatives intentionally support traditionally underrepresented groups and can enhance competition, widen the supplier pool, lower costs and improve product quality.

A representation gap exists within this fast-growing segment of the economy. Successful supplier diversity programs require strategic

approaches that unlock a company's potential through inclusion and innovation.

[Read more and download the full Supplier Diversity Meeting in a Box](#)



# Creating and Nurturing Interfaith ERGs

**38% of the Top 50 Companies have an employee resource group (ERG) for individuals who identify by their religion, compared to 22% of all companies participating in the survey.**

A growing number of companies participating in the Top 50 competition have established ERGs for professionals of different religions. ERG leaders from Hall of Fame companies Accenture and AT&T discussed their challenges when creating these ERGs.

The companies also addressed their approaches to fostering inclusive cultures, promoting participation in faith-focused ERGs and aligning their functions with business objectives.

Read more and download the full Interfaith ERGs Meeting in a Box



## Discussion Questions for Employees

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How has Fair360's Meeting in a Box toolkits impacted your personal understanding and awareness of different cultures and perspectives? Have you noticed any changes in your behavior or interactions with colleagues?

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What are the most effective ways for team members to collaborate to enhance cultural competency within our workplace?

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How can we ensure that all voices and perspectives are equally valued and integrated into the decision-making process within our organization?

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What role can team leaders or managers play in facilitating a culture of continuous learning and understanding among employees?

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Do you think the lessons shared in the Meeting in a Box toolkits will have a lasting impact on your company's approach to workplace fairness?