

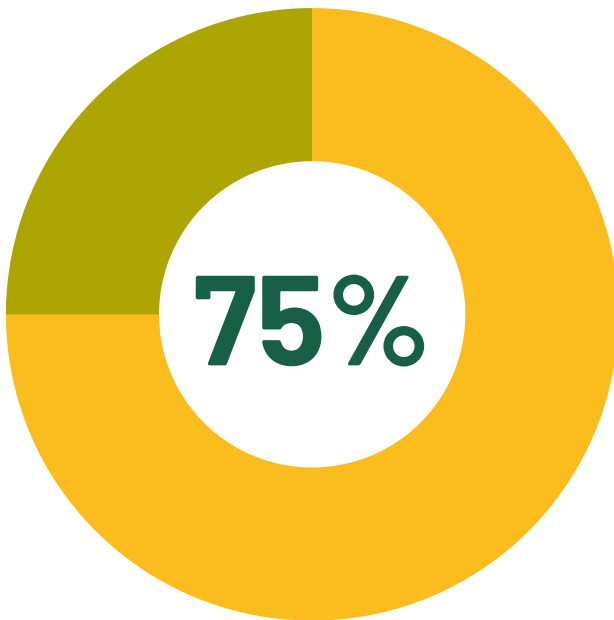


Evolve NOW

A Profitable Economy is an Antiracist Economy

Executive Summary

Americans are calling on corporate leaders to address and condemn racial inequities



of Americans want CEOs to **condemn racial inequality**

76%

of Americans consider **racism** a **big problem**

78%

of Americans want to see **diversity and inclusion** elevated in the workplace

Source: JUST Capital.
<https://justcapital.com/news/notable-corporate-responses-to-the-george-floyd-protests/>.

The global pandemic has only worsened these racial disparities in the economy

Black Americans

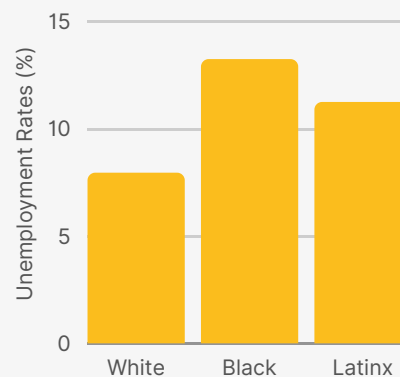
67%

more likely and

Latinx Americans

41%

more likely to be **unemployed** during the COVID-19 pandemic



Source: Bureau of Labor Statistics. https://www.bls.gov/web/empsit/cpsee_e16.htm.





In an increasingly diverse labor market ...

By 2032,
the majority of
our labor force
will be **diverse
talent**

By 2043,
the majority of
the U.S.
population will be
persons of color



Source: Economic Policy Institute. <https://www.epi.org/press/people-of-color-will-be-the-majority-of-the-working-class-by-2032/>. By 2043, 60.7 percent of people under age 18 will be people of color, while 64.9 percent of those over age 65 will be non-Hispanic white.

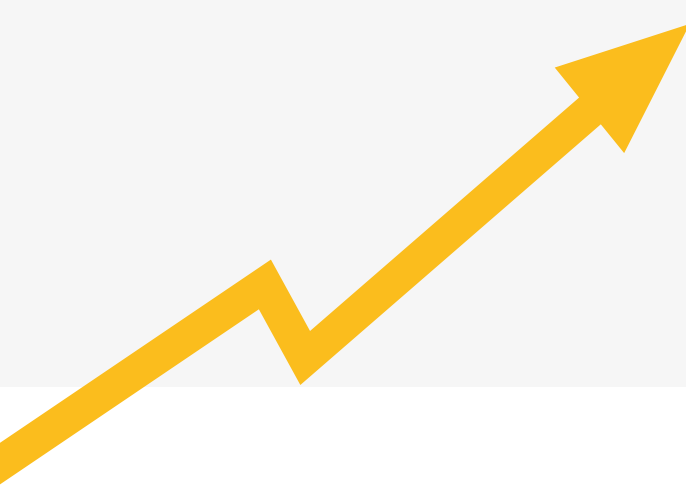
... ignoring economic racial inequality would cost the economy and businesses trillions

Our economy would gain

**\$2.4
trillion**

in annual GDP by eliminating
racial gaps in income

Source: PolicyLink.
https://www.policylink.org/sites/default/files/Equity_Solution_Brief.pdf.



Further, more racially
diverse companies are
35% more likely
to achieve **above-average
financial returns**

and see
**2.3X more
cash flow** per
employee

Sources: McKinsey.
<https://www.mckinsey.com/~/media/McKinsey/Business%20Functions/Organization/Our%20Insights/Why%20diversity%20matters/Why%20diversity%20matters.pdf>. Fortune. <https://fortune.com/2017/06/07/fortune-500-diversity/>.

The time is now to create an antiracist economy that is both profitable and just

An **antiracist economy** provides equal opportunity for education and skills development while simultaneously addressing racial discrimination in the workplace and systemic barriers to economic mobility



Drivers of a racist economy



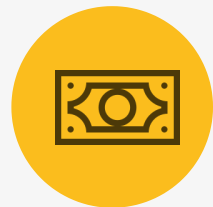
Education

Unequal access to education, skills development — e.g., 32% of Black Americans earned at least an associate degree, vs 42% of Whites



Employment

Inequality in employment — e.g., Black talent is 2X as likely to be unemployed than White talent at almost every education level



Compensation & Benefits

Disparities in compensation & benefits — e.g., Black men earned 70¢ to every \$1 that a White man earned prior to the pandemic

To be an antiracist employer

Provide uniform access to employer education benefits

and supportive workplace cultures to develop knowledge and skills

Champion diverse hiring and talent strategies

that level the playing field for those who lack access and equal opportunity to employment

Offer equal access to wealth-building **benefits**, equitable career **advancement** strategies, and **pay** equity





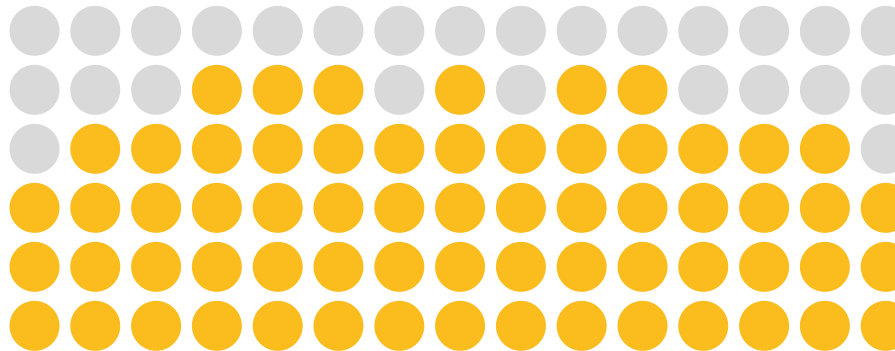
Private employers have the power and impact to reimagine profitability and create an antiracist economy

Over 100 million employees work in the private sector, or

71%

of the labor force

Source: DeSilver, Drew. "10 Facts about American Workers."



Yet current Diversity, Inclusion, and Equity efforts alone aren't doing enough

60%

of employees say DEI not effective

Traditional DEI strategies are inadequate to prepare employers for the diversification of the U.S. labor market and to address systemic racial inequities that drive a racist economy.

1%

of Fortune 500 CEOs are Black

60% of all employees do not believe that their companies' diversity and inclusion programs are effective at all. The majority of private sector businesses are still owned and operated by White men. And despite Black Americans representing 13.4% of the U.S., only 1% of Fortune 500 CEOs are Black.

Sources: Center for Talent Innovation, <https://www.prnewswire.com/news-releases/new-study-takes-an-unprecedented-look-at-being-black-in-corporate-america-300971399.html>. Pew Research Center, <https://www.pewresearch.org/fact-tank/2019/08/29/facts-about-american-workers/>. Fortune, <https://fortune.com/2020/06/01/black-ceos-fortune-500-2020-african-american-business-leaders/>

In order to build an antiracist economy, we must adopt antiracist corporate policies, practices, and people management strategies

Inclusive Talent Solutions™ (ITS) is an antiracist talent development and management strategy co-developed by LeadersUp and employer partners. It evolves traditional DEI practices to specifically address systemic racial inequities in the workplace.

... it's what LeadersUp, a social enterprise and talent accelerator, has been doing with corporate partners for nearly a decade

LeadersUp has partnered with over 200 employers, more than 100 nonprofit and social services organizations, government and workforce development agencies and programs, secondary and postsecondary schools and institutions to impact nearly 60,000 young adults (95% persons of color) by co-designing, -developing, and -deploying **Inclusive Talent Solutions** and systems change strategies.

200

employers

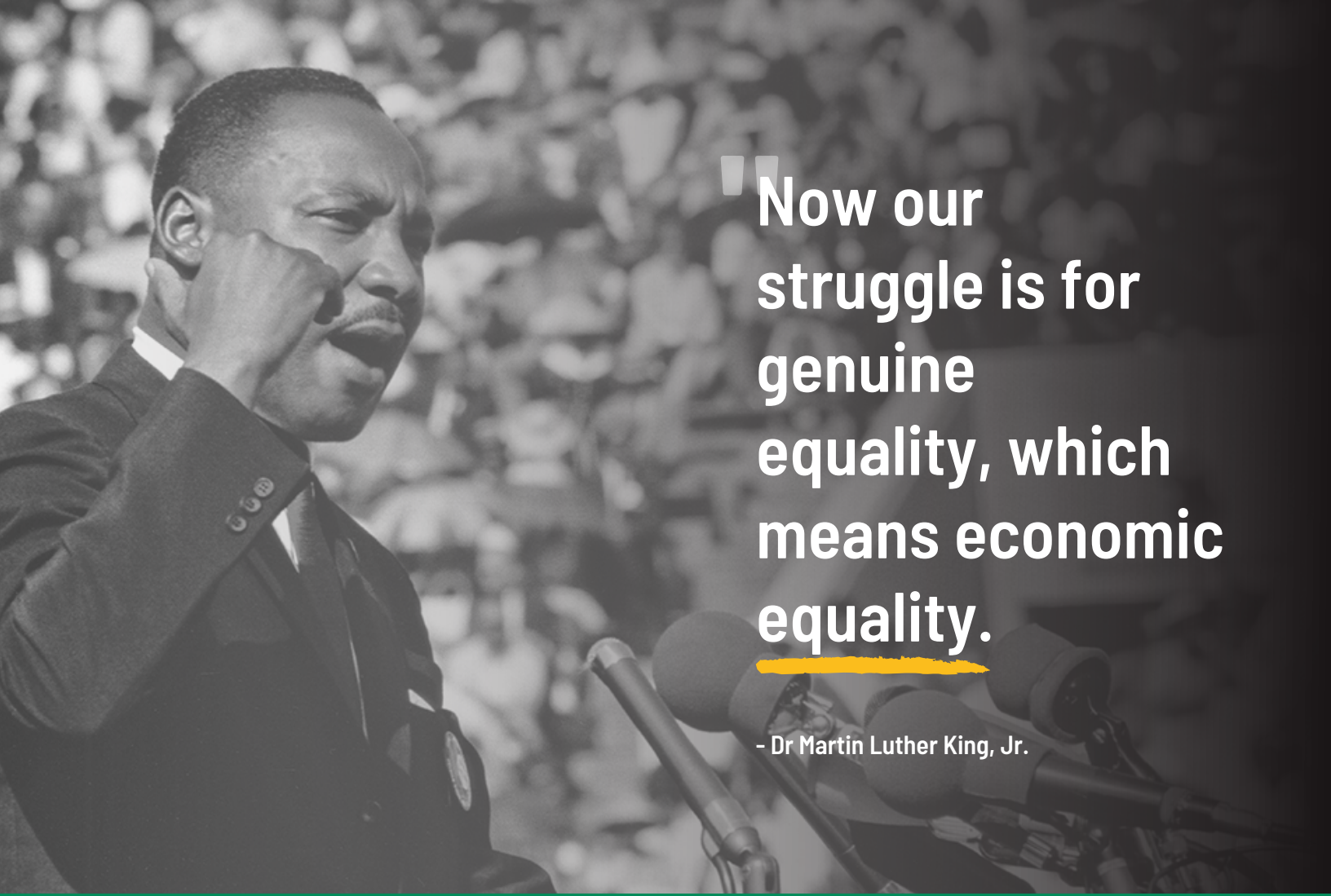
60K

young adults

95%

persons of color





**Now our
struggle is for
genuine
equality, which
means economic
equality.**

- Dr Martin Luther King, Jr.

**We invite you to
join a new labor
movement that is
both antiracist
and profitable**

LeadersUp invites you to join us and likeminded corporate leaders to advocate for and create new Inclusive Talent Solutions that evolve diversity and inclusion strategies for a new era.

It is time for corporate America to make bold moves in the interest of their communities, consumers, and bottomline. Now we must create an antiracist and profitable economy.