

FACT SHEET

Advancing board governance of diversity, equity, and inclusion

2024



Inclusion, Diversity, and Equity in Action (IDEA) is a forum that convenes investors, directors, and boardroom executives from leading global companies to exchange perspectives on the challenges, opportunities, and emerging issues around board governance of DEI. Top corporate leaders have said there are few opportunities to speak candidly with their peers in leading companies about the challenges of making DEI real and measurable. The forum serves as a collaborative foundation for directors and senior executives to activate meaningful change.

In 2020, investors, regulators, and the broader public called for companies to increase their engagement in diversity, equity, and inclusion initiatives. Since then, progress has remained slow for boards in securing detailed metrics, actionable frameworks, and advancing company-wide change. Although boards may be committed to the value of DEI, the conversation is difficult to engage in as companies define and prioritize DEI differently. Corporate leaders believe in DEI's ability to drive performance but face many challenges in taking measurable steps and lack the data and tools to connect DEI to business strategy.

IDEA represents 100+ corporate directors, executives, institutional investors, academic leaders, and stakeholders representing over 140 institutions.

Select list of participating companies:

- Accenture
- AIG
- Boeing
- Bristol Myers Squibb
- CBIZ
- CDW
- CIBC
- Cigna
- CMS Energy
- Coca-Cola
- Element Fleet Management
- Equitable Holdings
- FirstEnergy
- Humana
- Kohl's
- Kroll
- LCI Industries
- Lockheed Martin
- Marriott
- Mattel
- MetLife
- Moody's Corporation
- Norfolk Southern
- Occidental Petroleum
- Public Storage
- Sony
- Syndio
- UniWorld Group
- Warner Brothers

Insights

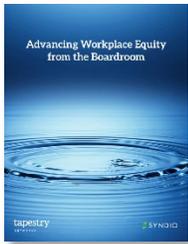


[Board Commitment to Advancing Workplace Equity Cited as a Critical Component of Building Resilient Companies](#)

Tapestry hosted a national dinner series with 60 board directors and executives from more than 100 companies, where we unpacked key insights, challenges, and opportunities around the essential role of board oversight in advancing workplace equity and #DEI priorities. This report synthesizes insights from those conversations and highlights the need for courageous leadership to push equity agendas forward. Respondents addressed the value of enhanced metrics, processes, and tools for assessing progress, and the importance of connecting equity initiatives with concrete business outcomes.

IDEA
By the
numbers

- 100+ total contributors
- 140 institutions
- 30% male, 70% female



[Advancing Workplace Equity from the Boardroom](#)

In 2023, the IDEA initiative in partnership with Syndio launched Advancing Workplace Equity from the Boardroom (AWEB). Representing input from 26 corporate directors and executives representing 40 leading companies, the report highlights the challenges that boards face in advancing workplace equity through measurable outcomes, and identifies pathways for improved governance of equity, and DEI priorities.



[Advancing board governance of diversity, equity, and inclusion](#)

On November 15, 2022, a group of investors, directors, and boardroom executives convened for the charter meeting of the Inclusion, Diversity, and Equity in Action (IDEA) forum, to discuss the challenges, opportunities, and emerging issues around board governance of DEI including the impact of the board's structure, diversity, and approaches to DEI.

CONTACT



Tapestry Networks brings world-class leaders together to tackle complex challenges and promote positive change through the power of connected thinking.

Marsha Ershaghi Hames, Partner
Tapestry Networks
mhames@tapestrynetworks.com