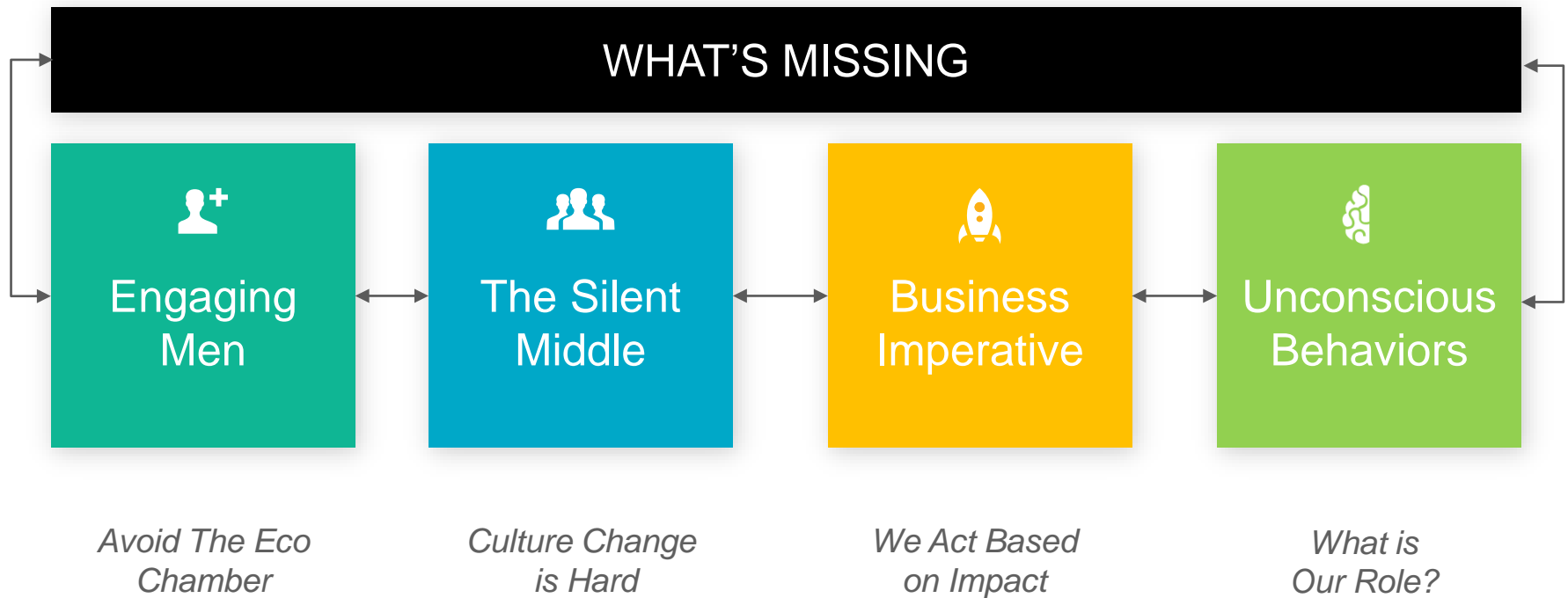
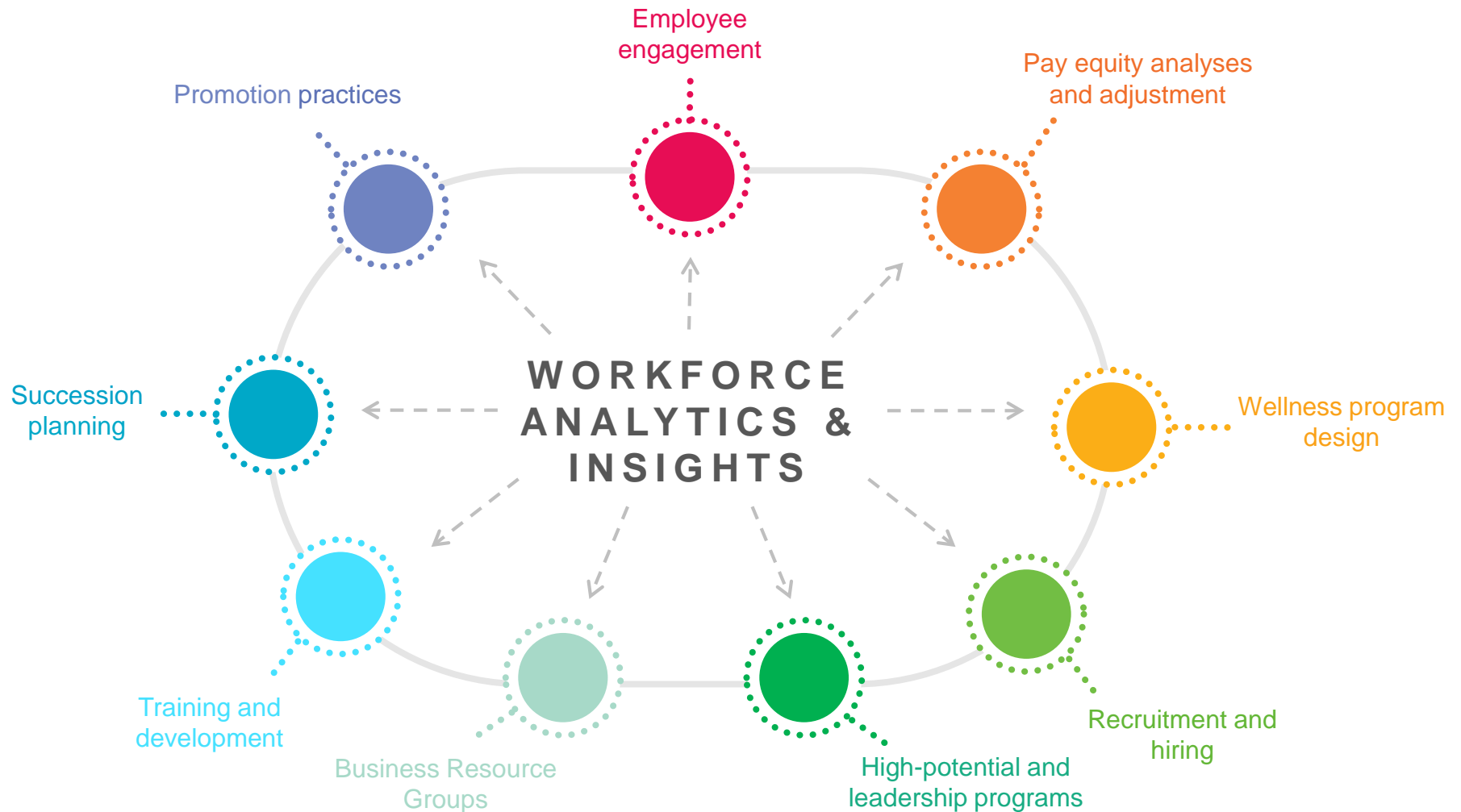




ACCELERATING FOR IMPACT – WE ARE AT AN INFLECTION POINT



LINKING MECHANISMS KEY TO DRIVING AND SUSTAINING CHANGE



Question 1.

SHOULD OUR FOCUS BE ON GETTING COMFORTABLE WITH THE UNCOMFORTABLE OR GET COMFORTABLE BEING UNCOMFORTABLE?

Question 2

HAS YOUR COMPANY ARTICULATED THE BUSINESS IMPERATIVE FOR D&I BEYOND THE "RIGHT THING TO DO?" DISCUSS WHAT YOUR BUSINESS IMPERATIVES ARE AND HOW THIS HAS/HAS NOT HELPED DRIVE CHANGE.

Question 3

WHAT ACTIONABLE D&I INITIATIVES IS YOUR ORGANIZATION DOING NOW; WHAT WORKS, WHAT DOESN'T WORK, AND WHAT IDEAS DO YOU HAVE FOR FUTURE PROGRAMS? HOW ARE YOU PLANNING TO MEASURE, REPORT, COMMUNICATE, AND MARKET THESE INITIATIVES?



MERCER

MAKE TOMORROW, TODAY