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Public Affairs
Council

Diversity and Inclusion in Public Affairs

Today's Speakers



Charlene Lake
SVP, CSR & Chief
Sustainability Officer
AT&T



Mike Hyter
Managing Partner
Korn Ferry



Rick Wilson
Director, Diversity &
Inclusion-Human Resources
AT&T

Diversity and Inclusion Goals

- Fostering the need to understand and moving beyond tolerance.
- Becoming a desired destination for diverse talent

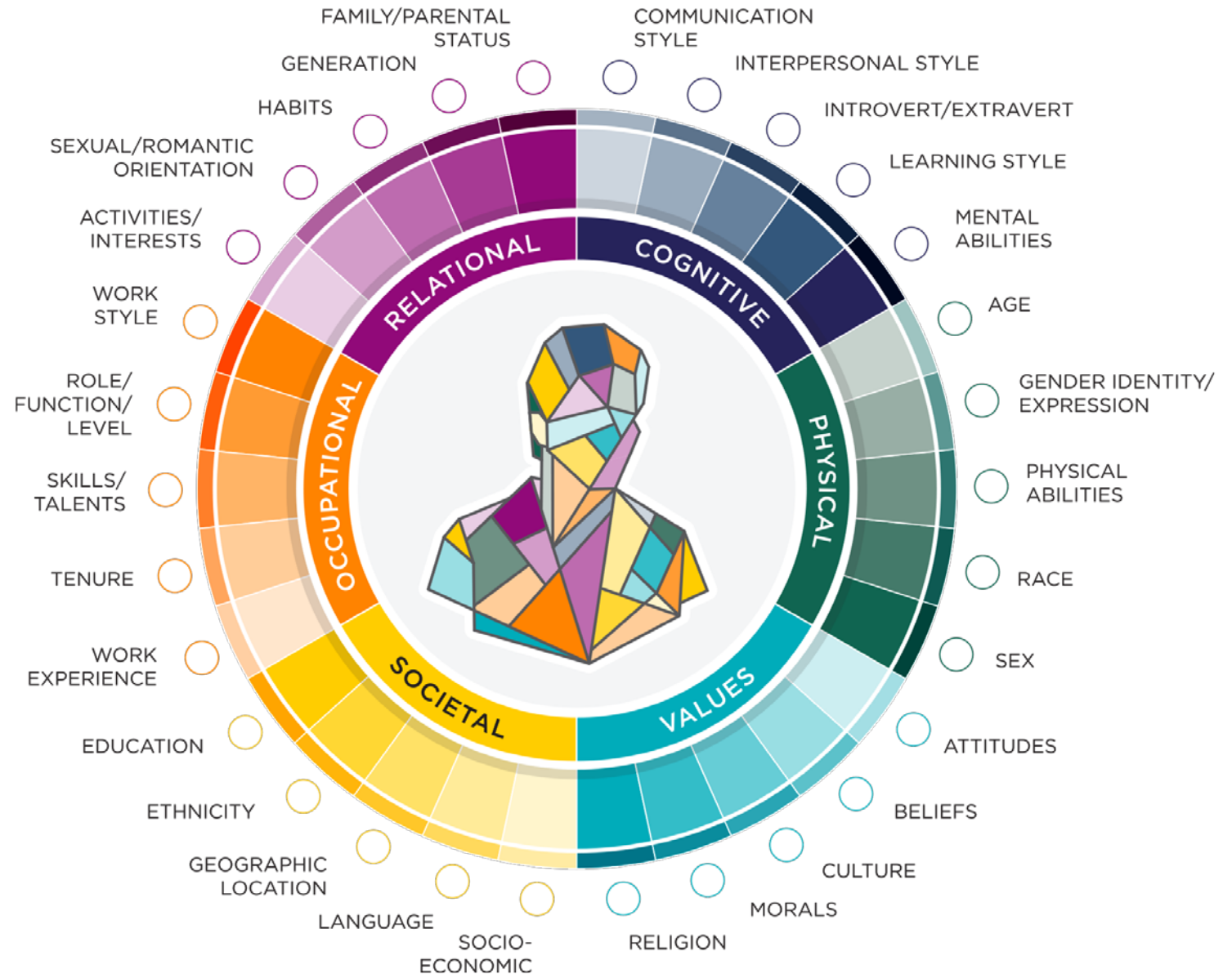


Dimensions of Diversity


Diversity encompasses the full range of human differences.

Each of us is comprised of a unique set of differences that informs both how we experience the world and how others see and react to us.

Organizations that recognize and value the diversity of their employees can unleash their full potential.



Response to differences: *The Inclusion Scale*

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- ▶ 5 APPRECIATION
You see these people's differences as positives and consider these people to possess traits you value. You enjoy and choose to be around them.
 - ▶ 4 ACCEPTANCE
These people's differences don't really matter to you. You pay most attention to the ways in which these people are the same as you and tend to ignore the ways in which they are different.
 - ▶ 3 TOLERANCE
You don't feel completely comfortable with these people's differences. You believe these people have a right to be treated respectfully, but if you had your choice, you would not have them as co-workers or customers.
 - ▶ 2 AVOIDANCE
You clearly feel uncomfortable around people with these differences. You try to avoid these people and do not want to work with them.
 - ▶ 1 REPULSION
To you, these people are different in ways that are not normal. You believe they do not belong in your workplace. Working with them causes you a lot of discomfort.



Randall
Chairman & Chief Executive Officer



“ “ By valuing diversity and building an inclusive culture, we’ve made AT&T a great place to work for our **people**, a more innovative company for our **customers**, a meaningful member of our **communities**, and a role model to our **suppliers**. ” ”

BUILDING A CULTURE OF INCLUSION THROUGH POLICIES, PROGRAMS & PEOPLE



EEO, CODE OF BUSINESS CONDUCT



TALENT ACQUISITION



DEVELOPMENT TRACKS





Public Affairs Council

MANAGE YOUR WORLD

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