

FIELD REPORT : Q1 2022

IS PRIORITIZING DIVERSITY ON THE SUPREME COURT “OFFENSIVE”?

BUSINESS LEADERS ON THE VALUE
OF A DIVERSE TEAM

 **BUSINESSFORWARD**
FOUNDATION

“
The fact that Biden’s willing to make a promise at the outset that it must be a Black woman — I gotta say, that’s offensive.”
”

- SENATOR TED CRUZ
(R-TEXAS)¹

Valuing diversity on the Supreme Court is not a radical idea; it’s not even unusual. Every President — Republican and Democrat — since Ronald Reagan has promoted the concept — and nominated justices based, in part, on race or gender.

Senator Cruz argues that President Biden’s pledge to select an African-American woman should be “illegal,” but the President’s pledge is not even unusual.²

Republican Presidents Ronald Reagan (Sandra Day O’Connor) and Donald Trump (Amy Comey Barrett) each pledged to nominate a justice based on gender, and President George H.W. Bush considered Clarence Thomas’s race a qualifying factor.³

In seeking to increase diversity on the Court, President Biden is following the same principles America’s most respected companies follow when hiring senior executives and building their boards. To put President Biden’s approach in perspective, this report outlines what these companies say about diversity in their board rooms and c-suites.

AN INCLUSIVE WORKPLACE IS A COMPETITIVE ADVANTAGE

MORE THAN 2,000 OF AMERICA'S MOST RESPECTED COMPANIES HAVE COMMITTED TO CEO ACTION'S PLEDGE:

“As leaders of some of America’s largest corporations, we manage thousands of employees and play a critical role in ensuring that inclusion is core to our workplace culture and that our businesses are representative of the communities we serve.

Moreover, we know that diversity is good for the conomy; it improves corporate performance, drives growth and enhances employee engagement.

Simply put, organizations with diverse teams perform better.”⁴

CEO **ACT!ON** FOR DIVERSITY & INCLUSION

THE LARGEST CEO-DRIVEN COMMITMENT TO ADVANCE DIVERSITY AND INCLUSION IN THE WORKPLACE



“ At American Family, we want the best talent, the best benefits and the best company culture. We also want strong communities that equitably serve everyone. All these things are rooted in our strategy. They show we are absolutely committed to tackling the kinds of problems weighing our communities down today -- because it's good for our communities AND good for business. ”

- JACK SALZWEDEL
CEO, AMFAM

“ First, let me be clear: racism, injustice and intolerance have no home in the Rite Aid organization or in our communities. I do not accept anything other than the notion that diversity and inclusion make us better as a country and as an organization... And while I don't have the answers, I know the worst thing we can do is stay silent. ”

- HEYWARD DONIGAN
CEO, RITE AID

“ Best Buy strives to unleash the power of our people and utilize their unique talents, experiences, beliefs and backgrounds to create an engaging work environment best suited to fulfill our mission of helping our customers pursue their passions and enrich their lives with the help of technology. Doing so is fundamental to our long-term success and achieved through a diverse and inclusive workplace. ”

- HUBERT JOLY
CEO, BEST BUY CO., INC.

“ Much of Adobe's success can be attributed to a simple belief that our founders instilled in our culture: Great ideas come from everywhere in the company. In today's ultra-competitive environment, it's critical to cultivate a strong, diverse workforce who bring their best ideas to work every day. We are committed to making Adobe a great place to work, where everyone can contribute and succeed. ”

- SHANTANU NARAYEN
CHAIRMAN, PRESIDENT, AND CEO, ADOBE

“ Diversity is as powerful an idea in our business as you can get. With our powerful purpose, we are striving to be the most customer-led company on the planet. We'll only truly get there with a genuine curiosity and passion for the great diversity in our world and by reflecting that in all we do, how we act and what we believe. ”

- MATTHEW S. LEVATICH
CEO, HARLEY DAVIDSON

“ By embracing the unique talents and perspectives of our team members, we foster an environment where innovation can thrive and all employees can do their best work. I am proud of the efforts we've made in building an inclusive workplace while maintaining an environment where our people feel safe, respected and valued. ”

- MARILLYN A. HEWSON
PRESIDENT AND CEO, LOCKHEED MARTIN

SOURCE: CEO ACTION FOR DIVERSITY & INCLUSION

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I believe CEOs have an opportunity to play a special, powerful role in accelerating progress on Diversity, Inclusion and Belonging within their own companies, industries and the world... We must do all of those things with Diversity, Inclusion and Belonging viewed not as a “nice to have” or a project, but as a strategic imperative that is core to the success of our companies and ourselves.

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- CHRIS BRICKMAN
CEO, SALLY BEAUTY HOLDINGS, INC.

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The goal of AdvaMed Advance is to connect industry stakeholders to share best practices, exchange ideas and collaborate on ways to make the medtech industry the most diverse, the most inclusive, and the most innovative in the world. Only if our industry is as diverse as the patients we serve will we be able to truly meet their needs.

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- SCOTT WHITAKER
CEO, ADVAMED

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To remain an innovative, global leader, we need to include all possible talents and foster diversity and inclusion. We also need to develop, retain and attract the very best. A common denominator in this is access. Our strategy includes access to leaders and mentors to ensure that all are invited, and their contributions are heard, respected and valued.

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- FREDERIC LISSALDE
CEO, BORGWARNER INC.

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At Owens Corning, we constantly strive to create a diverse and inclusive environment for our employees, so they feel valued and respected. It’s not just the right thing to do; it adds value to business by fostering an environment that leads to innovative thinking in the workplace and in the communities in which we operate.

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- MIKE THAMAN
CEO, OWENS CORNING

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Diverse teams, when managed in a culture of inclusion, are more creative, more productive, better at problem solving, and ultimately more profitable.

”

- LISA SU
PRESIDENT AND CEO, AMD

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We believe that diversity and inclusion strengthens and inspires our organizational culture, making it a strategic imperative that we increase the diversity of our leadership, including women and people of color. By creating the balanced slate process, we have continued to move that strategy forward and recruit the best and brightest people in the industry.

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- DENNIS R. GLASS
CEO, LINCOLN FINANCIAL GROUP

SOURCE: CEO ACTION FOR DIVERSITY & INCLUSION

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We are stronger and better together when we seek the broadest perspectives, invite fresh, new ideas and encourage healthy, respectful debate. But these are just words. We make this real when we each commit and empower ourselves to continue to nurture an environment where diversity and inclusion are welcome and expected in everything we do.

”

- MICHAEL L. TIPSORD
CEO, STATE FARM

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It is because of our talented global workforce of diverse individuals that we are able to pursue our mission to deliver essential intelligence to customers around the world. Bringing together people of different genders, races, ethnicities, backgrounds, cultures and experiences, as WINS, and all our ERGs do successfully, enables us to benefit from rich perspectives that strengthen us overall.

”

- DOUG PETERSON
CEO, S&P GLOBAL

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We benefit from the best thinking, ideas and innovation when people of diverse backgrounds, experiences and ways of thinking work together in an inclusive culture where everyone can deliver to their full potential.

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- DAVID TAYLOR
PRESIDENT AND CEO, P&G

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IBM thinks about diversity the way we think about innovation—both are essential to the success of our business. When we innovate, technology becomes smarter for clients and creates new opportunities for growth. When we incorporate diversity into our business, we create better innovations and outcomes.

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- GINNI ROMETTY
PRESIDENT AND CEO, IBM

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A big part of our success has, and will continue to come from having a diverse and inclusive workplace that accepts and respects everyone's unique background and experiences. Having an environment where you can bring your whole self to work allows people to fully leverage their strengths and is reflected in how we treat our customers.

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- S. TRICIA GRIFFITH
CEO AND PRESIDENT, PROGRESSIVE INSURANCE

SOURCE: CEO ACTION FOR DIVERSITY & INCLUSION

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Diverse and inclusive teams are the backbone of our company's future success. They make us stronger, push the boundaries of innovation and drive overall performance.

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- SCOTT W. WINE
CEO, CNH INDUSTRIAL

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The benefits of inclusion and diversity are so far-reaching and touch nearly every aspect of our business. Our inclusive culture encourages advocacy, openness and appreciation of our employees' individuality, which in turn elevates our collective creativity and innovation in meeting the needs of our global consumers through our products and high-touch service.

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- FABRIZIO FREDA
CEO, THE ESTÉE LAUDER COMPANIES

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At Fiserv, we strive to foster an open and inclusive environment for our associates to empower them to bring their whole selves to work. We recognize that our success lies in building a diverse and inclusive workforce, along with ensuring that everyone feels comfortable bringing their unique thoughts and ideas to the table.

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- FRANK BISIGNANO
CEO, FISERV

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For U. S. Steel to be vibrant, relevant and prosperous, our workforce must reflect the ever-changing face of our country. We must embrace diversity, in all of its forms, by creating a culture that welcomes, encourages and recognizes the contributions all people have to offer.

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- DAVID BURRITT
CEO, U.S. STEEL

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Diversity is a driver of innovation and fosters creativity. We need to generate the best ideas from our people in all levels of the company and incorporate them into our business practices.

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- FREDERIC ROZE
CEO, L'OREAL AMERICAS

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We are all stronger — as a company, as professionals, as people — when we have a diverse and inclusive workforce that values everyone's unique perspective and insight.

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- GERRY ANDERSON
CEO, DTE ENERGY

SOURCE: CEO ACTION FOR DIVERSITY & INCLUSION

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To meet the robust growth goals we have for our business, we must attract and retain professionals with the diverse set of expertise our clients require, as well as create and maintain a culture where all people are respected and appreciated.

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- STEVEN H. GUNBY,
CEO, FTI CONSULTING

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Inclusion and diversity are an intrinsic part of who we are and we are committed to ensuring that our inclusive culture remains in place so that all of our people have the opportunity to succeed and achieve their full potential. This cultivates an environment of dialogue and action, spurs innovation, and empowers our talent to drive quality for the capital markets, our clients and in our communities.

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- LYNNE DOUGHTIE
KPMG

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One of PPG's greatest strengths is the diversity of our people... Their unique perspectives enable us to meet challenges quickly, creatively and effectively, providing a significant competitive advantage in today's global economy.

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- PPG INDUSTRIES

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Our diversity — and our deepening culture of inclusion — empower us all to see more clearly, think more broadly, and engage more fully as we evolve, innovate, and imagine the future ahead.

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- TIMOTHY CAWLEY
CEO, CONEDISON

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For General Mills, success means deeply understanding the lives of our increasingly diverse consumers - something that's only possible with the insight born from a workforce of many perspectives, ideas and backgrounds. We're proud to make food people love, and inclusion across our workforce, culture, consumers and broader society ensures we're able to continue doing just that.

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- GENERAL MILLS

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I am a huge believer in diversity and inclusion because it is the right way to grow an organization and treat people. It leads to better business results and most importantly it will help us achieve our mission of making health care better.

”

- STRYKER

SOURCE: CEO ACTION FOR DIVERSITY & INCLUSION

REFERENCES

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INFO@BUSINESSFWD.ORG

BUSINESSFWD.ORG

655 15TH STREET NW,
SUITE 580
WASHINGTON, D.C. 20005

202.861.1270

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FOUNDATION