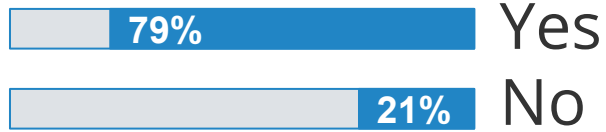




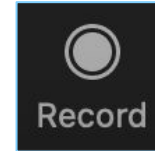
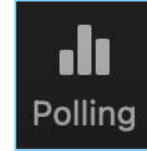
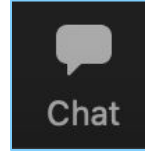
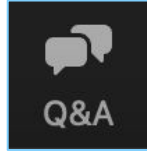
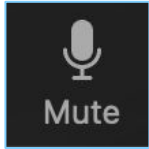
How Courageous Conversations Drive Action & Impact

Tuesday, July 13, 2021

POLL: Have you had courageous conversations at your company?



Welcome! A few housekeeping points



- Everyone will be muted
- Ask questions in the Q&A window
- Use the chat window to comment
- Answer polls quickly
- The Webinar will be recorded
- The Recording and resources will be sent tomorrow

Our speakers for today...

STATE STREET®



Sharhea Wade
Vice President
Head of Inclusion, Diversity
& Equity, North America

THE
LAZU
GROUP



Malia Lazu
CEO & Founder

In 2021, Organizations Find Themselves in a Very Different World

**Purpose-Driven
Business**



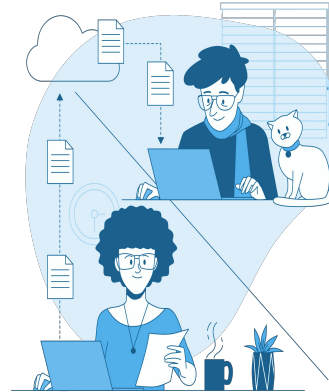
**Changing
Workforce**



**UN SDGs, ESG,
Climate, Equity**



**Remote Work
& Digital
Transformation**



WeSpire Helps Companies Connect By Shaping the Employee Experience



Sustainability

Recycling • Energy Saving • Waste Management • Water Reduction



Social Impact

Volunteer Management and Tracking • Days of Service • Giving & Matching • Grants • Community Relation • Global Goals



Wellbeing

Fitness • Mindful Eating • Meditation • Stress Management • Healthy Habits • Financial Wellbeing



Inclusive Culture

ERGs • Diversity and Inclusion • Purpose • Innovation • Psychological Safety



Why Courageous Conversations Matter?

- **Increase psychological safety** and allyship through broad education and group-specific communication & activities
- **Drive inclusion and belonging** with virtual engagement, resources & dialogues
- **Connect employees** across geographies and teams around shared values, backgrounds & interests
- **Align and activate culture & values** to drive innovation and agility
- **Reduce implicit bias** so all employees can be their authentic selves and succeed

“WeSpire allowed employees of all levels to have a voice, be their authentic selves, and in turn do their best work.”

— Sr. Business Consultant, Diversity & Inclusion, MGM Resorts International

State Street Corporation

Inclusion, Diversity & Equity

STATE STREET.

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State Street has implemented multiple tools to support employees this past year and enabled them to set goals to make an impact for 2021.

Marco Cobar
Business Analyst, Boston



Addressing Racism and Inequality

10 State Street Actions

1. Triple our Black and Latinx* leadership (senior vice presidents+) and double our percentage of Black and Latinx* populations over the next three years. Extend requirement to interview a diverse slate of candidates to positions at all levels.
2. Examine all of State Street's development and advancement programs and processes to improve the mobility and development of Black and Latinx professionals.
3. Enlist our entire workforce in learning opportunities and conversations around anti-racism and equity. Make these approaches and programs available to our clients.
4. Systematically review governance models within key management committees to ensure inclusion and diverse representation.
5. Increase our spend with diverse suppliers over the next three years. Hold ourselves accountable for strengthening Black and Latinx owned businesses.

* Black and Latinx, US only; Black, Asian and Minority Ethnic (BAME) globally

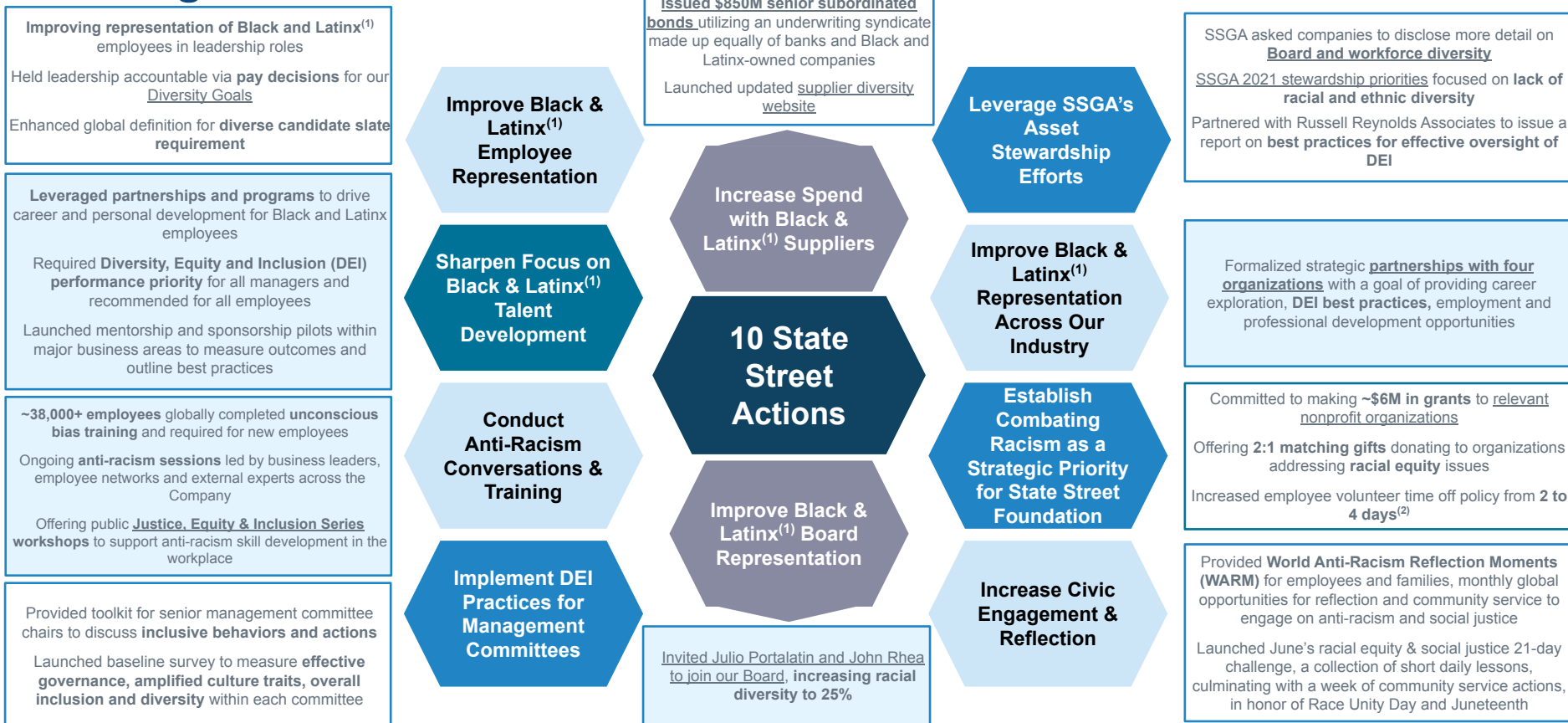
Addressing Racism and Inequality

10 State Street Actions

6. Work with our board to add Black and Latinx directors within 18 months and to expand its diversity efforts.
7. Partner with State Street Global Advisors' Asset Stewardship and determine what State Street can learn from others to develop best practices and evolve to a best-in-class organization in combatting racism and attracting, motivating, and retaining Black and Latinx talent.
8. Lead an effort with the asset management industry to attract and advance more Black and Latinx* people into our profession.
9. Establish combatting racism as a clear priority pillar alongside education and workforce development and reprioritize State Street Foundation spending accordingly.
10. Leverage Juneteenth as a day of reflection to create awareness and establish a State Street-wide day of service focused on better understanding racism and giving back to our communities.

* Black and Latinx, US only; Black, Asian and Minority Ethnic (BAME) globally

Our Progress



For additional detail on the 10 actions please visit: https://www.statestreet.com/content/dam/statestreet/documents/values/Addressing-Racism-and-Inequality_10-State-Street-Actions.pdf

(1) Black & Latinx, U.S. only; Black, Asian & Minority Ethnic (B.A.M.E), globally

(2) Inclusive of non-political volunteering in civic engagement and social justice causes.

STATE STREET.

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State Street's leadership has taken a strong and public stance in support of the Black community after the George Floyd murder and the Asian community with the surge of unjust hate crimes.

Natalye Kennedy

Vice President, Equity Sales BestX, New York



POLL: Which of the following actions has your organization taken on the path to impact?



71%

Made public commitments



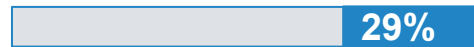
71%

Had courageous conversations



59%

Set diversity and inclusion goals



29%

Developed a prioritized action plan



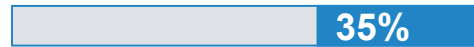
65%

Adjusted hiring and retention policies



71%

Implemented education and/or training programs



35%

Incorporated all levels in solutions and efforts



53%

Reported on and shared progress

The Business Case for DE&I

Diversity:

- Diverse teams 77% more effective.

Equity:

- By 2044, America will be a majority people of color nation. **Yet, 75% White Americans do not have one non-white friend in their social circle.**

Inclusion:

- 75% of Millennials & Gen Z said they would stop supporting a brand that did not align with their values.
- Companies can create economic value **AND** advance racial equity.

3 L's of Being in Right Relationship

Listen- Seek out conversations about race, history and experience of people of color.

Learn- Begin to learn about the history of institutional and systemic bias.

Love- Take loving informed action.

Loving Action.

- **In the workplace:** Start looking for data that helps highlight areas for growth in Diversity & Inclusion
- **In your personal life:** Follow your money. Invest in Black & Brown businesses.
- **In your community:** Make an effort to diversify the members of your civic & social space.

Let's stay in touch.



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@malialazu @theurbanlabz



Malia Lazu

The Urban Labs



Malia Lazu, CEO & Founder



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Vice President
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& Equity, North America

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Thank you!