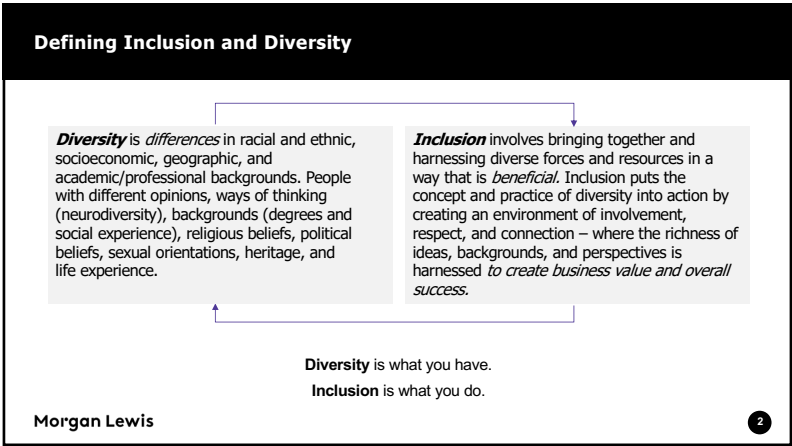
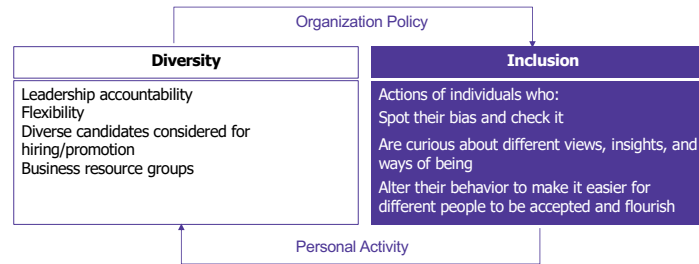


1



2

Inclusion Comes from Individuals



INTENTIONAL ACTION and COMMITMENT of TIME and RESOURCES

Morgan Lewis

3

3

Defining Equity: Implementation and Opportunities

Equity seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. Achieving equity is only possible in an environment built on respect and dignity.

Diversity is what you have.

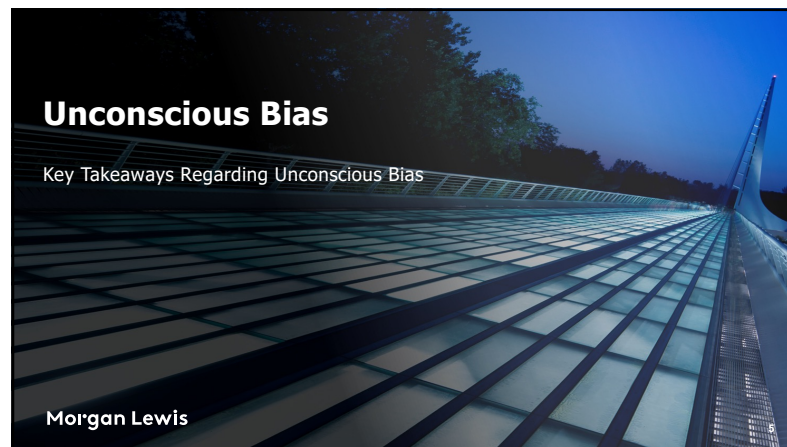
Inclusion is what you do.

Equity is the framework for how you do it.

Morgan Lewis

4

4



5

Why Does Diversity Matter?

- Companies whose executive teams rank in the **top 25%** of racial and ethnic diversity are **33%** more likely to have **financial returns above the national median** for their industry.
- Companies in the **top quartile** for gender diversity on executive teams are **21%** more likely to **outperform on profitability** and **27%** more likely to have **superior value creation**.
 - See McKinsey & Co., [Delivering growth through diversity in the workplace](#) | McKinsey, at 1 (Jan. 2018).
 - See also McKinsey & Co., [How diversity, equity, and inclusion \(DE&I\) matter](#) | McKinsey (May 2020).
 - “In the COVID-19 crisis, inclusion and diversity matter more than ever.”
 - For **tax-exempts**, diversity, equity, and inclusion are also **central to mission and purpose**.

Morgan Lewis

6

6

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](https://utcle.org/elibrary)

Title search: Diversity, Equity, and Inclusion Framework, Background, and Suggestions as Resource for General Counsel's Office

First appeared as part of the conference materials for the
40th Annual Nonprofit Organizations Institute session

"The Future of Philanthropy and the Nonprofit Sector: Where Do We Go From Here?"