



Diversity, Equity, and Inclusion

A Conversation with PennDOT and PA Turnpike

Presenters:


Nicole Tyler, Director of Equitable Transportation

Catherine Clements-Jenkins, Director of Diversity & Inclusion

"My Superpower"

Small Group Exercise

- ☐ *Each participant will state his/her name and share their "superpower".*
- ☐ *A "Superpower" can be a strength, special skill, a curious fact, valuable knowledge, etc.*
- ☐ *You can choose to make it more professional or keep things personal as a way of getting to know each other better.*
- ☐ *Spend 2-3 minutes sharing*

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- *Brave*
 - *Courteous*
 - *Adventurous*

Question #1

What percentage of CEOs and/or executive management team members are involved in decisions to endorse and advance DEI?



79%

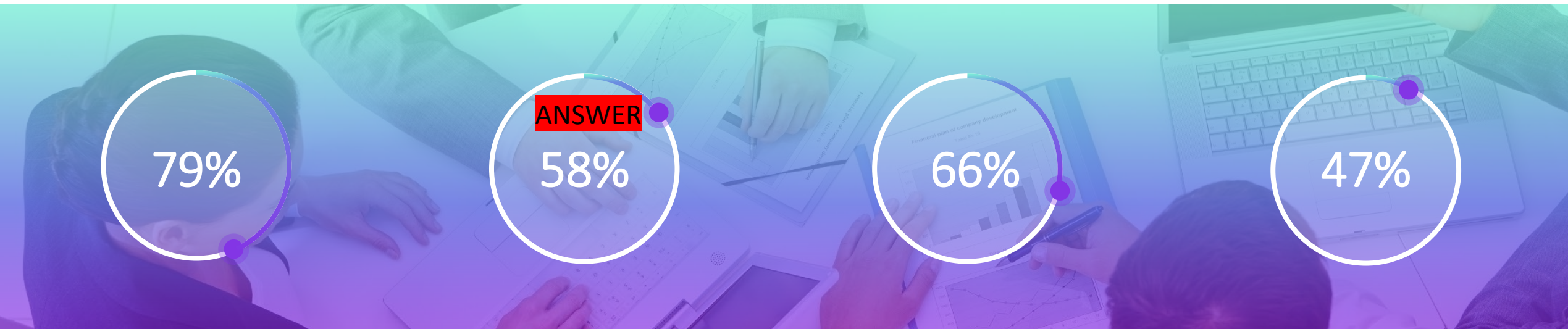
58%

66%

47%

Question #1

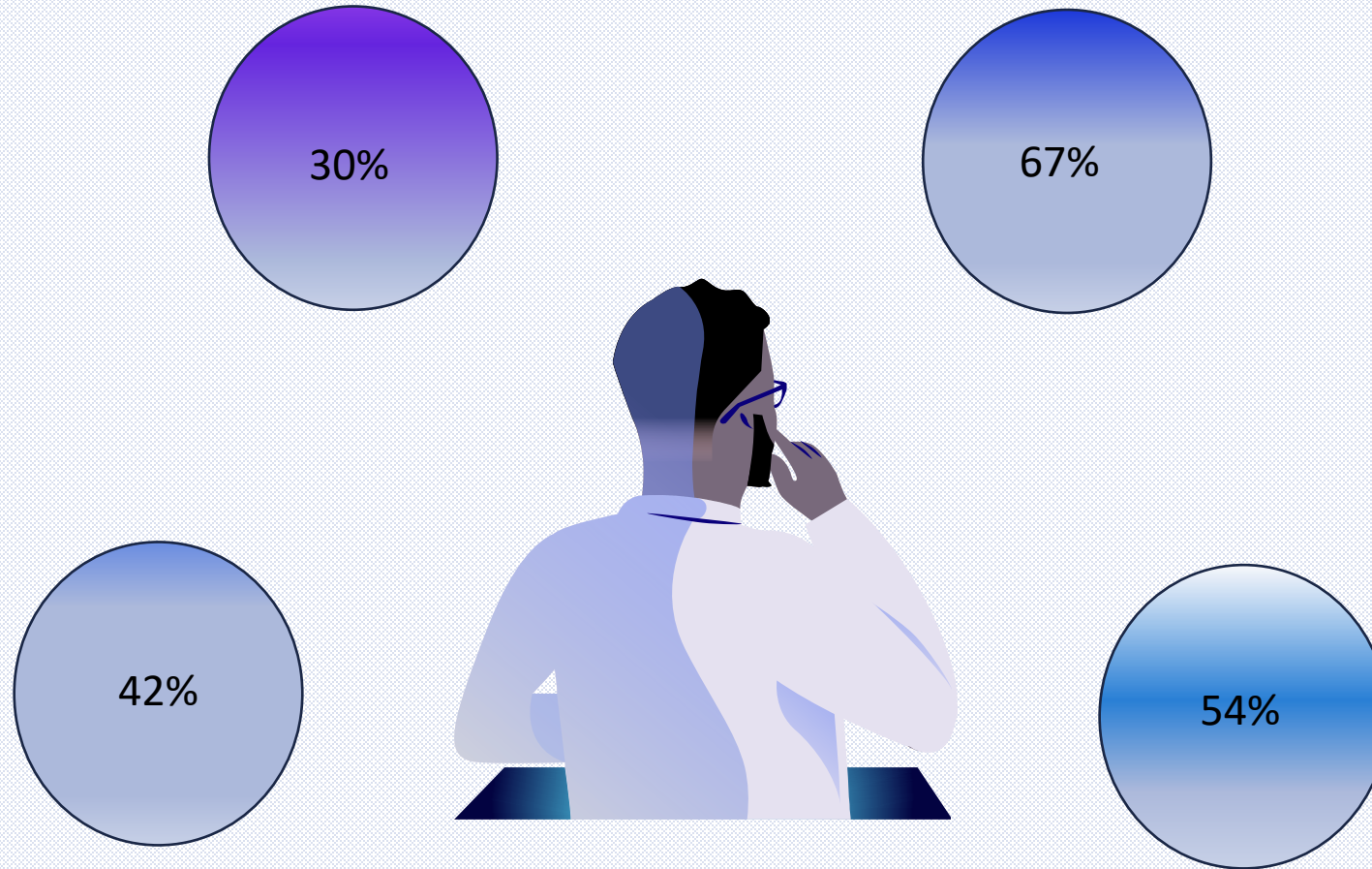
What percentage of CEOs and/or executive management team members are involved in decisions to endorse and advance DEI?



58% of DEI leaders said their CEO and/or executive management team are involved in decisions to endorse and advance DEI, yet only 13% of those senior leaders are proactive and visible in demonstrating their support.

Question #2

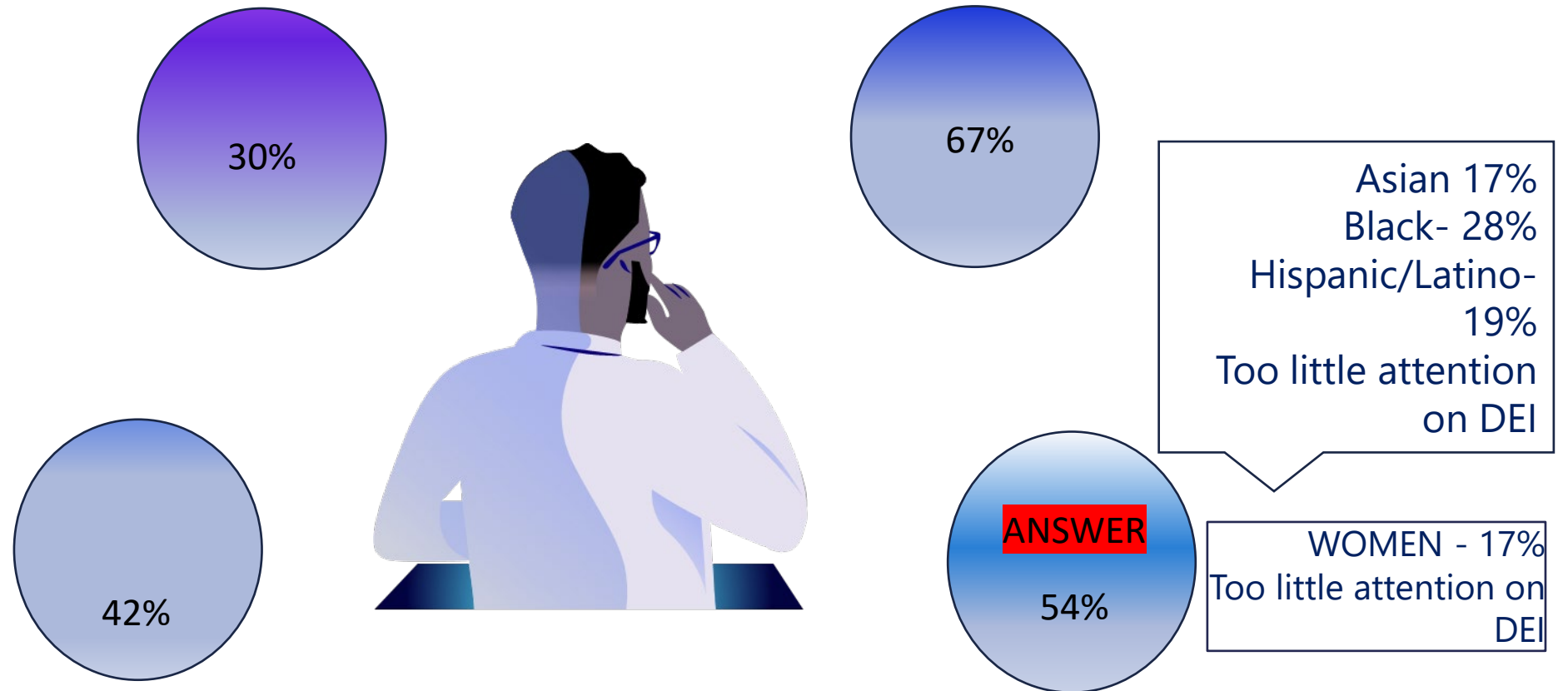
What percentage of employees say their employer pays the right amount of attention to DEI?



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Question #2

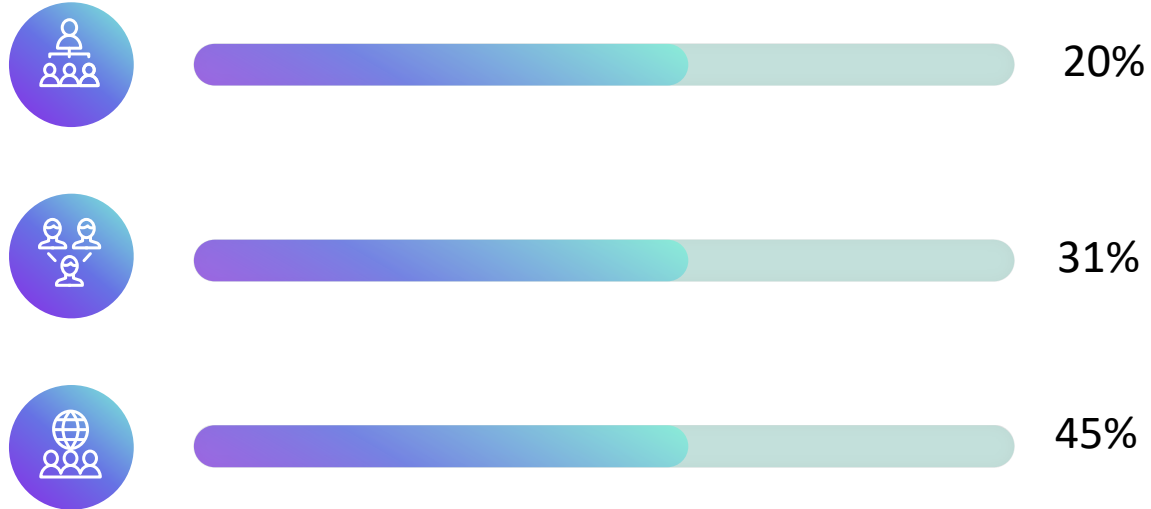
What percentage of employees say their employer pays the right amount of attention to DEI?



When it comes to the focus of their own employer, 54% of workers say their company or organization pays about the right amount of attention to increasing diversity, equity and inclusion.

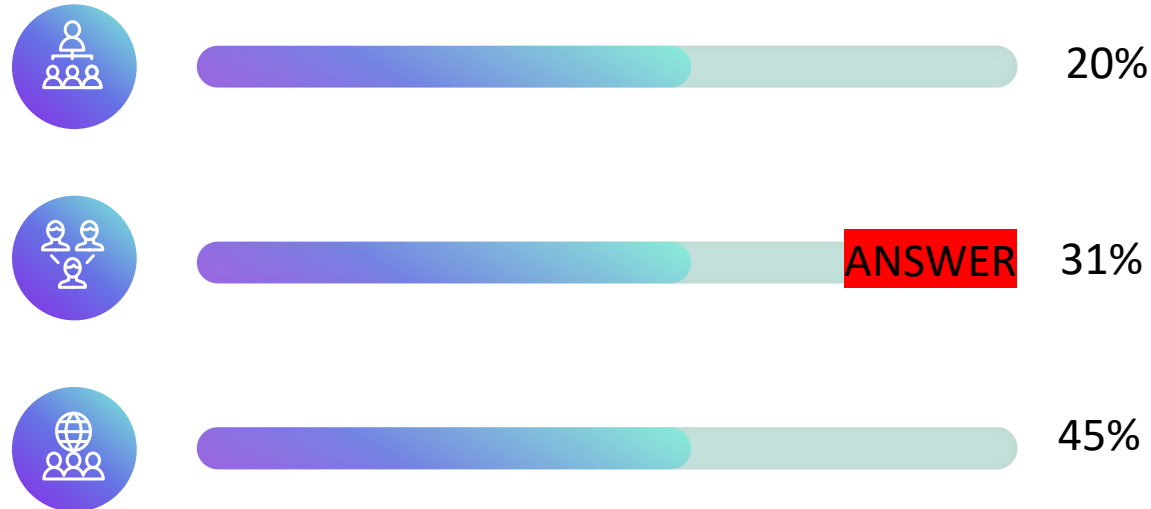
Question #3

What percentage of employees believe that their organization is genuinely working towards DEIB-related improvements?



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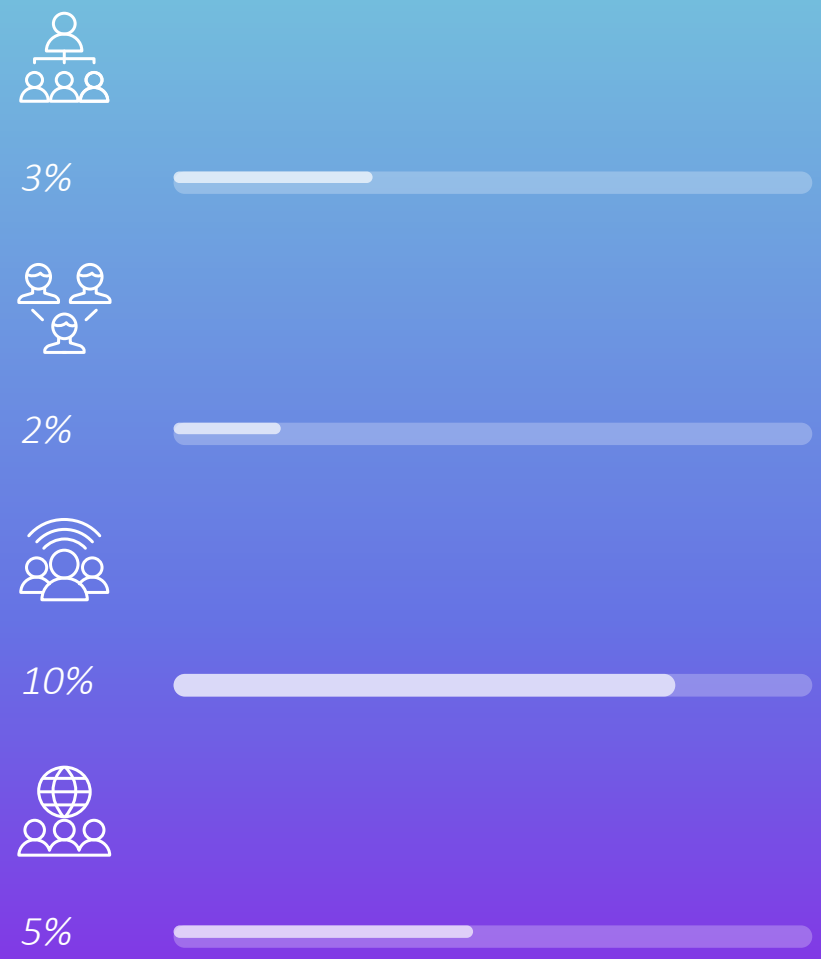


- According to research, leadership by and large believed their organization to be actively invested in DEIB change and growth (84%).
- Meanwhile, less than a third of employees reported their organization as genuinely working towards DEIB-related improvements (**31%**).

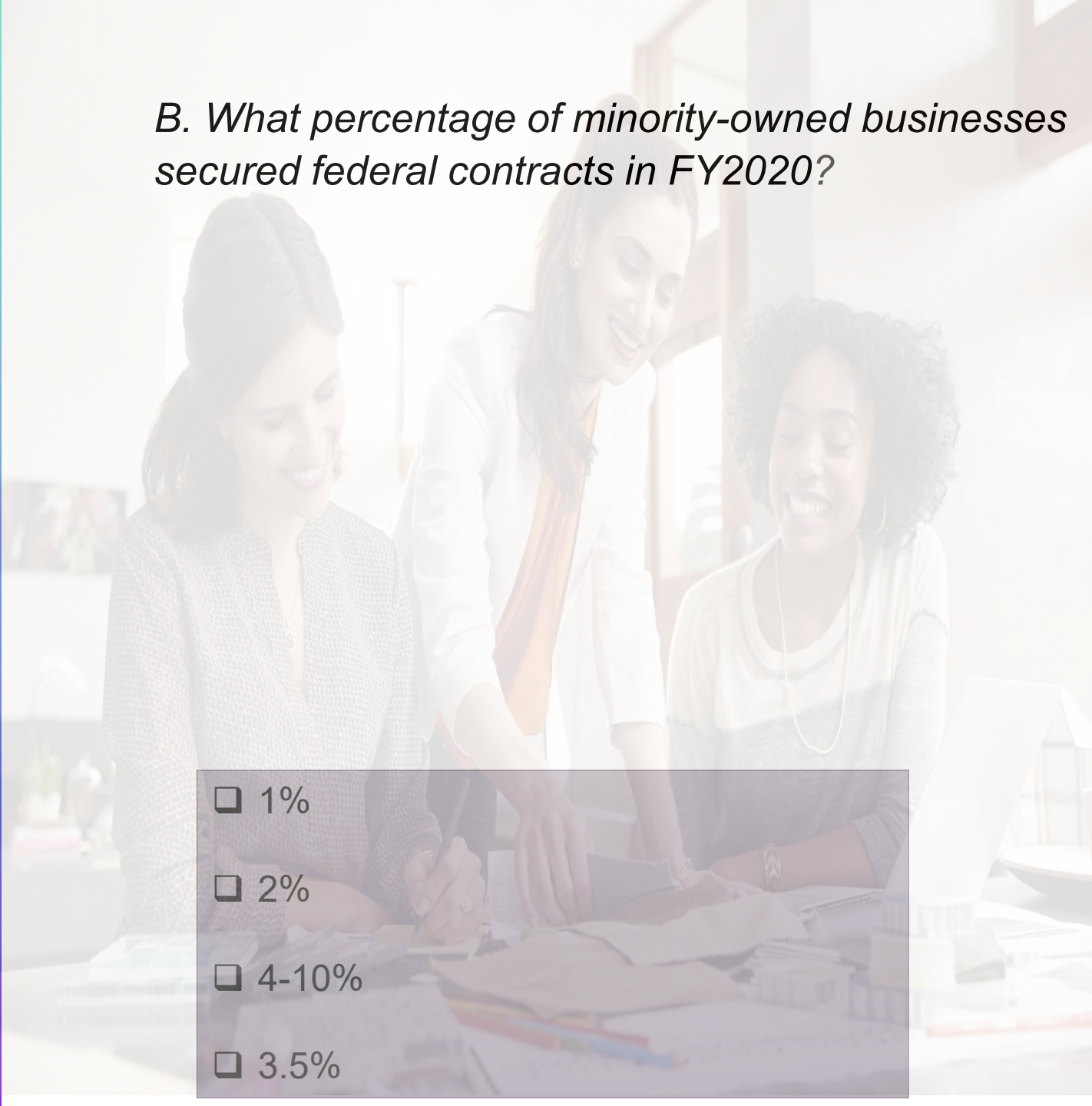


Question #4

A. What percentage of women-owned small businesses secured federal contracts in FY2020?

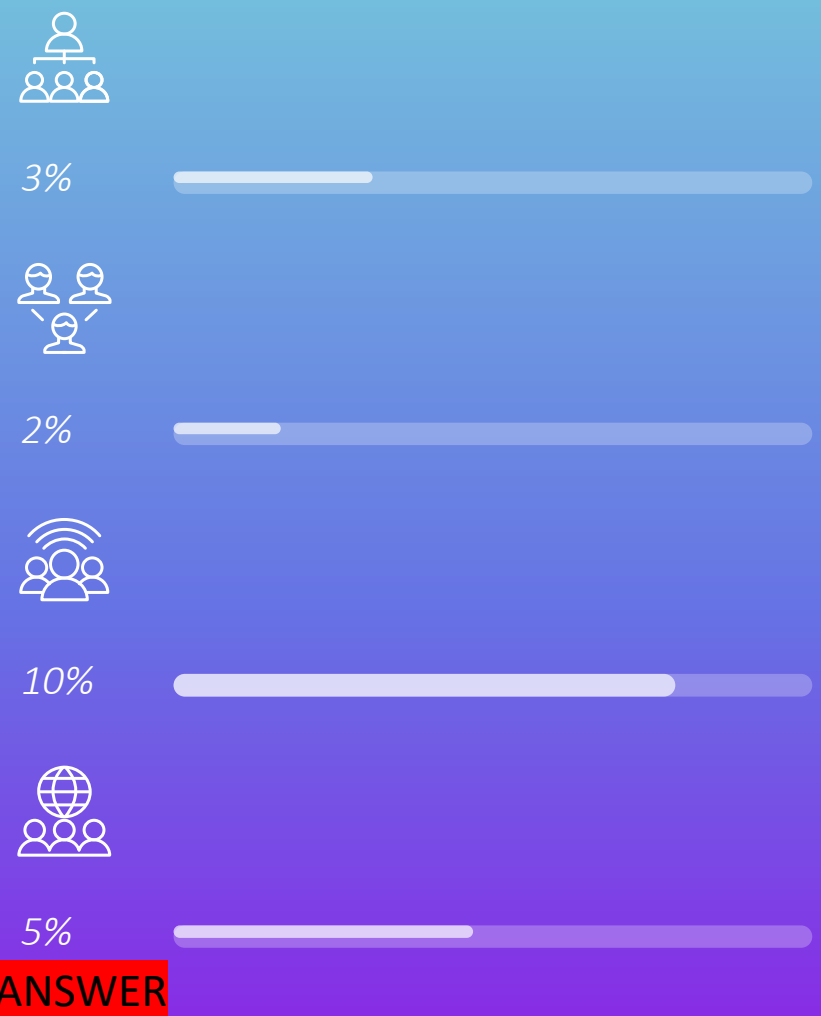


B. What percentage of minority-owned businesses secured federal contracts in FY2020?

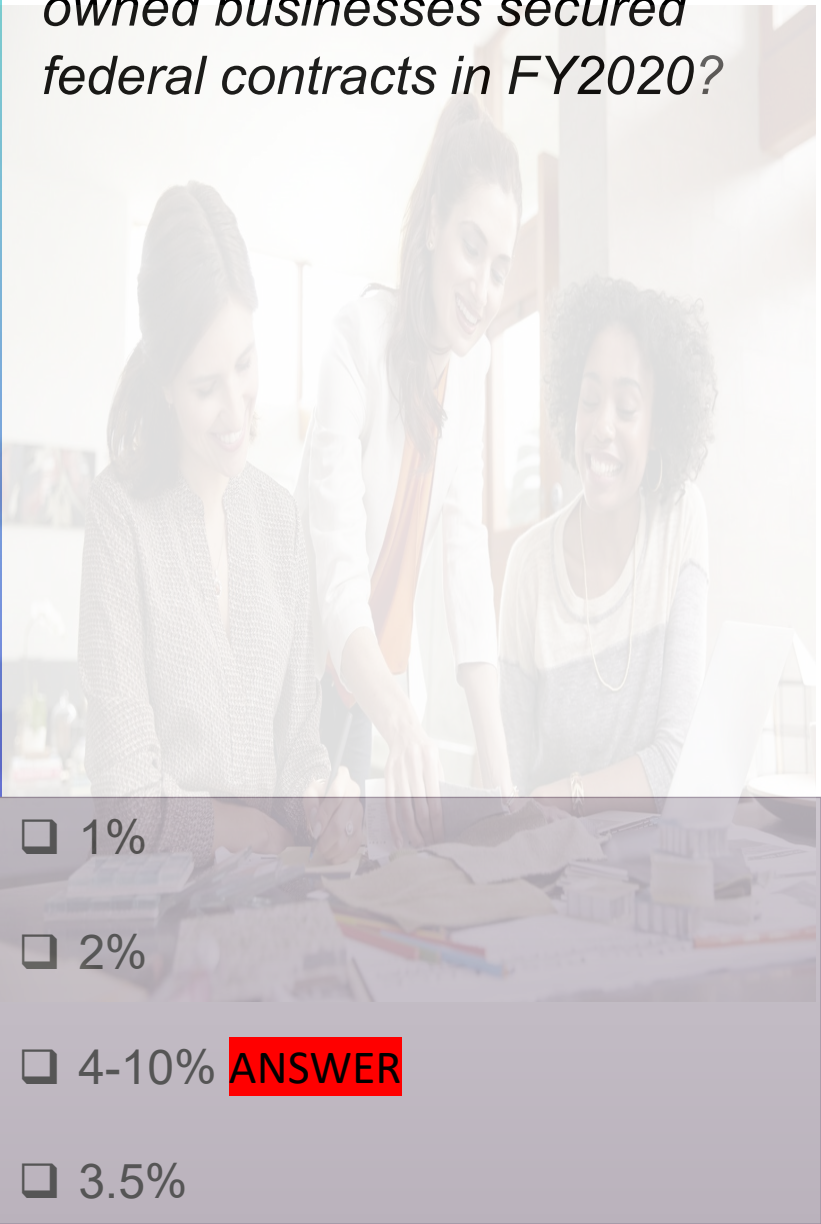


Question #4

A. What percentage of women-owned small businesses secured federal contracts in FY2020?



B. What percentage of minority-owned businesses secured federal contracts in FY2020?



- According to the US Small Business Administration, women-owned small businesses received only 4.63% of prime contracts and 5.24% of subcontracts in FY 2021.
- Small, disadvantaged businesses, which include those owned by people of color, received 11.01% of prime contracts and 4.4% of subcontracts.



In Closing:

Take back to your organization one thing to implement as part of your organization's DEI Journey.

Thank You



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