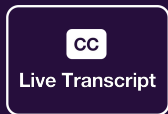




Quantifying the Opportunity Gap: Key Takeaways

We will begin shortly.

This webinar is being recorded and will be shared with all registrants.



We have live transcript enabled for this webinar.
If you would like to use this feature, please turn
on this setting in your Zoom toolbar now.



AGENDA

- 01 Analysis of the U.S. opportunity gap
- 02 Addressing your organization's opportunity gaps
- 03 Case study: sweetgreen
- 04 Q&A



The information provided herein does not, and is not intended to, constitute legal advice.
All information, content, and materials are provided for general informational purposes only.

Speakers



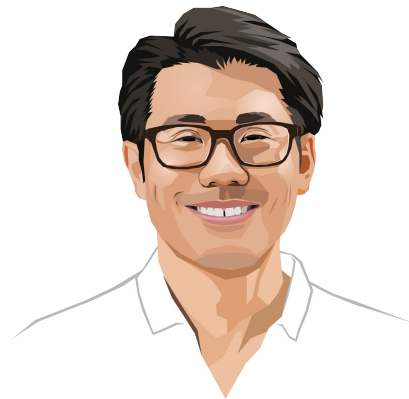
Rebecca Scully

VP, Product



Chris Martin

Research Economist



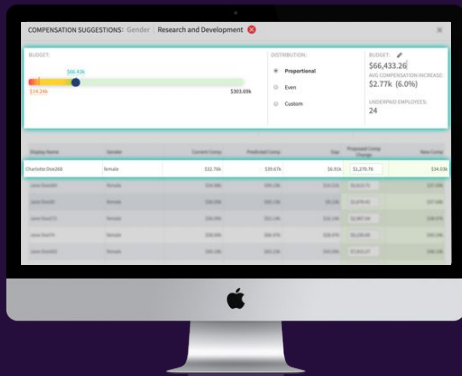
Tony Wu

DEI + Social Impact Manager





Our mission is to build expert-backed technology that helps companies measure, achieve, and sustain workplace equity.



Workplace Equity Platform

Enterprise platform to analyze, resolve, and prevent disparities in pay and opportunities



Expert Support & Consulting

Legal best practices, statistics, reporting, and communications guidance and support

200+ industry leaders trust Syndio
including 30% of Fortune's Most Admired Companies



NORDSTROM



What is the opportunity gap?

Disproportionate access to opportunities:

01 Jobs

02 Promotions

03 Other forms of advancement

=

Representation
and pay gaps



Key takeaways from the EEO-1 data

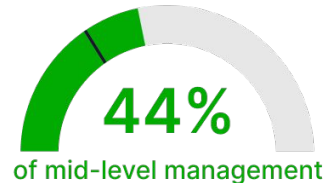
Black women make up 8.3%
of all employees, yet:



Latina women make up 7.5%
of all employees, yet:



White men make up 31%
of all employees, yet:



| = Overall Representation in Labor Force



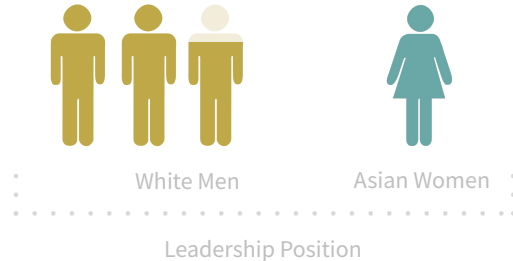
Key groups are underrepresented in leadership

Syndio research shows:

white men are

2.9

Times more likely to be represented in leadership positions than Asian women



Opportunity gap

8.0x
Latina Women

7.2x
Black Men

5.3x
Latino Men

2.9x
Asian Women

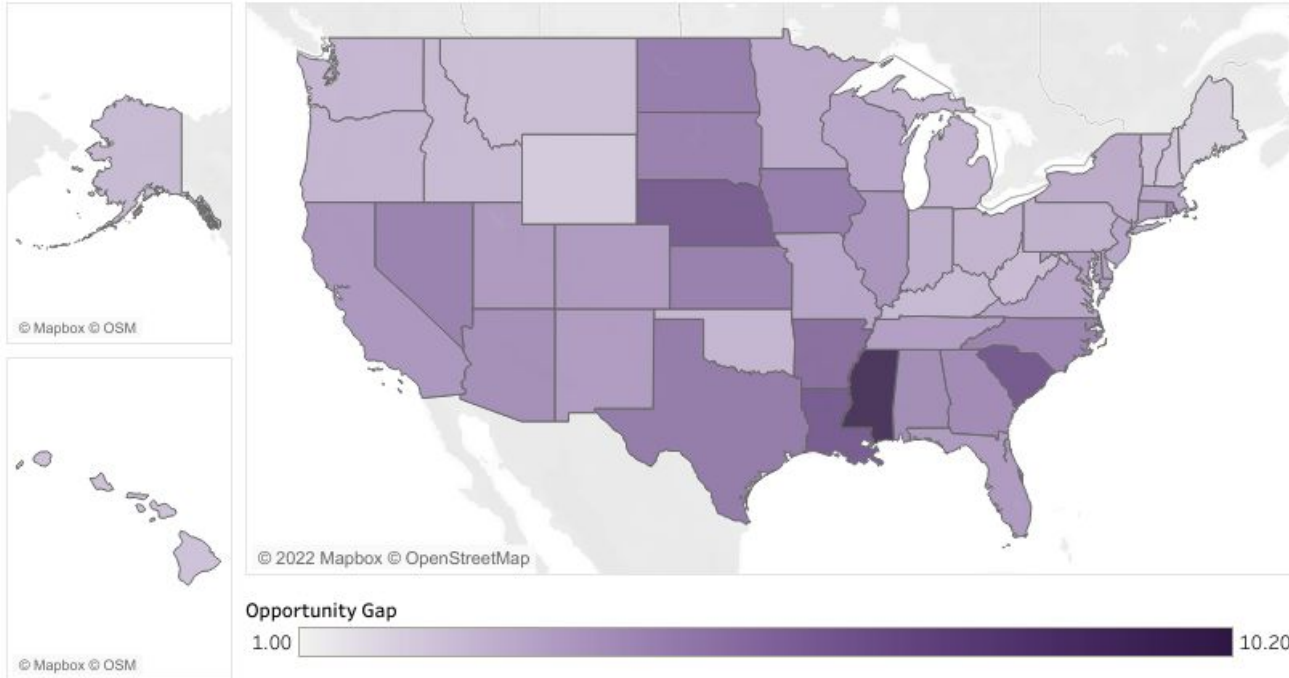
1.9x
White Women

1.5x
Asian Men



Opportunity gaps vary by state

Opportunity Gap for People of Color



| When will opportunity gaps close?

Forecast for closing the **mid-level management** gap



Making progress toward opportunity equity



What do we look like today?

- Gender, race, etc.
- Job level
- Org structure
- Location

What should we look like?

- Internal availability
- Labor pool talent
- Community demographics

What can we do to improve?

- Identify root drivers
- Company-wide vs. targeted
- Prioritize

How do we talk about it?

- Level of detail
- Audience
- Voluntary vs. involuntary



Poll question

How many of you are currently tracking and analyzing your opportunity gaps?

We currently track and analyze our opportunity gaps

We plan to start tracking in the next 12 months

We are considering tracking, but not in the next 12 months

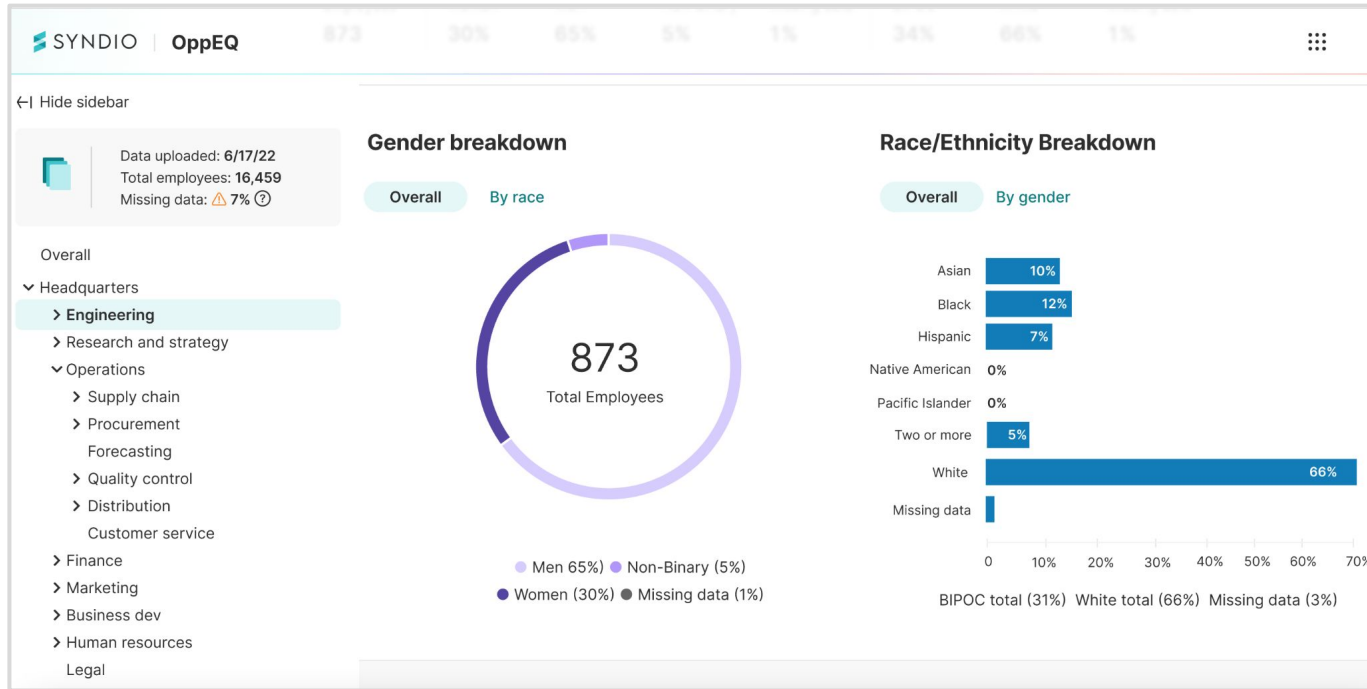
We have no plans to track

Do not know



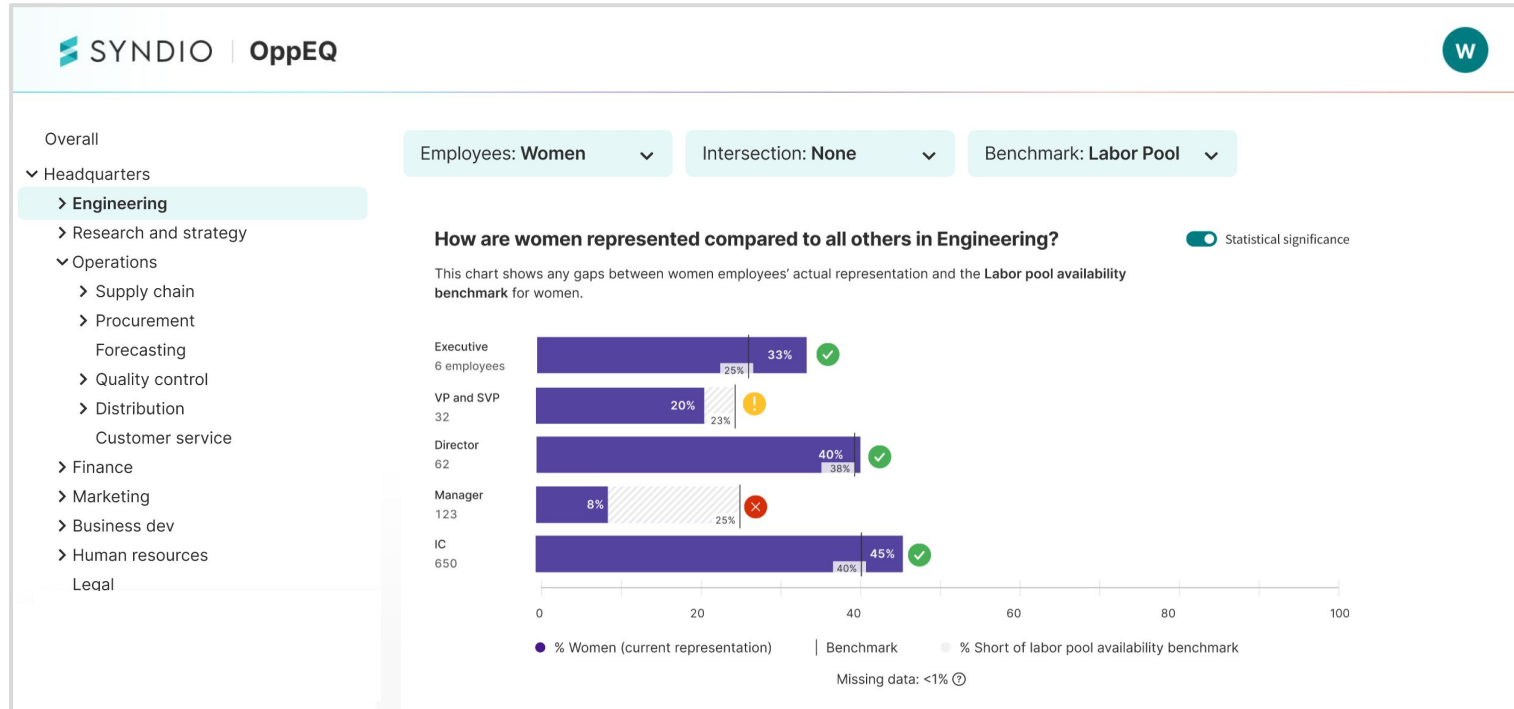
Step 1: Representation analysis

See who is at your organization



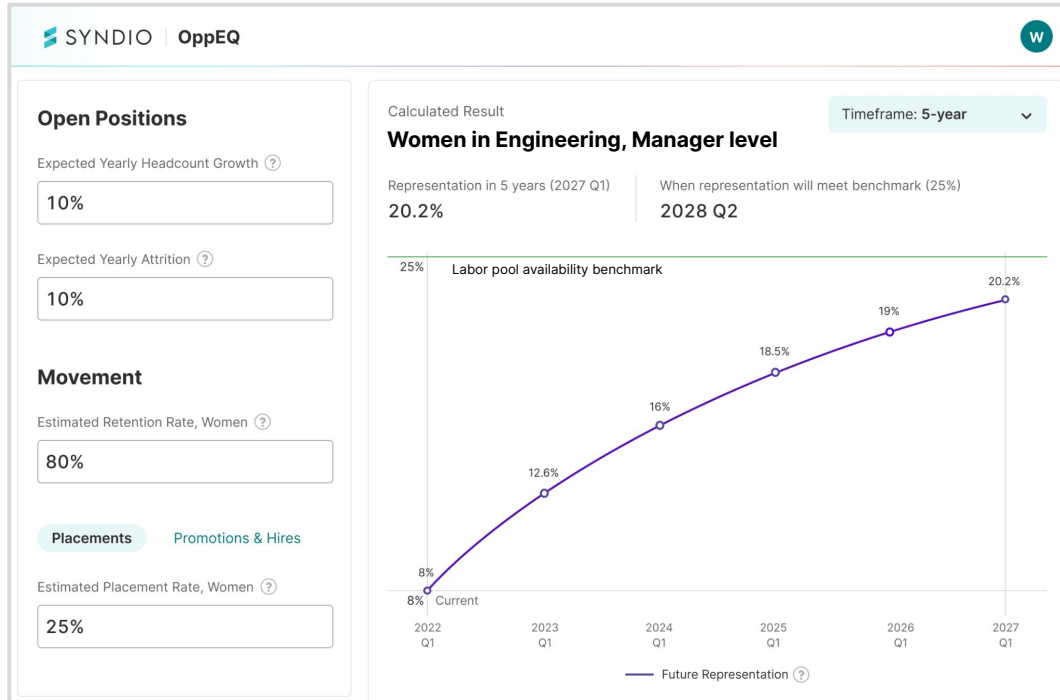
Step 2: Gap analysis

Analyze levels and compare to benchmarks



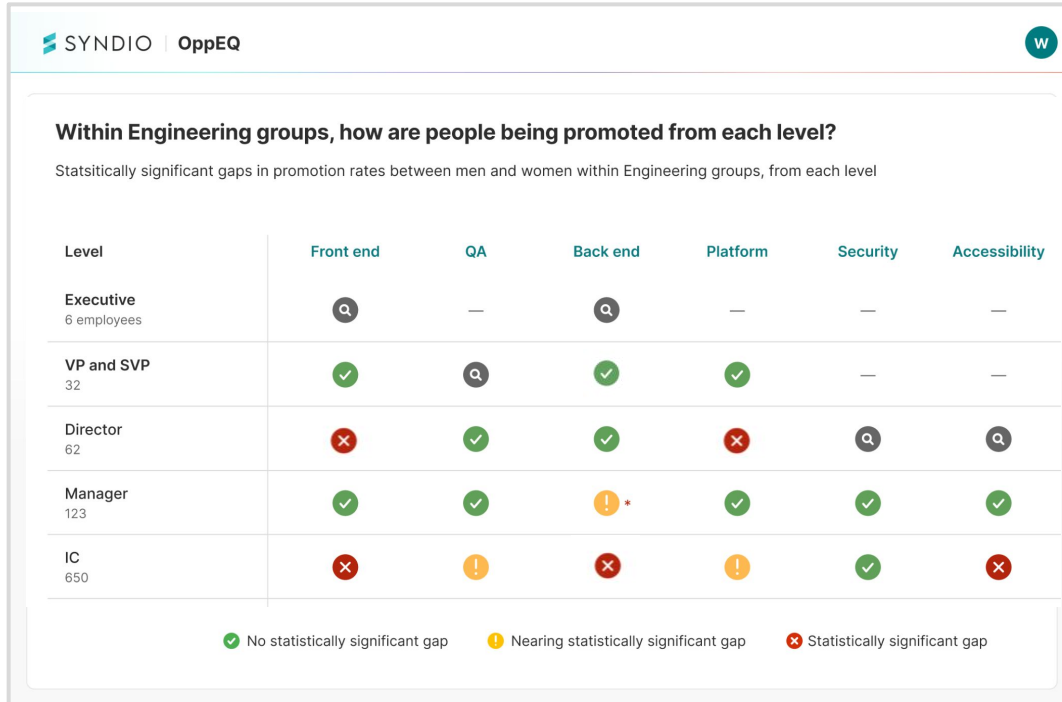
Step 3: Model progress

Forecast representation changes and model scenarios



Step 4: Promotion analysis:

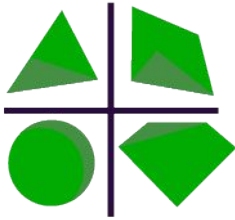
Analyze movement to pinpoint focus areas



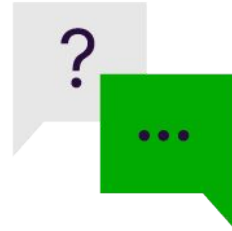
**Now let's hear from
someone who's done it**



Key takeaways



Most organizations have an opportunity to improve



Analyze representation and what's driving your gaps



Results: shared accountability, prioritization, and buy-in for investments



Don't miss our upcoming webinar and podcast!

What to Expect for 2023: Ask the Experts

Tuesday, December 13 | 9:00am PT / 12:00pm ET

Register:

SYNDIO.COM/WEBINARS

Check out the Syndio podcast

SYNDIO.COM/THE-SHIFT-PODCAST



Q&A





Thank you

To learn more about Syndio, visit us at syndio.com

© 2022 Syndio. All rights reserved. No images or information in this document may be reproduced, transmitted, or copied without express prior written permission from Syndio.

