

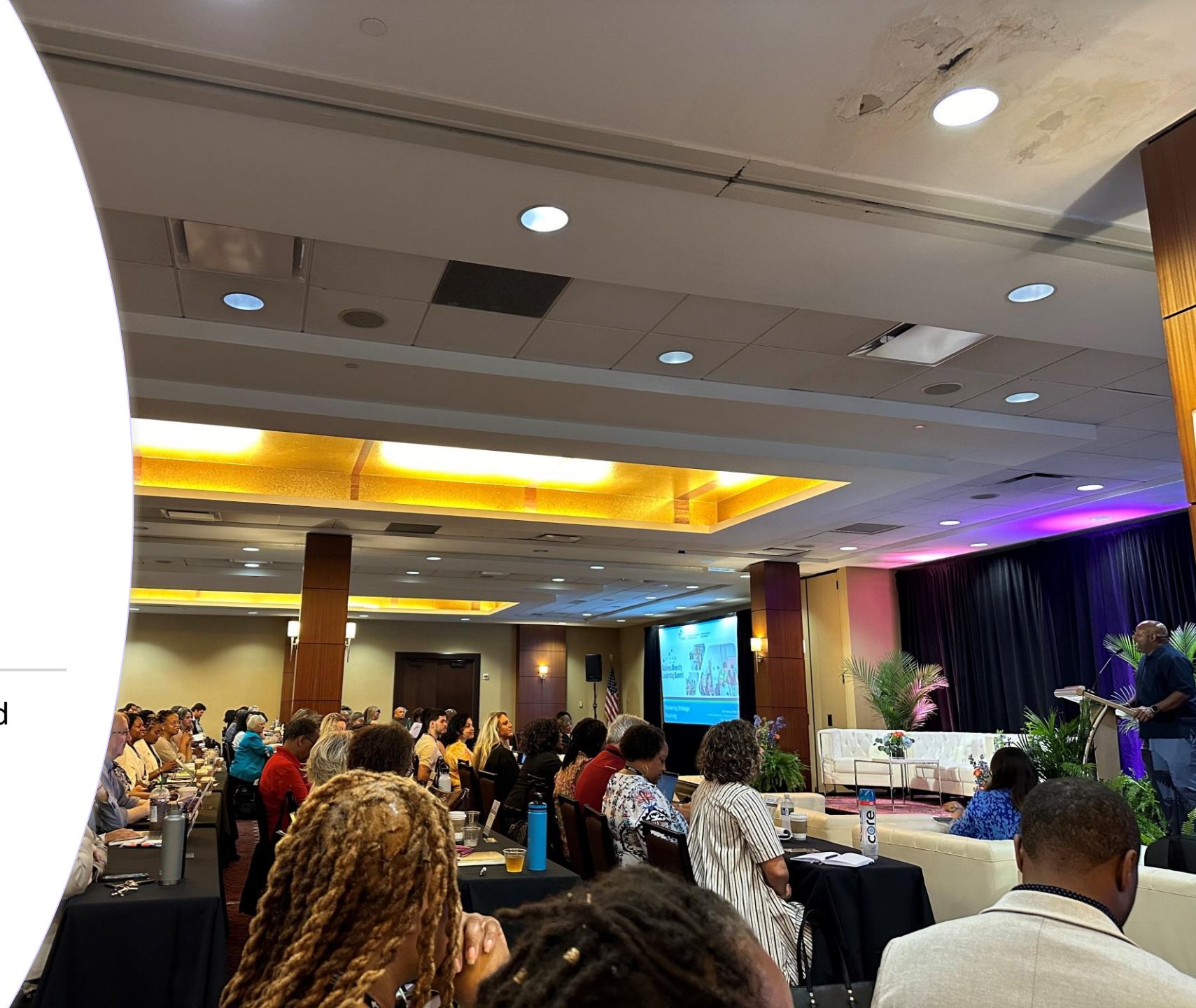


Business Diversity Leadership Summit 2024 by NMSSDC

Kick-off statement from Lee Lewis and Simone Ray

- Diversity is under attack
- Come together to do the work
- Fortify and educate ourselves
- Make this seminar yours

7/28/2024



Overview

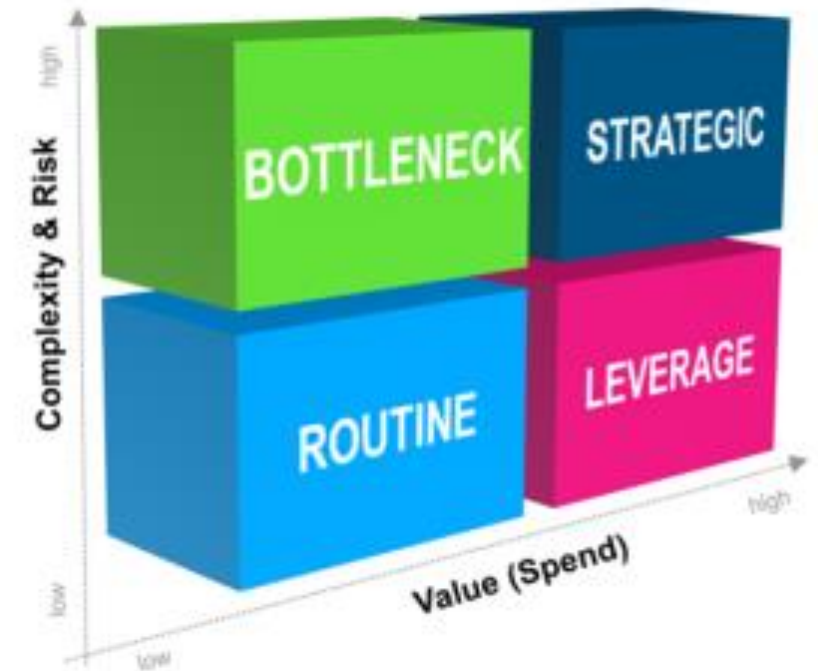
- ❖ Over 300 SD Professionals engaged in rich networking conversations, compared benchmarking & best practices to increase diverse suppliers, shared DEI & MBE case studies
- ❖ Delivery: Plenary sessions, micro-learning breakouts, structured workshops
- ❖ 2 tracks based on Supplier Diversity experience:
 - ❖ Track 100 < 5 years exp Track 200 > 5 years exp
 - ❖ Note: there was about an equal split of attendees in both sessions
- ❖ Focus: Transitioning from supplier diversity to a business diversity
- ❖ Presentations were provided by individuals across various industries: Healthcare; Automotive; Technology; Hospitality, Utility and Retail

Mastering Strategic Sourcing and Supplier Diversity Integration by Jim Fleming



- ISM's 2023 Salary Survey: Avg salary by certification
 - No cert: \$116k
 - CPSM: \$139k
 - CPSD: \$163k
- ISM Provides training and certs with knowledge that can help your company. There are fundamental tools that help us keep pace.
- CPO Concerns: Risk Management, Technology, Talent Management, Seat at the table. CAPS Research organized by ISM for CPOs
- Procurement is changing to 'Center-led' instead of 'Centralized'.
- In the era of AI, Supplier Development positions: Tactical positions (like purchasing) are going away and looking for those with strategic skills (category manager, sourcing, etc).
- Segmentation Analysis using the **Kraljic Matrix**:. Best model that Jim has used. How to manage your suppliers

Kraljic Matrix



Links to the slide decks: [Part 1](#) | [Part 2](#)

Authenticate the AI Experience

by Jordan Morrow SVP Data & AI Transformation
Agile One, an ActOne Group Company (MBE)



What is AI and how do we make it responsible?

- AI (artificial intel) and HI (human intel) and EI (emotional intel) equates to data analytic success
- Transparency and explainability, bias and fairness, privacy and protection, societal impact, company vision and governance, human augmentation and enhancement.
- Future of AI
 - Narrow / Weak AI: Claude, ChatGPT, CoPILOT
 - AGI: Artificial General Intelligence (on par with humans)
 - ASI: Artificial Super Intelligence (2027)

A Practical Approach to Building AI

- The Four RIGHTS to AI: The RIGHT data and AI, At the RIGHT time, For the RIGHT objective, With the RIGHT literacy

What are AI Ethical Practices:

- Systems and processes that are fair, transparent, explainable

Strategic Roadmap Phases:

1. Exploring: Explore Options
2. Planning: Prioritize and Invest
3. Implementing: Implementation and Enablement
4. Scaling: Larger Scaling
5. Realizing: Realize benefits of investment

NOTE: If there is internal pushback, start with a subset of data for proof of concept.

Book rec: Sol Rashidi: *Your AI Survival Guide*

Link to slide deck: [Authenticate the AI Experience](#)

The State of DEI

• Look at your internal efforts and identify these pillars:

- Educate on DEI
- How to reach all employees and seen as a differentiator
- Investigate
- Invigorate: how do you fund and make programs scaleable
- Evaluate: how do you evaluate behavior change in order to ensure that DEI lasts
- Create policy change

- The words you use matter
- What are the metrics being tracked:
 - money saved
 - customer service
 - innovation
 - community impact
- Make sure your company doesn't do the 'Savior Story' but does the work to make a lasting difference

BDLS 200: Fresh Start: A New Role, Industry, and Team

Joycelyn Yue National Director of Supplier Diversity Skanska



ACE:

- **Accountability**

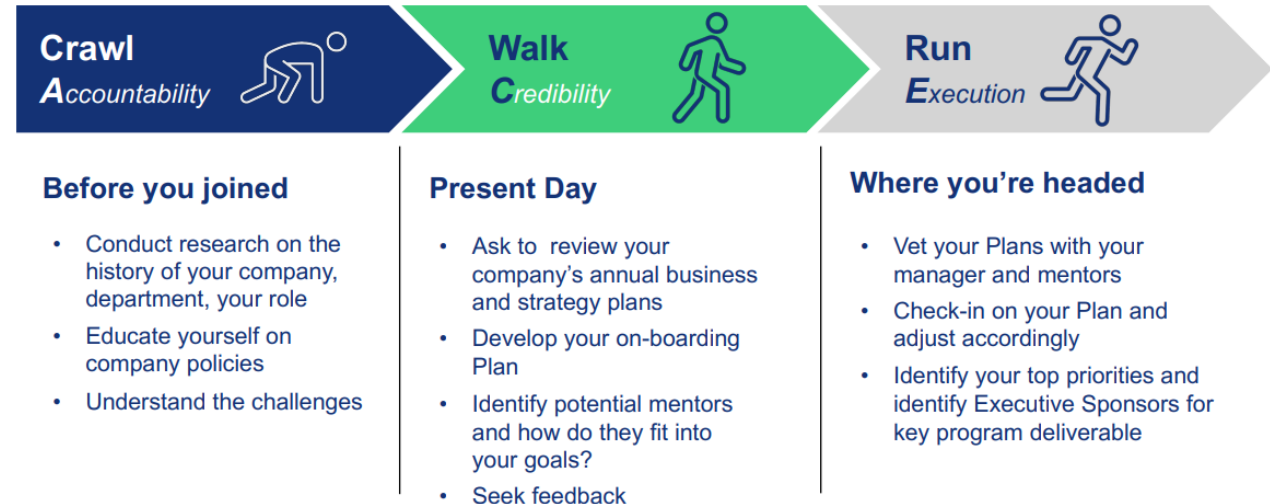
- Mentors in the company are critical: who is in your interview panel
- Sponsor: speaks on your behalf when not in the room. Puts their credibility on the line for you
- Mentor: coach and advice through your career. Invested in your success.

- **Credibility (Brand)**

- Be honest about your abilities
- 4 Keys: integrity, intent, capability, and results
- Build expertise through continuous learning like attending industry events outside of Supplier Diversity

- **Execution**

- Actively listen, ask specific questions, ask for feedback, be solutions oriented



Key Action: Supplier Diversity Manual: roles and responsibility on how to engage with SD program. Tools and resources

BDLS 200: Case Study: Developing External Program Support Partners

George Robinson II Director- SD&I at UPMC

Nicole Hudson University of Pittsburgh



Key message: how to partner with another organization to to build and execute a training program for suppliers in your community

- Partnership with University Small Business Program and Small Business Development Center (SBDC) offices across the country to Train, counsel, expert guidance, resources, recruitment
- Development of Essentials for Success Curriculum with Dr. Michael Wholihan
- Mapping of service area and associated SBDC centers/ SBDC statewide network access and support.
- Execution of curriculum with Pittsburgh pilot site

Conclusion

- Ensure that your program partner can compliment your corporate culture and budget, while having similar goals to your supplier/ business diversity program.
- Take time to develop your relationship and ensure each partner's goal can be uplifted and advanced through activities.
- Vet, vet, and vet again agencies. “Measure four times. Cut once.”
- Be sure to evaluate program participants for value addition while measuring participant transition from attendee to vendor



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Link to slide deck: [Case Study: Developing External Program Support Partners](#)

BDLS 200: Data-driven Decision Making

Robin Hawkins, Supplier Diversity Program Manager, ExxonMobil

Cory Hipps, Procurement Analytics Delivery Manager, ExxonMobil



How to set targets

- Leadership alignment: who will be accountable for meeting the targets. Their targets are at category family level. Make sure to provide regular spend updates
- Understand the baseline and document your logic
- Leverage industry benchmark
- Fit within the business' unit's objectives
- ARM: Actionable, reasonable, measurable

Key Supplier Diversity Data

- Total Spend Trends, Bidding Activity trends, Diverse spend trends, Current diverse suppliers, Internal insights, External benchmarking, Diverse supplier base

Key to Actionable Insights

- Structure data to drive discussions and discovery - Tier 1/2 Approach
- Make targets and status clear - Red/Green with expected progress consideration
- Create Clarity – Try to avoid emails, Leverage Training, Documents, Read Me
- Actionable Org Units Structure – Increases accountability and ownership, also recognizes success
- Visualize Data Effectively: Use charts and graphs that are easy to understand and support user

Beroe: ai tool MBE through NMSSDC that provides a tool <https://www.beroeinc.com/>
Slide deck [Data-driven Decision Making](#)

Communication: It's Not Rocket Science (But It's Pretty Important)

Travis Spencer Head of Supplier Diversity & Warranty Recovery,
Ford Motor Company



Six Pillars of success:

- **Organizational alignment:** CEO statement, SD Policy, Contractual, policy letter
- **Develop an internal comms strat:** SDI VP review bi-annual. Leverage existing Communication threads
- **Communication performance:** include SD in your ESG report and add the numbers. You don't want to start to lose ground once shared
- **Internal Education:** SDI Road Show which includes Category Manager training. Economic impact report. Engagement with community. Leverage the communication platforms that are used in the company: sharepoint, yammer, newsletter, etc.
- **External Education:** registration portal, website, mailbox, share best practices: external presentations, panel discussions, articles.
- **Clear expectations and feedback:** Monthly div supplier performance reviews and scorecard. Recognition awards. Strategic Opportunity commodity list. Read outs to diverse suppliers when they don't win the bid.

Ford's North Star:

For more than a century, Ford has been a pioneer in providing opportunity to people regardless of race, gender, sexual orientation and background. We view this less with pride than the sober realization that we must go further to create a company where our differences are truly valued and every team member can bring their whole selves to work. Creating a culture of belonging isn't just the right thing to do, it's also the smart thing. Diversity breeds innovation and the companies that attract the most talented and diverse workforce will succeed in our rapidly changing world

<https://fordsupplierdiversity.com/>

BDLS 200: Growth and Capacity Building for Your Current Diverse Suppliers

Heather Herndon Wright, Dir Supply Chain Diversity & Sustainability



Outcome: Increased Spend with existing suppliers while increasing capacity and sustainability through diversification

Recognizing the risk that Vistra sometimes might make up 80% of an incumbent Diverse and Small supplier's sales

- Growth of an existing supplier across other locations
- Capacity building:
 - Internal: expand to other capabilities
 - External: Tier 2 opportunities
- Expand a supplier to another field to create resilience across industries
- Focus is growing revenue and headcount of diverse suppliers
- Critical to have FTEs responsible SD Inclusion in order for the program to have impact

Process for selection outlined in slide deck

Regular Reviews to ensure progress to desired outcome

Graduation from program: considerations provided in slide deck

Templates provided in slide deck

Closing Plenary Session

Tarrance Frierson Director, Global Supplier Diversity Bristol Myers Squibb
Yasmin Davidds Founder & CEO Dr. Yasmin Davidds Leadership Institute
Dr. Steven Jones CEO Global LeaderSHYFT, Inc.

Take-a-way: a lot of great nuggets and guiding statements to find balance and impact in your work

- Self care is wealth
- Important to put self first in order to take care of yourself
- Style of leadership: inclusive, servant, and authentic. You do not want to be performative.
- Manager vs leader: When you walk away from a good manager, you think, "Wow, they're so smart." When you walk away from a good leader, you think "Wow, I'm so smart."
- It's important to show gratitude: give gratitude to ppl around you
- Realize that sometimes people get more upset about the solutions to biases than the original bias
- Be a constellation maker instead of a star gazer.
- Establish with your team the top three things you want:
 - For example: I will listen to you, I'll speak truth to power, I want inclusivity in collaboration
- You cannot ask anyone to give you what you don't give them
- Professor stated: I don't touch diversity because getting it wrong costs too much. Therefore, I don't get involved at all.
- Each touchpoint matters, what are my commitments, trust is built with consistency over time, words matter

Dr. Steven Jones: <https://globalleadershyft.com/keynote-speaker>



“When everything else has gone from my brain—the President's name, the state capitals, the neighborhoods where I lived, and then my own name and what it was on earth I sought, and at length the faces of my friends, and finally the faces of my family—when all this has dissolved, what will be left, I believe, is topology: the dreaming memory of land as it lay this way and that.”

~ Annie Dillard, *An American Childhood*. Upon reminiscing about her childhood in Pittsburgh, PA

BDLS 100 Track:

- [Building a Supplier Diversity Culture](#)
- [Building Relationships 101](#)
- Getting Started with Metrics (presentation not available to share)
- [Responsible Sourcing in the Supply Chain](#)
- [Audit Readiness: Targeted Actions To Enable Favorable Outcomes](#)
- [Strategic Planning, Goals, & Initiatives](#)

BDLS 200 Track:

- [Fresh Start: A New Role, Industry, and Team](#)
- [Case Study: Developing External Program Support Partners](#)
- [Data-driven Decision Making](#)
- Communication: It's Not Rocket Science (But It's Pretty Important) (presentation not available to share)
- Center of Business Diversity & Entrepreneurship: How to Position a World-Class Ecosystem (presentation not available to share)
- [Growth & Capacity Building Initiative](#)

Mastering Strategic Sourcing and Supplier Diversity Integration [Part 1](#) | [Part 2](#) [Authenticate the AI Experience](#)