



Unconscious Bias

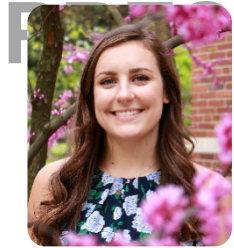
Intersectionality and +1

The Clorox Company
PRIDE ERG

LEARNING OBJECTIVES

1. Activate awareness of Unconscious Bias, intersectionality and implementing “+1” at your company
2. Pitch initial concepts, tie them to corporate strategy, and get leadership buy-in
3. Strengthen Pride ERG effectiveness in your organization

MEET THE



Gigi Gagnier
PRIDE Leader
R&D



Lauren Powell
PRIDE Leader
Sales



Tyler Van Arsdale
PRIDE Leader
Sales

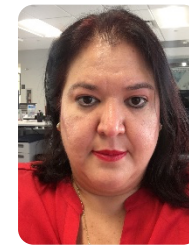
MEET THE PANEL



Diana Avila
PRIDE Leader
IT



Sean Chang
Director
IT



Julieta Gonzalez
PRIDE Leader
Finance



Roger Morris
PRIDE Leader
Supply Chain
Moderator

SURVEY

- Have you attended a summit before?
- Do you work mostly remotely or in an office?
- Do you have a Pride ERG in your workplace?

ABOUT CLOROX

\$6.1B
NET SALES

25+
Country/Territory
Operations

8,700+
EMPLOYEES

100+
Markets Around
the World

OUR MISSION

We make everyday life better,
every day.



OUR Inclusion & Diversity (I&D) VISION

Be

YOURSELF

Do your

BEST WORK.

Win

TOGETHER.

OUR I&D STRATEGY

Business
Strategy
People
Strategy
Pillar

Engage Our People as Business Owners

Enhance the employee experience with focus on inclusion & diversity.

I&D
Vision

Be yourself. Do your best work. Win together.

I&D
Objectives

Build an inclusive culture & diverse workforce

Attract, retain and advance talent

Our
Values

Do the Right Thing

Work Together to Win

Stretch for Results

Take Personal Ownership

I&D: WIN TOGETHER

Companies that **embrace diversity and inclusion** in all aspects of their business **statistically outperform their peers.**

Bersin by Deloitte 2015 High-Impact Talent Management research

Inclusive cultures are **45% more likely to improve market share, have greater discretionary effort and lower turnover.**

Research conducted by Forbes

I&D IS A BUSINESS IMPERATIVE

CEO **ACT!ON** FOR DIVERSITY & INCLUSION

Our pledge:

1. Continue to cultivate workplaces that support open dialogue on complex, and sometimes difficult, conversations about diversity and inclusion
2. Implement and expand unconscious bias education
3. Share best known — and unsuccessful — actions

www.ceoaction.com



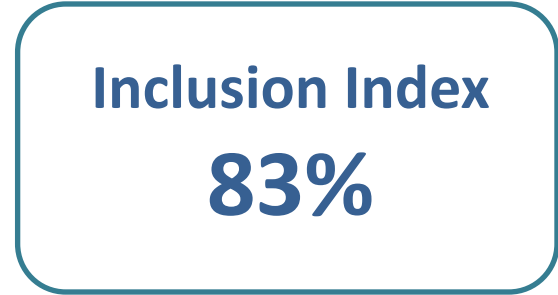
Benno Dorer,
Chairman & CEO

WIN TOGETHER: EXTERNAL RECOGNITION



I&D: WIN TOGETHER

Internal Measurements: CEC Scorecard




Representation

45%

Females Among U.S.
Nonproduction Managers

31%

Ethnic Minorities Among
U.S. Employees 

26%

Ethnic Minorities Among U.S.
Nonproduction Managers 

I&D: What is Inclusion?

Inclusion creates a sense of

BELONGING

that comes from being

VALUED and

RESPECTED

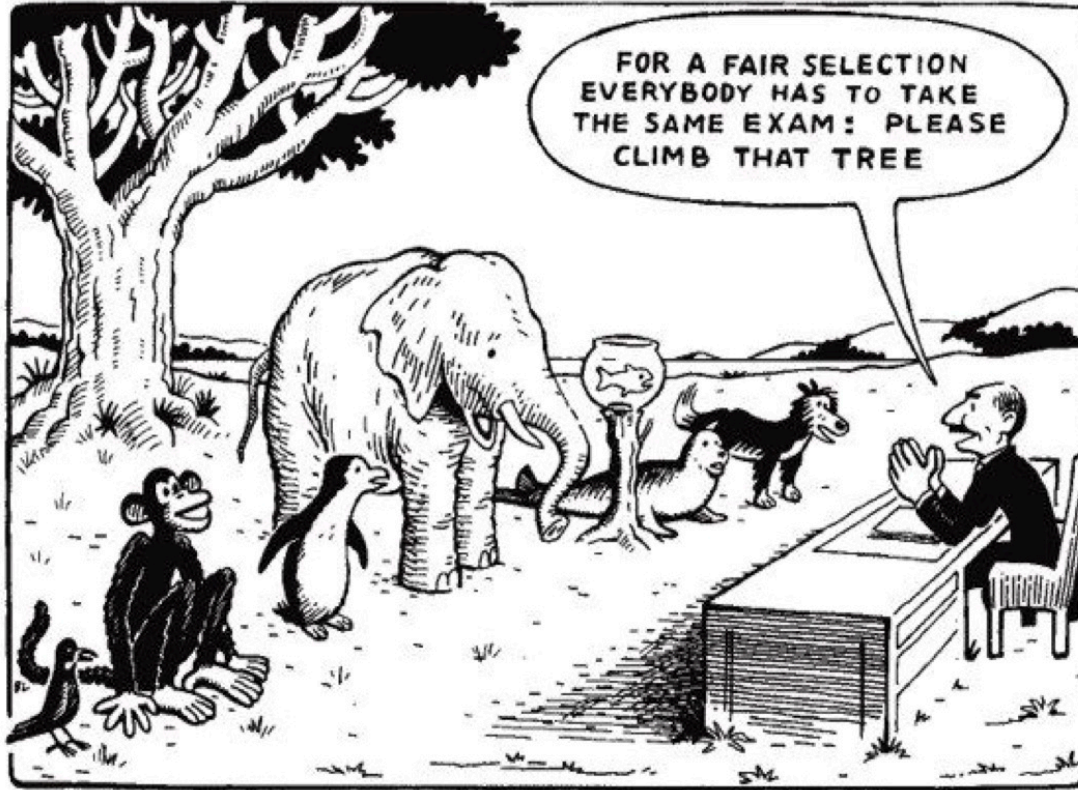
FOR
our **DIVERSITY**

INTERSECTIONALITY

Concept that social categories (race, gender, sexuality, etc.) do not exist separately, but are interwoven.



INTERSECTIONALITY

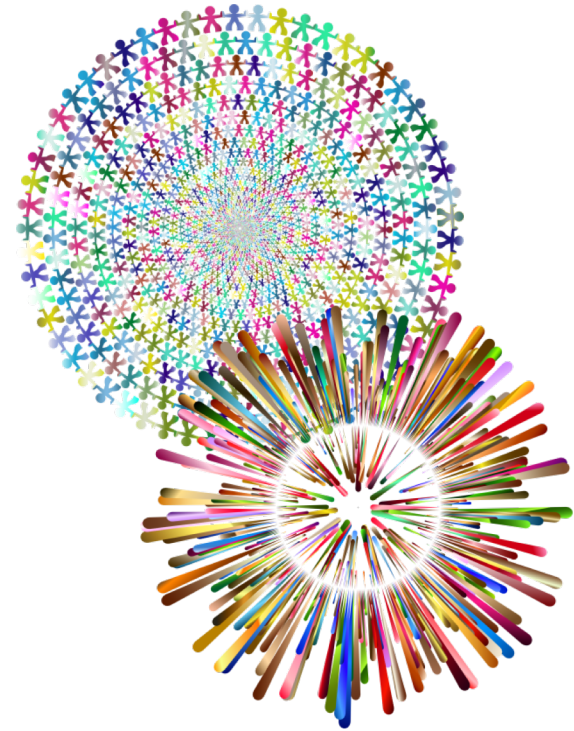


CULTURAL “FIT” VS CULTURAL “ADD”

Cultural “Fit” = homogeneity

Get people who will ‘add’ value,
not just ‘fit’ in

Hiring | Groups | Decision-making



TRAINING

ACCEPT

LABEL

MITIGATE



Similarity Bias: People like me are better than others



Expedience Bias: If it feels right, it must be true



Experience Bias: My perceptions are accurate



Distance Bias: Closer is more valuable than far



Safety Bias: Bad is stronger than good

The SEEDS Model™

I&D IN ACTION: PLUS ONE TO KEY TEAMS



I&D IN ACTION: PLUS ONE TO KEY TEAMS

1. Evaluate team composition
2. Identify a suitable +1 candidate w/ the appropriate relevance
3. Provide a buddy for your +1
4. Set expectations on duration and objectives with your +1

I&D IN ACTION: CEO SPEAKER SERIES

Chief execs in
“fireside” chats

Topics linked to
business strategy
and I&D

ERGs identify,
host speakers

4-5 sessions / year



I&D IN ACTION: ERGs/BRGs



AFRICAN-AMERICAN
EMPLOYEE RESOURCE GROUP



CELEBRASIA
UNITY IN DIVERSITY



SHOW ERG
support, heart & opportunity for women



I&D IN ACTION: Cross- ERG Collab



Celebrating PRIDE Month

Operation Desert Storm

MM2 (SS) Roger Morris

Meet Roger Morris, Sr. Contract Manufacturing Manager based in Alpharetta, Georgia. He joined the Clorox Team in August of 2005 as a production operator in the Forest Park Plant. Roger worked as an Operator, Training Coordinator, WCO Improvement Methods Pillar Lead, and ended his tenure at the Forest Park Plant as the Single Point Contact for Operational Readiness and Changed Management. In July of 2016 Roger moved to the Contract Manufacturing Group and has supported the Cleaning Division and Specialty Division. He currently manages the CDW Contract Manufacturing Sites for Clorox.

Prior to joining Clorox, Roger served in the United States Navy. Roger attended Boot Camp at Recruit Training Command in Orlando Florida, followed by Machinist Mate A-School in Orlando, Florida. After completing A-School, Roger attended Naval Nuclear Power School in Ballston Spa, New York.

Roger was the first in his class to qualify on the MARF Reactor at NPTU Ballston Spa, NY. He was then transferred to Norfolk, Virginia aboard the USS Spadefish Submarine (SSN-668) as a qualified Nuclear Machinist Mate.

Shortly after reporting to the USS Spadefish, the submarine was deployed to the Persian Gulf as part of Operation Desert Storm. Roger spent the next six months deployed where he qualified on all submarine systems and earned his Submarine Dolphins. There was plenty of time to complete this qualification as the submarine was submerged for the 6 month deployment.

Roger served in the US Navy during the "Don't Ask, Don't Tell" era of the military. Even though this policy was in place it did not protect Roger. He was honorably discharged from the US Navy for being LGBT after he no longer was willing to live as someone he was not.



MM2 (SS) Roger Morris



Content Source(s): Roger Morris

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Image Source(s): Roger Morris

Celebrating PRIDE Month

Operation Enduring Freedom

Major Adrianna Vorderbruggen

Not long after the U.S. military repealed its "Don't Ask, Don't Tell" policy, Air Force Major Adrianna Vorderbruggen married her longtime partner, becoming one of the first American service members to be wed in a same-sex ceremony.

Vorderbruggen was the first openly gay American female officer killed in combat.

On Monday, December 21, 2015 nearly five years to the day after the repeal was signed into law, the trailblazing officer was killed along with five other Air Force service members in a suicide bombing in Afghanistan. Vorderbruggen, 36, was part of a convoy outside of Bagram Airfield in Kabul. A man on a motorcycle drove up to the convoy and detonated a suicide vest. The Taliban has claimed responsibility for the attack.

Vorderbruggen's wife, Heather Lamb, who is now left to raise their young son, called her "the light of our lives" and recalled that she had a way of making everyone around her laugh, "even when we thought we didn't feel like it."

Together, they were ground-breakers. Their 2012 marriage was seen by gay rights activists as one of many milestones to follow the repeal of "Don't Ask, Don't Tell," which allowed gay and lesbian troops to serve openly.



Major Adrianna Vorderbruggen and her wife Heather Lamb



Major Adrianna Vorderbruggen in Afghanistan



Content Source(s): <https://www.nbcnews.com/news/health/high-ranking-woman-mycop-among-u-s-troops-killed-n484538>

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Image Source(s): Advocate.com

ACTIVITIES AND ENGAGEMENT

- Ally 101 Training
- Monthly Newsletter
- Monthly Connects
- Community Service
- Reverse Mentorship
- Atlanta Pride Parade
- Growing our Canada Chapter



CLOROX PRIDE ERG

August 2018 Newsletter

The Genderbread Person

by www.ItsPronouncedMetrosexual.com

Gender Identity
Woman ← Genderqueer → Man
Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

Gender Expression
Feminine ← Androgynous → Masculine
Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex
Female ← Intersex → Male
Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

Sexual Orientation
Heterosexual ← Bisexual → Homosexual
Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.



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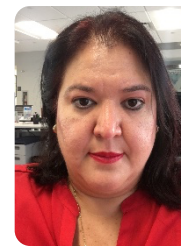
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