



INSPIRING
PLASTICS
PROFESSIONALS

DEI – Diversity, Equity, and Inclusion in SPE

October 2021

What is DEI?

Diversity

- The Range of People's Differences
 - Age
 - Gender
 - Ethnicity/Race
 - Physical Ability
 - Neurodiversity
 - Sexual Orientation
 - Religious Beliefs
 - Culture

Equity

- Practicing Fair Treatment
- Providing Opportunities
- Removing the barriers that prevent full participation
- Promoting fairness and impartiality within processes, procedures, and distribution of resources

Inclusion

- Inviting everyone to participate
- Putting diversity in action
- Offering Respect with words and actions
- Giving employees a voice that is heard



What is DEI?

Diversity

- Results in a wider range of ideas, perspectives, and values
- Reduces Groupthink
- Improves the Quality of Decisions
- Decreases employee Turnover

Equity

- Increases Employee Retention
- Attracts Top Talent
- Wider Talent Pool

Inclusion

- Creates more opportunities for more people
- Generates an atmosphere of trust
- Fosters a sustainable approach to workforce growth



Why does SPE need to care about DEI?



Why does SPE need to care about DEI?



Why do plastics organizations need to care about DEI? There's a business case for it!

23,000,000

net shortfall of potential new employees by 2020
(Men as Allies, Diversity Best Practices, 2016)



War for Talent

An organization with a reputation for inclusiveness becomes a magnet, attracting top diverse talent; in turn, that talent can better tap markets' potential.
(The Inclusive Leader, The Korn Ferry Institute, 2016)



Engagement

up to
30%

Employee engagement suffers due to unwelcoming environments

(Human Rights Campaign, The Cost of the Closet, and the Rewards of Inclusion, 2014)

61% of people (including 45% of white males) admit to covering at work (hiding a part of themselves); covering leads to a lower commitment, sense of belonging, perceptions of opportunities to advance and more serious considerations to leave
(Uncovering Talent: A new model of inclusion, Deloitte University, 2013)



Financial Results

35% more likely...to have financial returns above their respective national industry medians for companies in the top quartile for racial and ethnic diversity;

15% more likely...to have financial returns above their medians for those in the top quartile for gender diversity
(The Inclusive Leader, The Korn Ferry Institute, 2016)

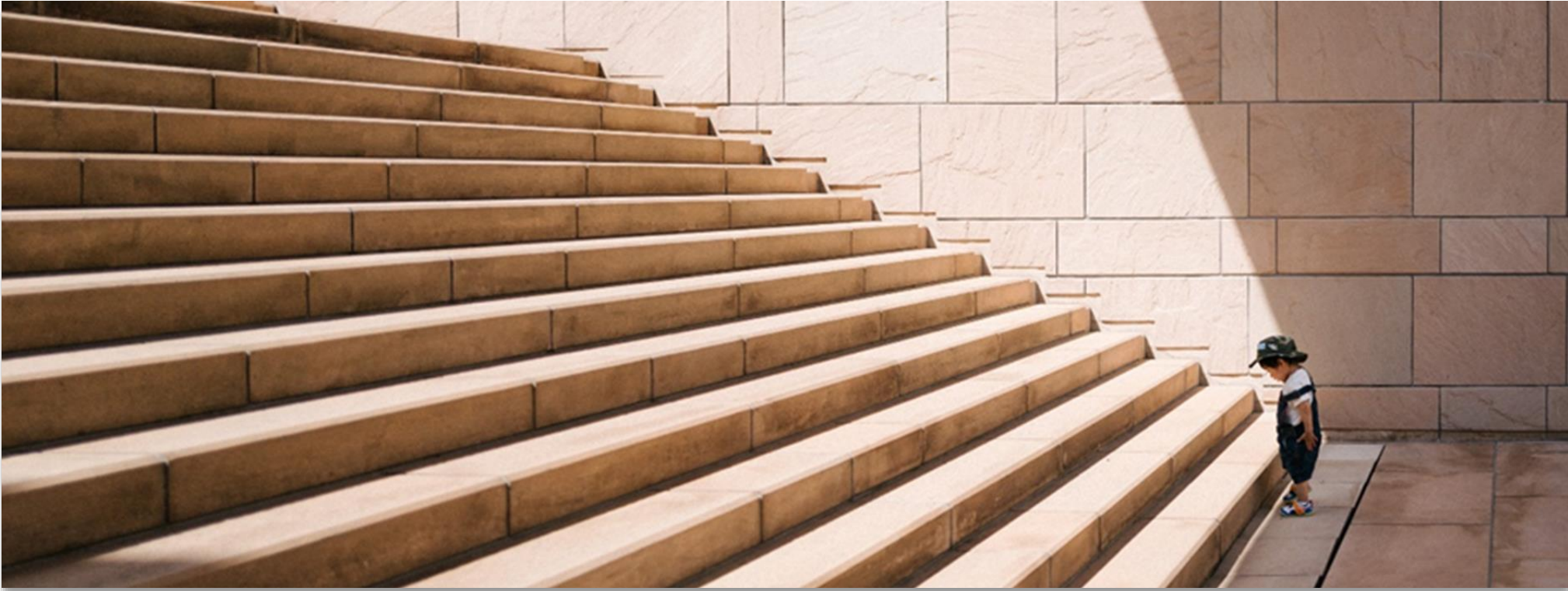


Productivity and Innovation

When employees work with/for an inclusive leader there are high-impact benefits including improved collaboration, higher performance and productivity, greater engagement and loyalty, increased motivation, greater innovation and creativity, and enhanced potential to capture market share.

A diverse talent mix also can spark greater creativity and propel innovation that can help organizations distance themselves from their competition.
(The Inclusive Leader, The Korn Ferry Institute, 2016)





Where to Begin?

Embracing diversity, equity, & inclusion to drive plastics workforce development and membership gains. What initial steps can we take that are pragmatic and achievable?



What Are We Doing – Our First Steps?



SPE strives to create an environment in which everyone is respected and valued and has equal opportunities to develop, advance, and be heard.

- Establish an SPE DEI Advisory Board
- Appropriate Education for SPE Executive Board & Foundation Board, Chapter Leadership, Employees, and Members
- Through PlastiVan® and PlastiVideo™ serve underrepresented students more holistically
- Seek ways to increase the diversity of SPE Leadership



How are we are doing that?

SPE DEI Advisory Board

Establish an SPE DEI Advisory

Board: Through the formation of this Advisory Board, SPE intends to bring DEI issues to the forefront, while at the same time developing educational, professional development, mentoring, and recruitment resources for SPE's elected leaders, staff, and members and their companies. SPE's goal is to ensure a more thorough understanding of the issues and of the inherent value of being more diverse, inclusive, and equitable.

See www.4spe.org/DEI for more information

SPE DEI Advisory Board First Steps: Develop a DEI Mission and Strategic Objectives

Mission:

Diversity, Equity, and Inclusion are business imperatives for SPE, its members' companies and academic institutions, and the overall plastics industry. SPE strives to create an environment in which everyone is respected and valued and has equal opportunities to develop, advance, and be heard.

Strategic Objectives:

1. **Education:** To provide education and tools
2. **Internal Recruitment and Professional Development:** To develop processes to recruit and develop more diverse SPE leadership and staff teams
3. **Career Pathing and Mentoring:** To expand the scope of the SPE PlastiVan® and PlastiVideo™ programs to reach a greater number of diverse students
4. **Stakeholder Engagement:** To share best DEI practices with all stakeholders

See www.4spe.org/DEI for more information



How are we doing that?

Strategic Objective: EDUCATION

Diversity, Equity, and Inclusion in Manufacturing Roundtables

Discovery & Education: As a first step to provide education to SPE's elected leaders and staff, as well as to members' organizations, to ensure that all stakeholders have a thorough understanding of the inherent value of becoming more diverse, inclusive, and equitable organizations and have the tools necessary to advance toward that goal.



How are we doing that?

Strategic Objective: EDUCATION

DEI Podcast by SPE



Discovery & Education: The goal of the Podcast is to increase DEI awareness and education and to encourage an ongoing DEI dialogue within the plastics and manufacturing industries as well as encourage their supply chains to help accelerate change towards greater workforce diversity, equity, and inclusion.



How are we planning on doing that?

Strategic Objective: INTERNAL RECRUITMENT and PROFESSIONAL DEVELOPMENT

Internal Recruitment and Professional Development: To develop processes to recruit and develop more diverse SPE leadership and staff teams, and to provide resources to members' companies so that they too have the tools to similarly enhance their existing programs and practices.



How are we planning on doing that?

Strategic Objective: Career Pathing and Mentoring



1. Engage community partners
2. Employ PlastiVan® educators that look like the students they are serving
3. Engagement of underrepresented and under-resourced students, highlighting the plastics industry as a career path
4. Long-term commitment by the SPE Foundation

Career Pathing and Mentoring: To expand the scope of the SPE PlastiVan® and PlastiVideo™ programs to reach a greater number of students in under-resourced BIPOC communities with multiple, layered touches of polymer/plastics STEM education and activities with ongoing mentoring from BIPOC scientists and engineers. The goal is to inspire a large, diverse group of young people to envision their future careers in plastics-related industries and to support their career journeys toward that end.



How are we planning on doing that?

Strategic Objective: Career Pathing and Mentoring



1. PlastiVan® and PlastiVideo™
2. After-school SPE Clubs for students
3. Young researchers at Ecotek Science at Work Labs
4. Research stipends for middle and high school students
5. Polymer Science Fair Competitions
6. “Wonders of Plastics” essay competitions
7. Community-wide plastics STEM Fairs
8. Industry engagement/mentoring
9. Industry field trips
10. SPE Conference and event attendance
11. Internships
12. College scholarships

Career Pathing and Mentoring: To expand the scope of the SPE PlastiVan® and PlastiVideo™ programs to reach a greater number of students in under-resourced BIPOC communities with multiple, layered touches of polymer/plastics STEM education and activities with ongoing mentoring from BIPOC scientists and engineers. The goal is to inspire a large, diverse group of young people to envision their future careers in plastics-related industries and to support their career journeys toward that end.



How are we planning on doing that?

Strategic Objective: STAKEHOLDER ENGAGEMENT



To engage members' companies, academic institutions, and other stakeholders to share best DEI practices, workforce information, and resources to further these objectives, and to create safe opportunities for stakeholders to respectfully discuss DEI issues which are at the intersection of individual, corporate, and academic social responsibility.



Visit 4spe.org/DEI for additional information & resources



Enter search term



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Questions and Discussion



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Closing Remarks