



EQUALITY
AND
INCLUSION

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WE ARE
UNIQUE
AND
WE ARE
UNITED

Procter & Gamble

- American FMCG corporation
- Headquartered in Cincinnati, Ohio
- Founded by Williams Procter and James Gamble in 1837
- Have 65 brands and they are categorized into:
 - fabric care
 - home care
 - baby care
 - feminine care
 - family care
 - grooming
 - oral care
 - personal health care
 - hair care
 - skin & personal care



Equality & Inclusion



Four Key Pillars



Employees



Brands



Partners



Communities

Goals

- Aspiration
- Actions
- Outcome

ABOUT EQUALITY AND INCLUSION:



Gender

Advertising & media
Education & Economic Opportunities
Inclusive Environment inside and outside P&G

Race & Ethnicity

Build a diverse employee & leadership base
Use convening power to bring together partners
Leverage their voice; create open-minded places

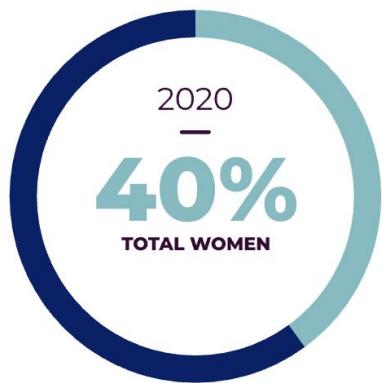
LGBTQ+

Be seen
Be heard
Be proud

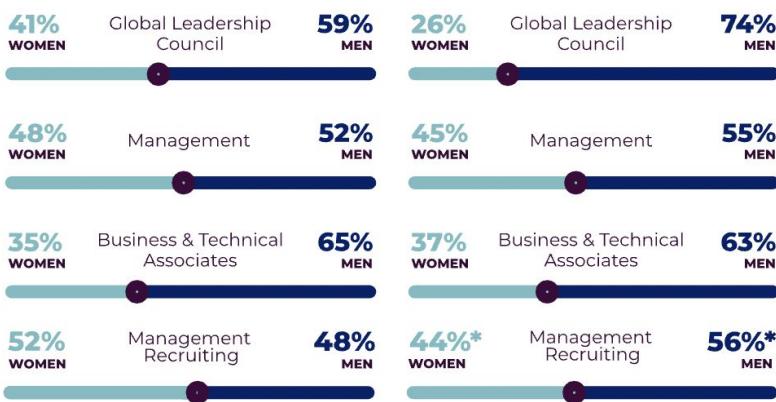
People with disabilities

Hold accountable for their accessibilities
Includes visible and invisible disabilities

GLOBAL WORKFORCE REPRESENTATION BY GENDER



2015



U.S. WORKFORCE REPRESENTATION BY RACE AND ETHNICITY



Film *The Choice*

U.S. RACE AND ETHNICITY COMPOSITION

2020	TOTAL MULTICULTURAL	2015
36% _____	Global Leadership Council	23%
28% _____	Management	25%
22% _____	Business & Technical Associates	20%
25% _____	Overall	22%
40% _____	Management Recruiting	35%*

LGBTQ+

The Words Matter



They Will See You



Out of the Shadows



BE SEEN

Images and messages;
Traditional media and
social media



BE HEARD

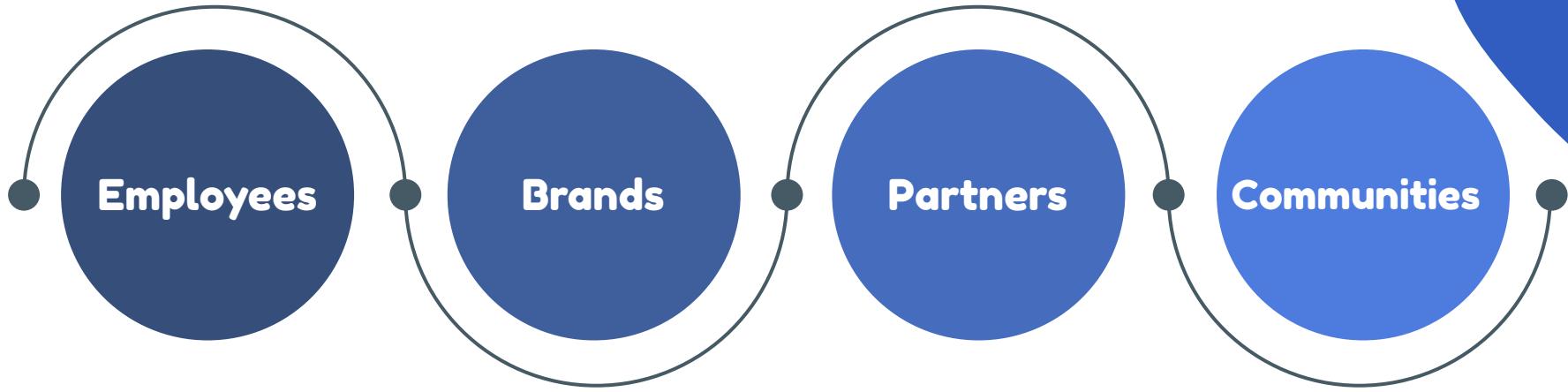
Perspective on the
Equality Act



BE PROUD

Pride events and
movements

People with disabilities



Diverse recruitment

Proper accommodation
Physical and
technological support

Easily accessible services

Enhance the design of
products, package and
experiences

Charity and broadcast

Meet the needs of
consumers with
disabilities

"We are unique and united"

Join The Valuable 500 to
provide inclusive global
workplace

References

Procter & Gamble. (n.d.). *Equality & Inclusion*. Retrieved October 5, 2021, from <https://us.pg.com/equality-and-inclusion/>.

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P&G (Procter & Gamble) (2020, December 7). *P&G | Equality & Inclusion: Aspirations, actions, outcomes*. YouTube. Retrieved October 5, 2021, from <https://www.youtube.com/watch?v=rzRAINdylv8>.

Photo references:

- <https://us.pg.com/equality-and-inclusion/>
- <https://www.boldbusiness.com/human-achievement/pg-innovation-strategy/>

