



**WE ARE
UNIQUE
AND
WE ARE
UNITED**

— Mengyao(Wendy) Wang

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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



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

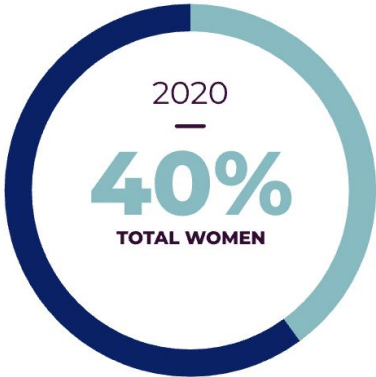
LGBTQ+

Be seen
Be heard
Be proud

People with disabilities

Hold accountable for their accessibilities
Includes visible and invisible disabilities

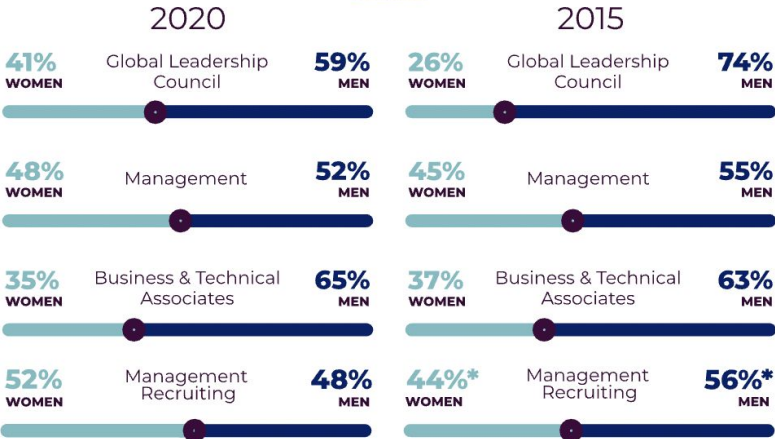
GLOBAL WORKFORCE REPRESENTATION
BY GENDER



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

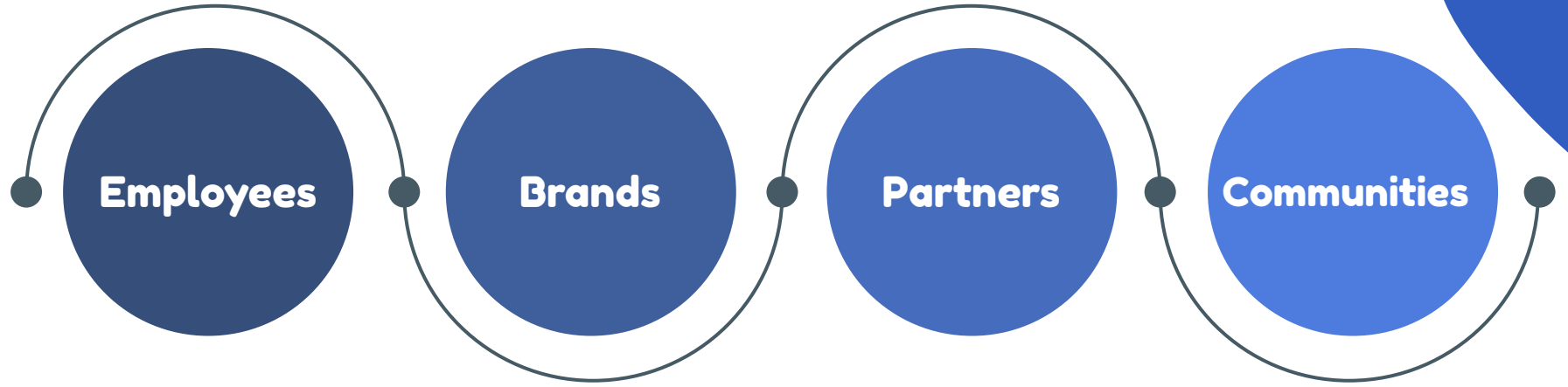
Perspective on the
Equality Act



BE PROUD

Pride events and
movements

People with disabilities



Diverse recruitment

Easily accessible services

Charity and broadcast

"We are unique and united"

Proper accommodation
Physical and
technological support

Enhance the design of
products, package and
experiences

Meet the needs of
consumers with
disabilities

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/>.

Procter & Gamble. (n.d.). *Equality and Inclusion Brochure*. Retrieved October 5, 2021, from https://downloads.ctfassets.net/oggad6svuzkv/54mieKTXK01ZqbEABT2qLk/4890061ffb86bf5b64f3526c87b925ca/P_G_E_I_Brochure_090820.pdf.

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/>

