

Igniting & Mobilizing Affinity Groups to Advance Diversity Equity & Inclusion

Your Discover Panel



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Our DE&I North Star Goals



- Increase the representation at all management levels by 2025:
- Increase women to 50%
 - Increase People of Color (POC) to 40%
 - Increase Black and Hispanic to 15%



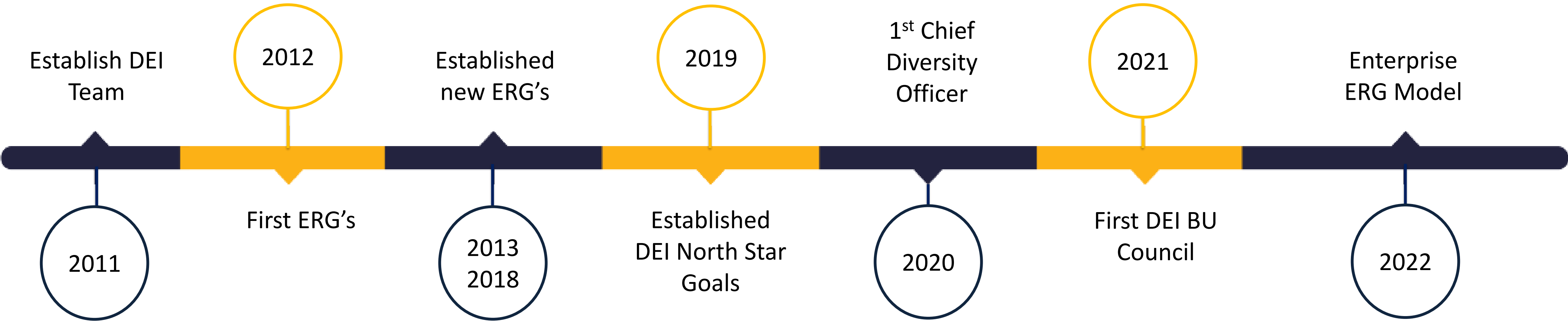
Monitor our core talent processes to identify and resolve any potential equity gaps



Achieve and maintain equally strong employee inclusion across all identity groups by 2024

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Discover's DEI Journey



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Discover's Partnerships



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Impact of Partnerships and Collaboration

Inclusion

Achieve and maintain
equally strong
employee inclusion
across all identity
groups by 2024

2022 Outcomes

Increased Inclusion Index score
by 3 points, achieving a score of
80/100 or above for all our
identify groups

Range between 80-85 for all
identify groups

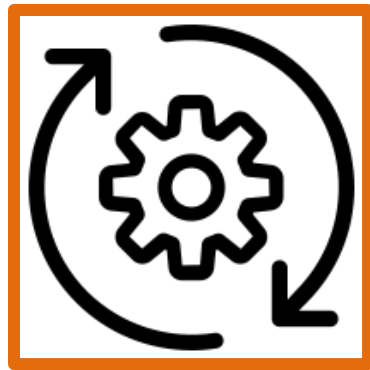


People Leader Training

1. Start a new inclusive practice
2. Make more equitable decisions



Design Phase



Implementation Phase



Thank You.