



REUTERS/LEONHARD FOEGER

# THE POWER OF US

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Our diversity and inclusion commitment

# We foster an inclusive workplace...

...where all employees  
are valued and have the opportunity to  
reach their full potential.

We embrace diversity of thought, style,  
experience, culture, race, color, gender,  
national origin, religion, gender identity  
and expression, sexual orientation,  
disability, age, marital status, citizen  
status, and veteran status to drive  
innovation and deliver competitive  
advantage.

# Diversity and Inclusion: A Business Imperative

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## Competitive advantage

Collaboration generates ideas that result in business opportunities.

The evidence is compelling: Diverse companies with a culture of inclusion outperform their competitors.



## Sustainable innovation

Innovation is driven by human ingenuity and our diverse employees have the wide-ranging skills, knowledge and experience to attract new customers and find new markets.

Our workplace is inclusive and recognizes that ideas can come from anyone, anywhere, at any time.



## Brand equity

The world is evolving quickly and the need for intelligent information is greater than ever.

As a leader in the global knowledge economy, we must leverage the diversity of the evolving global talent pool to address complex challenges for our customers.



“As an organization with diverse businesses competing in the global marketplace, we need the best ideas and most innovative approaches in order to solve our customers’ problems.

By drawing on diverse talent, building an environment focused on performance, and driving innovation through collaboration and inclusion, we will succeed.”

— JIM SMITH, CEO

*Thomson Reuters*





# Proven External Business Results

Gender diversity accounted for an increase of **\$599.1 million in sales revenue** on average.<sup>1</sup>

Inclusion is a key driver of engagement and companies with the most engaged employees outperform others by **19% in annual operating income and 28% in earnings per share.**<sup>2</sup>

Companies with the highest rate of racial diversity brought in nearly **15 times more sales revenue** on average than those with the lowest levels.<sup>6</sup>

Diversity can increase economic performance by as much as **2.2 times for profitability** and 2 times stock valuation.<sup>3</sup>

Companies that are seen to embrace diversity and inclusion have **higher customer loyalty.**<sup>5</sup>

Companies ranking in the top quartile of executive-board diversity outperform the bottom quartile by more than **53% in return on equity.**<sup>4</sup>



“Diversity is a business issue and is critical to our continued success, and our ability to remain leaders in our industry globally..”

– **DEIRDRE STANLEY, EXECUTIVE VICE PRESIDENT AND GENERAL COUNSEL, THOMSON REUTERS**

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“To compete on a global scale, it is critical that a business embrace diversity in all its iterations. Our customers come to us with a multitude of viewpoints and experiences, and as business leaders we need to be able to respond and engage accordingly.”

– **BRIAN PECCARELLI, PRESIDENT, TAX & ACCOUNTING, THOMSON REUTERS**

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“We are living and operating in a very complicated, dynamic, fast moving world. Regardless of industry, the only way that you can deal with these competitive conditions is to have as diverse a team as possible.”

– **SUSAN TAYLOR MARTIN, PRESIDENT, LEGAL BUSINESS, THOMSON REUTERS**

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“Cultivating an inclusive work environment helps us attract and retain diverse talent with wide-ranging skills and industry expertise who collaborate to provide the most innovative solutions for our clients.”

– **PETER WARWICK, CHIEF PEOPLE OFFICER, THOMSON REUTERS**

# 2018 & Beyond Inclusion Roadmap

## INCLUSIVE WORKPLACE

**Create a workplace in which *everyone* is valued and has an opportunity to reach their full potential**

- Embed inclusion and diversity into all organizational processes, and partner with Business and HR Leaders to champion inclusive practices around the globe
- Expand awareness, knowledge, capabilities, and cultural competency around Inclusion and Diversity for people leaders and individual contributors globally
- Oversee and provide consultation to the Business Resource Groups to support the delivery and execution of their strategic business impact and inclusion goals

## DIVERSE TALENT

**Establish programs and processes that systematically attract, develop and accelerate the careers of all top talent**

- Drive accountability on diverse representation across talent processes through clear metrics and increased partnership with Business and HR Leaders
- Expand manager training to increase cultural competence and capability around talent processes, including - diverse candidate slates, interview panels, and performance management.
- Provide consultation and thought leadership to the Women's Advisory Taskforce in support of the 2020 Women in Leadership target goal
- Provide consultation and thought leadership to the Black Talent Taskforce and Black Talent pipeline initiatives

## CLIENT ENGAGEMENT

**Position Thomson Reuters as a great company and enhance our partnerships with clients**

- Engage client-facing staff to understand and leverage the business value of Inclusion and Diversity
- Showcase our thought leadership to diverse communities through conferences and research
- Partner with external organizations to enhance positive workplace brand reputation via best company awards recognition
- Engage with clients, including the Top 100 on the D&I Index, to collaborate and share inclusion and diversity best practices
- Collaborate and provide thought leadership to Sourcing and Procurement around Supplier Diversity Initiatives

# Business Resource Groups at Thomson Reuters

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ASIAN AFFINITY  
NETWORK



BLACK EMPLOYEE  
NETWORK



DISABILITY EMPLOYEE  
NETWORK



LATINO EMPLOYEE  
NETWORK



PRIDE AT WORK



VETERANS NETWORK



WOMEN@  
THOMSONREUTERS



EARLY CAREERS  
NETWORK



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