



REUTERS/LEONHARD FOEGER

# THE POWER OF US

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Our diversity and inclusion commitment

The intelligence, technology and human expertise  
you need to find trusted answers.



# 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**

# 2016 Strategy

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## INCLUSIVE WORKPLACE

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

- Strive for 90% of employees having completed the mandatory D&I e-learning course
- Expand the reach of our unconscious bias training and develop additional resources on micro-aggressions
- Redesign and re-launch Cultural Fluency training and reach 25% of employees
- Partner with HR, benefits & policy to expand our coverage of inclusive benefits around the globe (domestic partner, parental leave, flex work)
- Continually improve workplace accessibility for people with disabilities in all locations globally
- Assist business resource groups in delivering against their strategic objectives and provide operational support
- Host the Power of Us global event series to showcase CR&I to our employees globally

## DIVERSE TALENT

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

- Continue with diversity in succession planning & candidate slates and review progress annually
- Launch training and develop additional resources around diverse interview panels, diverse candidate slates for all managers.
- Design and deliver an employee development and sponsorship program to increase ethnic and racial diversity
- Host at least 3 workshops or trainings on race and ethnicity for senior leadership
- Increase the number of recruiters with Certified Diversity Recruiter status
- Develop senior leader briefings for multiple areas of diversity and inclusion
- Partner with regional, BU and executive diversity councils to help drive the diversity & inclusion agenda

## BUSINESS DEVELOPMENT

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

- Showcase our thought leadership to diverse communities through conferences and research
- Improve brand recognition through awards, recognition
- Create greater transparency on our gender metrics as part of our annual CR&I report
- Create meaningful client connections through value-added services
- Shape new content and products for diverse markets and launch the D&I index
- Influence internal product development to ensure inclusion
- Continue to offer Convene to reach additional diverse audiences
- Ensure sales teams understand and leverage the business value of CR&I

# Business Resource Groups at Thomson Reuters

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ASIAN AFFINITY  
NETWORK

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BLACK EMPLOYEE  
NETWORK

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DISABILITY EMPLOYEE  
NETWORK

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LATINO EMPLOYEE  
NETWORK

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PRIDE AT WORK

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VETERANS NETWORK

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EARLY CAREERS  
NETWORK

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