

ELEVATE COMPANY CULTURE.

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IMEC is your trusted partner.



Each year, IMEC collaborates with more than 1500 Illinois manufacturers to fine tune plans, implement business-building initiatives, and excel among competitors. With a demonstrated return that exceeds 19:1, we provide educational insights to hundreds more through events and workshops.

Our mission and sole measure of success is the impact we make for you. Work with IMEC to identify and achieve your goals.



IMEC can support you with:

- Dedicated experts
- Customized training
- On-site or virtual implementation
- Audits and assessments
- Industry-leading content and insights
- Multi-company training and events
- And much more!



2022 Client-Reported Impacts



\$1,357,032

Average New &
Retained Sales



4,471

Jobs Created & Retained



1,867

Companies Assisted



\$73,969

Average Cost Savings



19:1

Return on Investment

\$480,633,397

Aggregate Impact to Illinois
Economy



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Are You a Manufacturer?

- Common to imagine big assembly lines when thinking about manufacturing.
- Limited view of the industry can cost entrepreneurs opportunities to be found by customers and access resources.
- Are you making, baking, or adding value to products?
- Are you a one-person operation?
- What may seem like a passion or hobby creating is an important part of this industry that fuels our economy.



Diversity, Equity, and Inclusion: Essential for economic and workforce competitiveness

Women Workers in the U.S.



Minority Workers in the U.S.



8X Return on every dollar spent on diversity and inclusion initiatives¹

39% take organization's inclusiveness into account when making career decisions¹

25% more financial returns for companies that are top quartile for gender diverse executive teams¹

3X more likely than their peers to feel excited by and committed to their organizations¹

Diversity, Equity, and Inclusion:

Essential for economic and workforce competitiveness

Purpose: To create and integrate a set of results-oriented actions to promote diversity and inclusion at IMEC and in fulfillment of our mission

- Provide strategic guidance and board monitoring for a roadmap of short- and long-term actions to address
 - IMEC board and staff
 - Manufacturing clients
 - Manufacturing ecosystem including partners, third-party resources, etc.

Definition(s):

Economic Inclusion: Reduce the Illinois manufacturing Equity Gap by investing in, providing support to, and taking down skills and opportunity barriers for economically disadvantaged populations.

Disadvantaged populations: Women, rural residents, people of color, people with disabilities, age, veterans, justice-impacted populations, immigrant populations, LGBTQ+, religion

The IMEC Diversity, Equity, and Inclusion Framework

Company Culture

- Develop knowledge, awareness, and skill through DEI resources
- Facilitate engagement surveys that include customized D&I questions to identify workforce gaps
- Create a DEI action plan
- Embed diversity and inclusion into the day-to-day work
- Receive dedicated access to DEI experts

Create a diverse and an inclusive work environment.

Talent

- Develop leaders to lead a diverse and inclusive workforce
- Retain top talent through skills training and career advancement
- Attract new talent by strengthening your pipeline
- Advance equity and support for all

Create an environment that ignites personal success for all employees.

Geographic Communities

- Strengthen manufacturing ecosystem in economically distressed communities
- Provide technical assistance for manufacturers to be globally competitive
- Facilitate knowledge sharing and connections
- Complement skills training efforts for residents
- Support transition of ownership

Create long-term growth through diversity and innovation.

Dimensions: Race/Ethnicity, Age, Gender, Disability, Veteran, Justice-Impacted, Immigrants/Refugees, LGBTQ+, Religion, Rural Residents

DIVERSITY

- made up of the numerous human attributes that differentiate people from each other.

EQUITY

- treating people fairly and recognizing that each person has different circumstances.

INCLUSION

- being intentional, proactively recognize, respect and welcome diversity.

BELONGING

- a mental and emotional state of feeling seen, valued, and supported for your uniqueness.

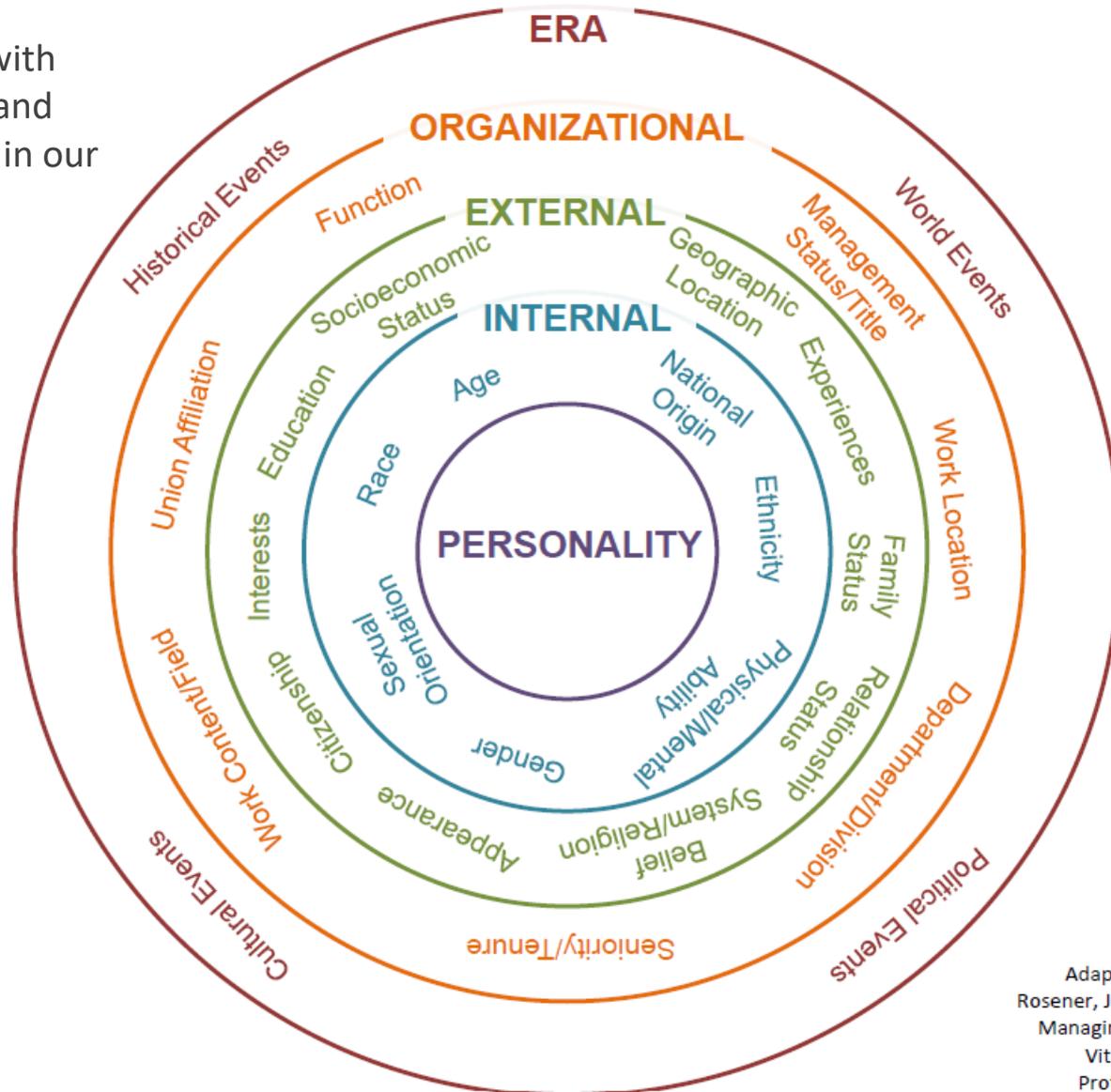
ACCESSIBILITY

- providing all individuals equal access to information, programs, and services and ensuring that accommodations and modifications are available to allow full participation.



DIVERSITY WHEEL

What's your story?
Our diversity can begin with inherent characteristics and evolves by the influence in our lives.



Adapted from: Loden, Marily & Rosener, Judy, "Workforce America! Managing Employee Diversity as a Vital Resource," McGraw-Hill Professional Publishing, 1990.

Survey

1. Lack of access to diverse talent pool
2. Finding a “fit” in their organization for a diverse workforce
3. Lack of industry experience in diverse workforce/applicants
4. Lack of necessary education in diverse workforce/applicants

❖ **Many recognized that a diverse workforce was a competitive advantage.**

Culture

Two young fish are swimming in the ocean when they happen by an older fish. “Morning, boys,” the older fish says. “How’s the water?” Only after the older fish leaves does the younger fish say, “what the hell is water?”.



▶ Culture by
default



▶ Culture by
design

Retention



Human Interaction is a Vulnerable Act

- We are social creatures
- Interactions can be enriching, satisfying, strengthening
- Interactions can be negative and even destructive

Culture shapes the way we interact and the vulnerability we feel when we interact.

Inclusion starts with I

Video: *Inclusion starts with I (4 min)*

<https://www.youtube.com/watch?v=2g88Ju6nkcq>

You care about fairness and doing what's right. Right?

Sometimes, despite your best intentions, the impacts of your actions aren't fair.

When we serve in a leadership role, the immediate recipients of our biases is our team.

The bad news is that implicit bias operates without you being consciously aware of it.

The good news is that you can take conscious steps to reduce implicit bias and to minimize its effects.

Everyone has bias

Bias, both explicit and implicit, is how our brain manages the overwhelming amount of information it needs to process every waking minute.



What is bias?

Bias is prejudice in favor of or against one thing, person, or group compared with another.

Explicit bias refers to the attitudes and beliefs we have about a person or group on a conscious level.

Implicit bias / unconscious bias refers to the attitudes and beliefs we have that affect our understanding, actions, and decisions in an unconscious manner.

Our bias is influenced by...

- Information
- Culture
- Experiences
- Assumptions
- Stereotypes
- Automatic Associations



Bias can affect behavior in ways we don't intend



Bias can affect behavior in ways we don't intend



Bias can affect behavior in ways we don't intend



Hundreds types of bias exist

Functional bias we build stereotypes based on professions

Attribution bias tendency to explain a person's behavior by referring to their character rather than situational factor

Negativity bias we pay more attention to negative data vs positive data

Confirmation bias we pay special attention to data that proves our strategy or conclusion

Affinity bias natural tendency to associate ourselves with people just like us

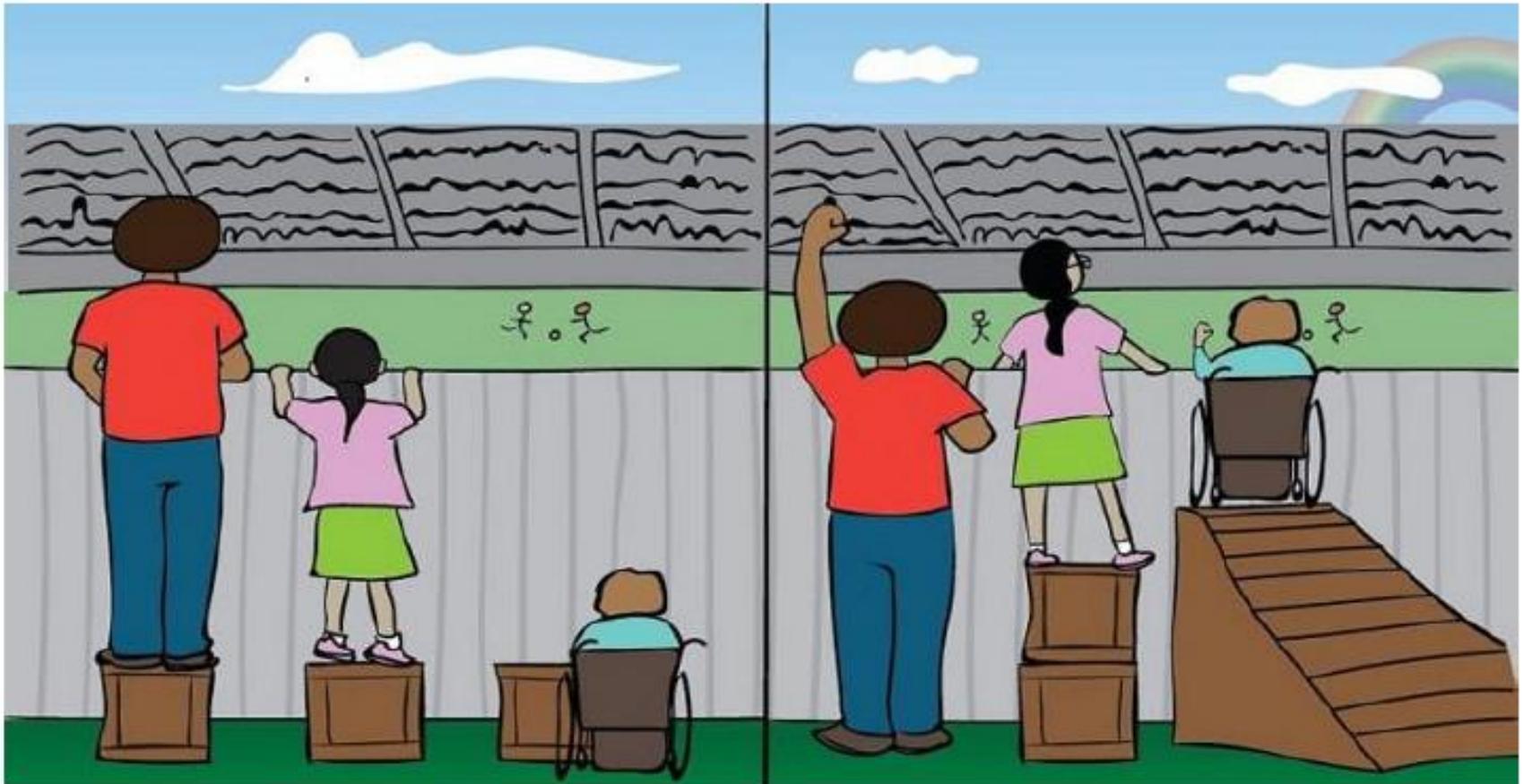
Authority bias natural tendency to be more influenced by the opinion of an authority figure, unrelated to its actual content.

Mitigation Strategies:

- Create Self Awareness
- Intergroup Contact
- Practice Mindfulness
- Introduce Friction
- Counter Stereotypes
- Create Perspective

Approach with an open mind

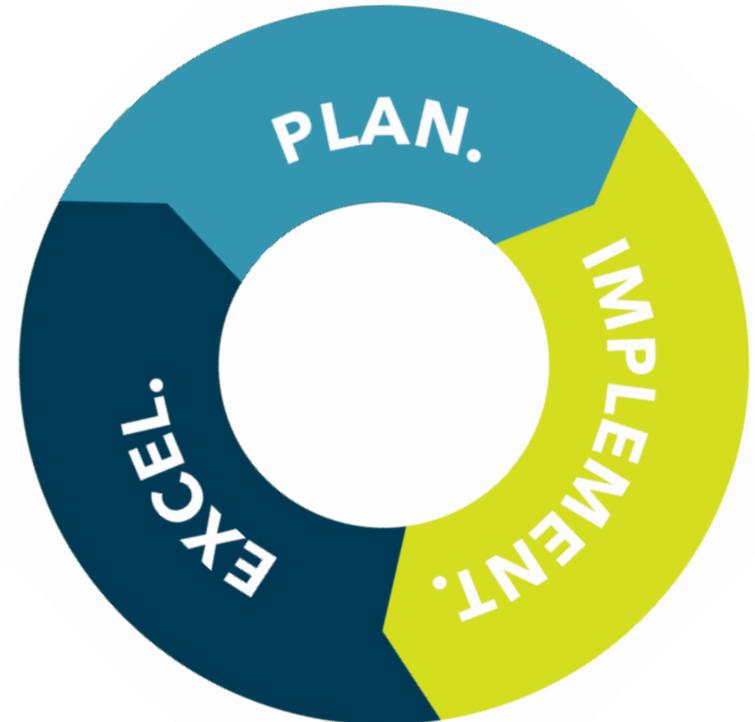




EQUALITY vs. EQUITY

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Solutions

Accessibility Consulting & Training	Global Leadership Management	Psychological Safety
Cultural Humility	Inclusion Council/ERG implementation	Support & Coaching
DEI Assessment	Inclusive Leadership	Translations
Document Review for Inclusive Language	Job Placement and Retention Programs	Unconscious Bias
Employee Engagement Surveys	Language Instruction	Web Localization
Employee Onboarding	Leadership Development	Workplace Accessibility
Focus Groups	LGBTQ+ Ally	Workplace English as a Second Language
Generational Blending in the Workplace	Microaggressions	Workplace Sexual Harassment

...and much more

IMEC Team

Partner Organizations

Third Party Resources

ELEVATE COMPANY CULTURE

The IMEC Diversity, Equity, and Inclusion Journey Map

Where do you begin? Or what can you do next to create a compelling company culture?

This journey map is designed to guide small to mid-size manufacturers to action.

The IMEC experienced team is positioned to assist with improvements in diversity and inclusion which contribute to your business performance, responsiveness to customer needs, and employee collaboration and loyalty.

HEIGHTEN YOUR AWARENESS

- Assess your company's culture with a comprehensive DEI assessment
- Gain employee insights through Employee Engagement Surveys and focus groups
- Evaluate the effectiveness of your talent acquisition and retention process
- Increase leader's knowledge through learning and development
- Develop your business case for DEI

CREATE INCLUSIVE ENVIRONMENTS

- Cultivate trust by creating action plans from employee engagement results
- Bring DEI vision to life by embedding DEI into your day-to-day activities
- Develop and retain top talent through skills training and career advancement
- Develop future leaders through succession planning
- Cultivate pipelines through equitable recruitment tools and sourcing channels
- Improve operational efficiency and workplace safety through job instruction tools
- Advance equity and support for people with disabilities, women, LGBTQ+ and BIPOC

LEAD WITH EXCELLENCE

- Define measures for success to reflect diversity equitably in all levels and functions
- Evaluate DEI goals for impact and effectiveness
- Create Inclusive benefits and compensation practices
- Gain access to diverse markets and boost your company's image with supplier diversity
- Lead culturally relevant marketing strategies reflective of company's commitment to DEI
- Become a top leader in employee engagement results
- Pioneer DEI initiatives and be recognized for accomplishments and best practices
- Connect DEI to Environmental, Social Governance, and Corporate Responsibility

Thank You!

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