



Wharton  
ALUMNI CLUB  
*UNIVERSITY of PENNSYLVANIA*

New York

# Diversity, Equity & Inclusion Initiatives

Wharton Club of New York

Regina Jaslow, W'97, President

“A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.”

— SUNDAR PICHAI, WG'02  
CEO, GOOGLE & ALPHABET

# Order of Focus

Phase	Internal	External
1	Board & Exco	Speaker Events I
2	Volunteer Chairs	Equality Task Force & Speaker Events II
3	Volunteer Base	Advocacy at External Entities

- Starting at the top internally and working through the pipeline
- Working on our speaker mix across all events, especially panel discussions (higher visibility)

Phase 1

Get Started

## Phase 1: Board Mix

Board of Directors	2005	2020
# of Board Members	7	11
Female	2 (29%) 2 White Females	4 (36%) 3 White Females 1 Asian Female
Minority	0 (0%)	2 (18%) 1 Black Male

- Added term limits to retire BoD members to Board of Governors
- Added BoD seats to enable greater diversity

## Phase 1: Executive Committee Mix

ExCo	2016	2021
# of ExCo Mbrs	9	10
Female	4 (44%) 3 White Females 1 Asian Female	4 (40%) 2 White Females 2 Asian Females
Minority	3 (33%) 1 Indian Male 1 Black Male	7 (70%) 3 Indian Males 1 Asian Male 1 Black Male

- Still need to improve on getting Black/Hispanic females represented
- Importance of building the pipeline

## Phase 1: Speakers Mix I

Speakers	As of June 2017	As of June 2020
Female	15 (25%)	19 (35%)
Male	46 (75%)	35 (65%)

- Delay event date if needed till at least 1 female is added to a panel
- Push back by event chairs due to inconvenience
- Sequencing helps: First invite women, then fill in the rest
- Need to benchmark more often e.g. monthly
- Did not benchmark or focus on ethnicity at this phase

“Diversity is the mix. Inclusion is making the mix work.”

— ANDRES TAPIA

GLOBAL D&I STRATEGIST, KORN FERRY



# Phase 2

Go Deep

## Phase 2

1

Speaker Events II – beyond gender

2

Volunteer Chairs – benchmark in progress

3

Equality Task Force – Formation in summer of 2020

# Phase 3

Go Wide

# Phase 3

1

Volunteer Base – to benchmark

2

Advocate for DE&I in C-suite/mgmt, workplace, vendors

“When everyone is included, everyone wins.”

— JESSE JACKSON

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