

Center for Inclusive Excellence

# Live Into It: The Business of Community

## Situations & Solutions



CARLSON SCHOOL  
OF MANAGEMENT

UNIVERSITY OF MINNESOTA



# Moderator



**Matt Ladhoff**

Impact Lab & Senior Lecturer

Carlson School of

Management

# Panelists



**Alex Tittle**  
Chief Diversity Officer  
Be The Match, NMDP



**Tiffany Orth**  
Vice President of Mobility & Executive Director  
Move Minneapolis, Minneapolis Regional Chamber

# Panelists



**John Hardy**

Director of Inclusion, Diversity & Equity  
Best Buy



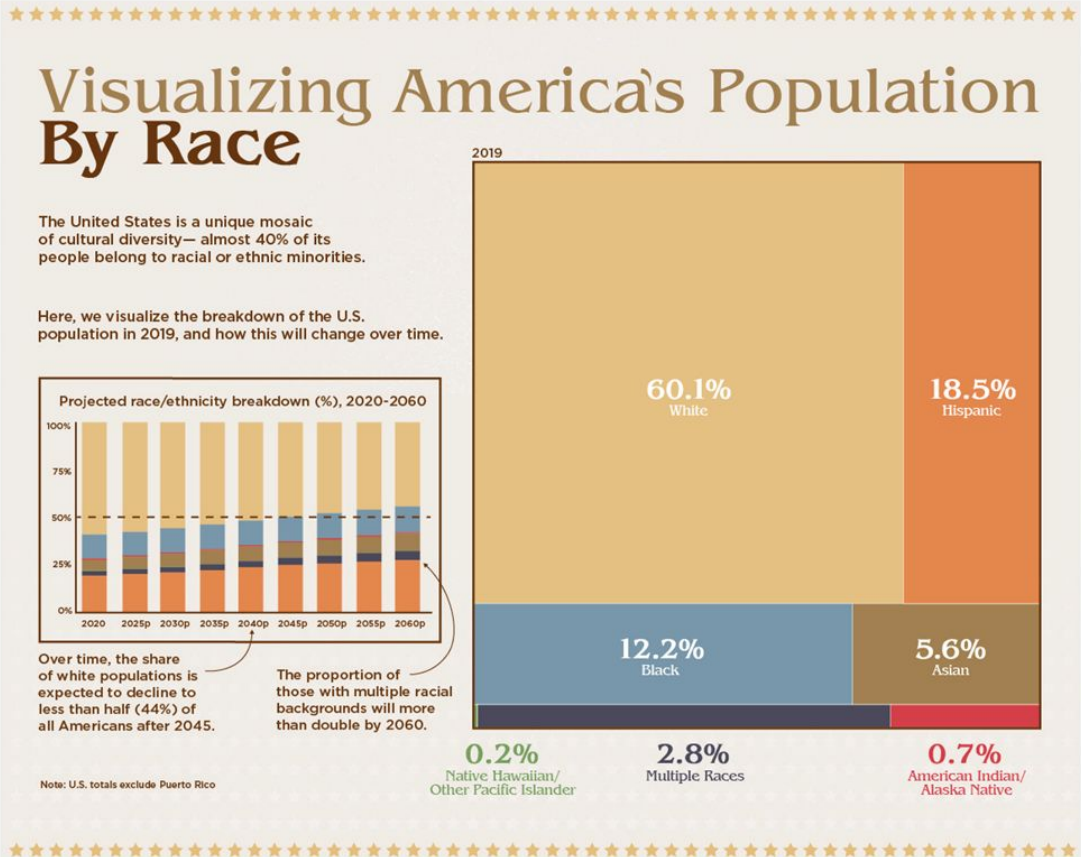
**Jazz Hampton**

Impact Lab & CEO and General Counsel  
TurnSignal

# Situations & Solutions

- Opportunity to hear from industry leaders in terms of health equity, mobility and accessibility, etc.
- Delve into root cause issues and current/possible solutions

# Diverse U.S. Population- Our Customers & Employees...



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At Best Buy, **Belonging** has the highest impact on engagement across entire survey population and in every demographic!

**Gallup employee engagement meta-analysis (112k+ business units):**

**10%** higher customer loyalty/engagement

**23%** higher profitability

**18%** higher productivity (sales)

**14%** higher productivity (based on production records and evaluations)

**18%** lower turnover for high-turnover organizations (those with more than 40% annualized turnover)

**43%** lower turnover for low-turnover organizations (those with 40% or lower annualized turnover)



# WHY Psychological Safety





# Organizational Success...

What are the benefits of equitable diversity in the workplace?

**19%**

Higher innovation  
revenues

**35%**

Performance  
advantage over  
those that are  
homogenous

**36%**

More profitable  
  
(companies in the top 25%  
for ethnic and cultural  
diversity vs. bottom 25%)



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Source: Harvard Business Review & McKinsey; Vervoe





# OUR MISSION: We save lives through cellular therapy



The proven  
**PARTNER**  
connecting you to  
the best available  
therapy for patients



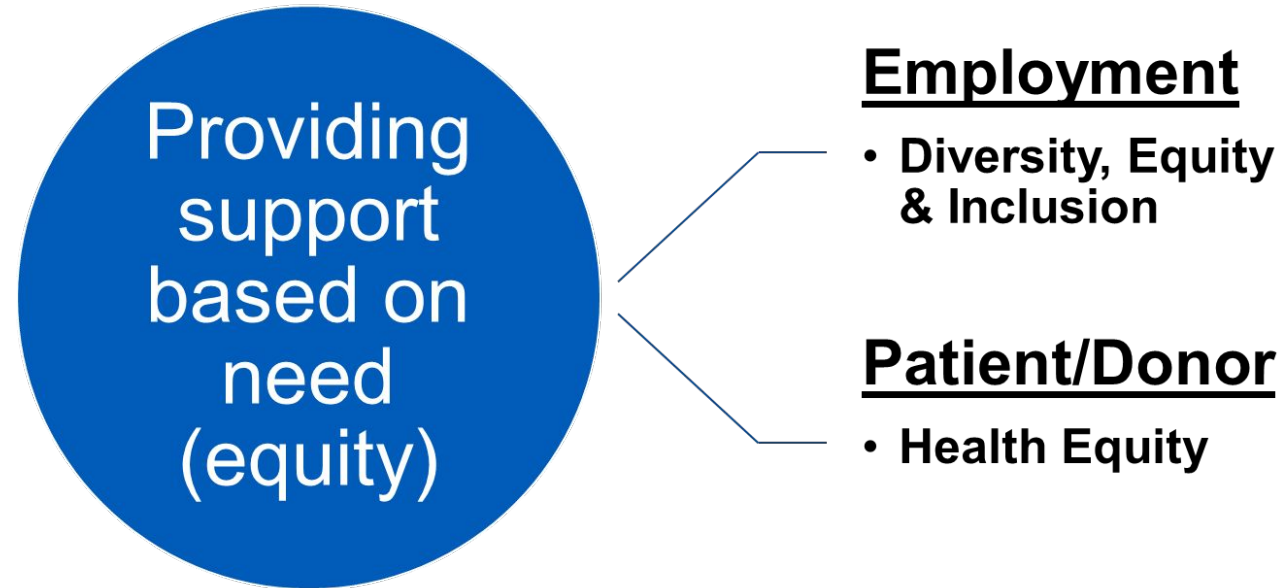
A global  
**LEADER**  
in research and  
advancing the  
future of care



A tireless  
**ADVOCATE**  
for patients and  
cellular therapy  
providers



# Health Equity & Diversity, Equity, & Inclusion



**Health Equity: Reduction of barriers to expand access and improve outcomes for all patients in need of life-saving cell therapy**

# Social Determinants of Health

Social Determinants of Health:  
Conditions where people live,  
learn, work, play, worship and  
age that affect health,  
well-being and quality of life



# Race Based Health Disparities



## ODDS OF FINDING A MATCH BASED ON ETHNIC BACKGROUND



**29%**  
Black or African American



**47%**  
Asian or Pacific Islander



**48%**  
Hispanic or Latino



**60%**  
American Indian and Alaska Native



**79%**  
White



move  
MINNEAPOLIS





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# Q & A





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