



## Hedley May Global Advisory Council Meeting Highlights

August 2022

Hedley May continues to evolve its DE&I programming to promote an environment of inclusivity and engagement and enrich our stakeholder experience. We believe that diversity in all its dimensions leads to better outcomes, and are committed to cultivating a more diverse network of talent to support our clients and address underrepresentation in the industries we serve. To help guide us through this journey, the firm hosted its first ever [Global Advisory Council](#) meeting with a panel of distinguished DE&I thought leaders. Members of the Advisory Council are:

Member	Position	Location
Asif Sadiq, MBE	WarnerMedia SVP, Head of Equity & Inclusion International	London
Liz Bingham, OBE	R3 Interim CEO	London
Tunde Banjoko, OBE	Making The Leap Founder, Chief Executive	London
Marissa Davis	Tallawah Consulting Founder & Principal	New York
TJ Haynes-Morgan	Raymond James Chief Audit Executive	St. Petersburg, FL
Brandon Cooke	Foote, Cone & Belding (FCB) Global Chief Marketing & Reputation Officer	New York

The Advisory Council shared their insights on leading business practices and impressed upon the Hedley May leadership team that success will look different depending on a number of factors including business sector and region. They underscored the importance of establishing key metrics to set benchmarks and the ability to measure progress over time. We also explored shifts in the DE&I agenda in the past few years – as some doors have been opened, new conversations are happening, and there is a newfound urgency in the advancement and discussion of DE&I globally.

We agreed that despite positive momentum, more can and should be done to improve the employee experience which is largely driven by the degree to which someone feels a sense of Belonging. And to attract diverse talent, companies must demonstrate their commitment to hiring, developing, and advancing diverse talent.

We believe that as search professionals, we play a critical role in understanding and aligning the requirements and values of the companies we serve, with the needs of our candidates. In the context of DE&I, it is our mission to expand our pipeline of diverse talent through innovative outreach programming, developing partnerships with organizations such as Making The Leap and The Urban Assembly School for Law & Justice, and increasing our presence in the community and at events that will provide greater exposure to underrepresented populations. We are committed to these pursuits and to driving positive change.



### More specifically, we pledge to do the following:

- ◆ Explore the commitment of our clients to invest in diverse appointments;
- ◆ Understand our client's vision for DE&I within their firms and how we can best support their goals;
- ◆ Endeavor to present a diverse slate of qualified candidates for all our appointments;
- ◆ Build community and best practices by engaging in conversations about DE&I with external practitioners and industry peers;
- ◆ Remain open to feedback and new ideas and recalibration of plans when appropriate;
- ◆ Sign the CEO Pledge joining over 2,500 global companies committing to a proactive DE&I agenda;
- ◆ Lead by example and with intention to achieve our goals and advance DE&I within the industry.

### Other key takeaways from the Advisory Council discussion include:

- ◆ The importance of recognizing the need to tailor DE&I frameworks to reflect local markets and cultures, allowing organizations to pragmatically embed programs that are relevant in their environment.
- ◆ How companies define, compartmentalize, and act on the topic of diversity. Priorities will be different depending on a myriad of social mores and cultural considerations. However, those organizations that embrace diversity in all its forms will enjoy the benefits and competitive advantage of a workforce comprised of people with different perspectives, experiences, backgrounds, and ideas.

We want to thank the Hedley May Global Advisory Council for their meaningful contributions as we continue to navigate this complex topic. Their insights and guidance will continue to inform our path forward, and we are grateful for their wisdom which inspires us to continue to expand our ethos of learning, curiosity, and improvement.

## About us

Hedley May is a global executive search firm dedicated to finding exceptional talent to transform Boards and executive leadership teams. We help create a better future through our commitment to doing the right thing for our clients, candidates and the communities we serve.

Curious? Please contact our DEI&B practice to learn more:

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