

# **NAW Billion Dollar CHRO Roundtable:**

## **Creating a Competitive Advantage through Diversity & Inclusion**

**DEVROY KIRKLAND**  
DIRECTOR, DIVERSITY AND INCLUSION  
CARDINAL HEALTH, INC.

WEDNESDAY, MAY 16, 2018

# Creating a Competitive Advantage through Diversity & Inclusion

## Focus Areas:

- **Why** are so many companies talking about diversity and inclusion?
- **How** does this apply to your current business strategies?
- **What** can you, your business, company or organization do to develop some awareness?
- **How** does taking action either solve business challenges or create new opportunities?

# Cardinal Health, Inc.

## Essential purpose:

We are more than **49,000** people applying our **deep understanding** of healthcare to deliver **inventive** and **meaningful solutions** that help improve the **cost-effectiveness** and **quality** of healthcare so our customers can focus on patients.

# Cardinal Health, Inc.

- **#15 on the Fortune 500 list (Revenue \$121.5 Billion)**
- **49,509 Global Employees as of April 30, 2018**
- **Top five countries where we have employees:**
  - US, Mexico, Thailand, Canada & Philippines
- **Over 95% of Cardinal Health's International population sit in seven countries**
- **We are almost at gender parity (49.1% female) among our employee base**
- **Generational Breakdown**
  - 17.9 % Baby Boomers (Born 1945-1964)
  - 39.9% Generation X (Born 1965 – 1981)
  - 39.6% Millennials (Born 1982 – 1999)
  - 2.2% Generation Z (Born 1997 or after)




# **WHY ARE SO MANY COMPANIES TALKING ABOUT DIVERSITY AND INCLUSION?**



**HOW DOES THIS APPLY TO  
YOUR CURRENT BUSINESS  
STRATEGIES?**



**WHAT CAN YOU, YOUR  
BUSINESS, COMPANY OR  
ORGANIZATION DO TO  
DEVELOP AWARENESS?**



**HOW DO YOU TAKE  
ACTIONS THAT WILL  
EITHER SOLVE BUSINESS  
CHALLENGES OR CREATE  
NEW OPPORTUNITIES?**





**COMMITMENT FROM THE TOP!**

QUESTIONS?  
COMMENTS  
THOUGHTS

Anything  
You're  
Curious  
about?

**Devray Kirkland**  
**Devray.kirkland@cardinalhealth.com**

