Member Conference
Beyond HQ: Strategies to Engage ALL Employees in D&I
NEXT PRACTICE FLASH TALK

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L’Oreal
Leveraging Think Tanks to Drive Employee Engagement & Business Impact
KEY THEMES

1. Employee Engagement
2. Support Passion Projects
3. Professional Development
4. Senior Leadership Exposure
5. Business Impact
THINK TANKS IN ACTION
L'Oréal USA Think Tanks
Across Dimensions of Diversity

Ambition: Influence and support an Inclusive Workforce, Workplace and the Marketplace
Veterans at L’Oréal is focused on the attraction, retention and advancement of Veterans. The group focuses on creating an inclusive community where Veterans are mentored, supported and their insights are leveraged to expand our engagement throughout the military community.
COMMUNITY

OBJECTIVE: Position L’Oréal as a leader in the inclusion, support and recruitment of Veterans & Military Families.
DiversABILITY works to increase awareness of disabilities, and to reinforce L’Oréal’s commitment to being a supportive, inclusive place for everyone. The Think Tank underscores that all abilities are beautiful. Additionally, DiversABILITY works to increase the recruitment and retention of people with disabilities and to ensure that they feel empowered and supported.
ENGAGEMENT ACROSS KEY PILLARS

Employee

**OBJECTIVE:** Celebrate and inspire achievements while supporting the recruitment, retention and advancement of employees with disabilities
Community

OBJECTIVE: Position L’Oréal as a leader in the inclusion of People with Disabilities throughout the marketplace

(Left to right: Carol Glazer, President, National Organization on Disability (NOD); Robert David Hall, Actor and Disability Advocate; Rebecca Caruso, Vice President, Communications, Diversity & Inclusion; Governor Tom Ridge, NOD Chairman)
OUT AT LOREAL

- OUT@LOREAL works to foster an inclusive employee culture and environment; serves as an active, supportive member of the external LGBTQ community; and provides marketing insights, which reflect the voice of the LGBTQ consumer.
Employee

**OBJECTIVE:** To enhance L’Oréal USA employee experience, including benefits, career progression / development and internal communication
OUTReach

OBJECTIVE: To support L’Oréal’s image and support in the external community