



DIVERSITY, EQUITY & INCLUSION
CASE COMPETITION 2022

WELCOME
INFO SESSION & WORKSHOP

Friday, October 14, 2022

Agenda

1. Economic Inequality Background
2. The Case Competition Case and Instructions
3. Q&A

Economic Inequality in America: Implications for Employment

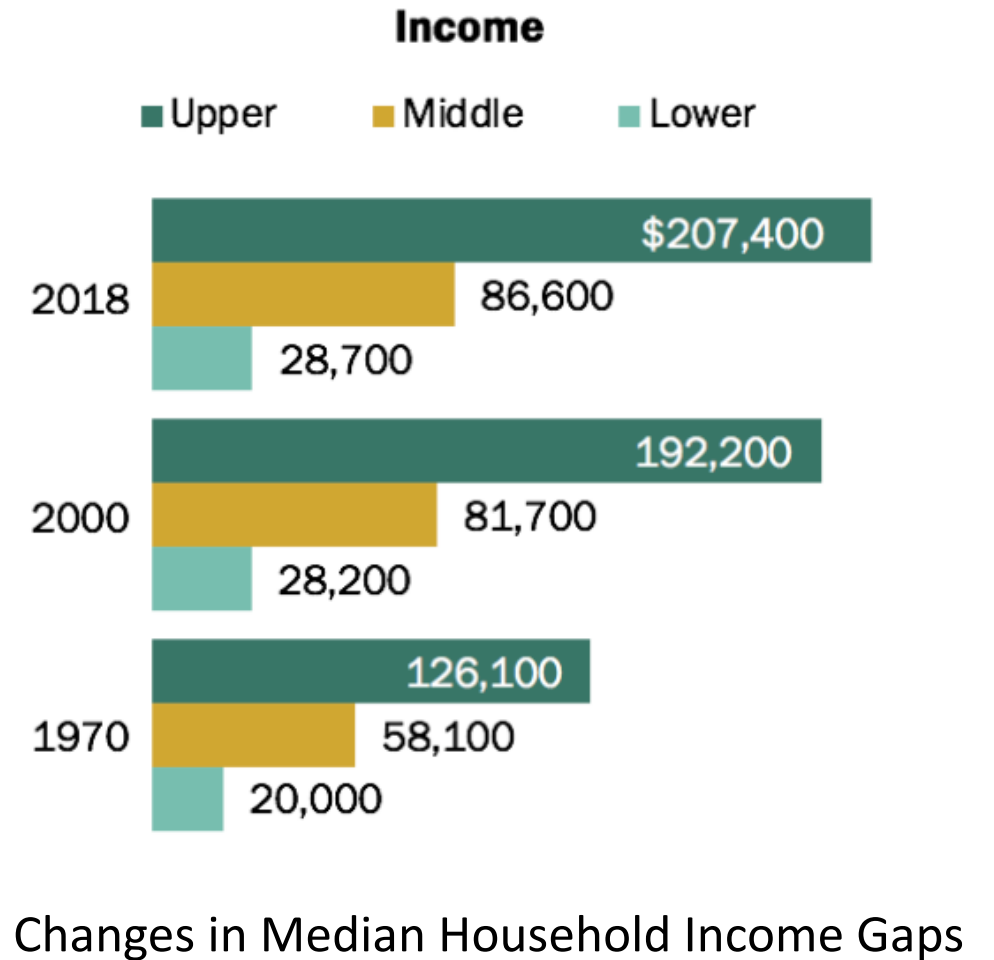
Background Information

Economic Inequality in America

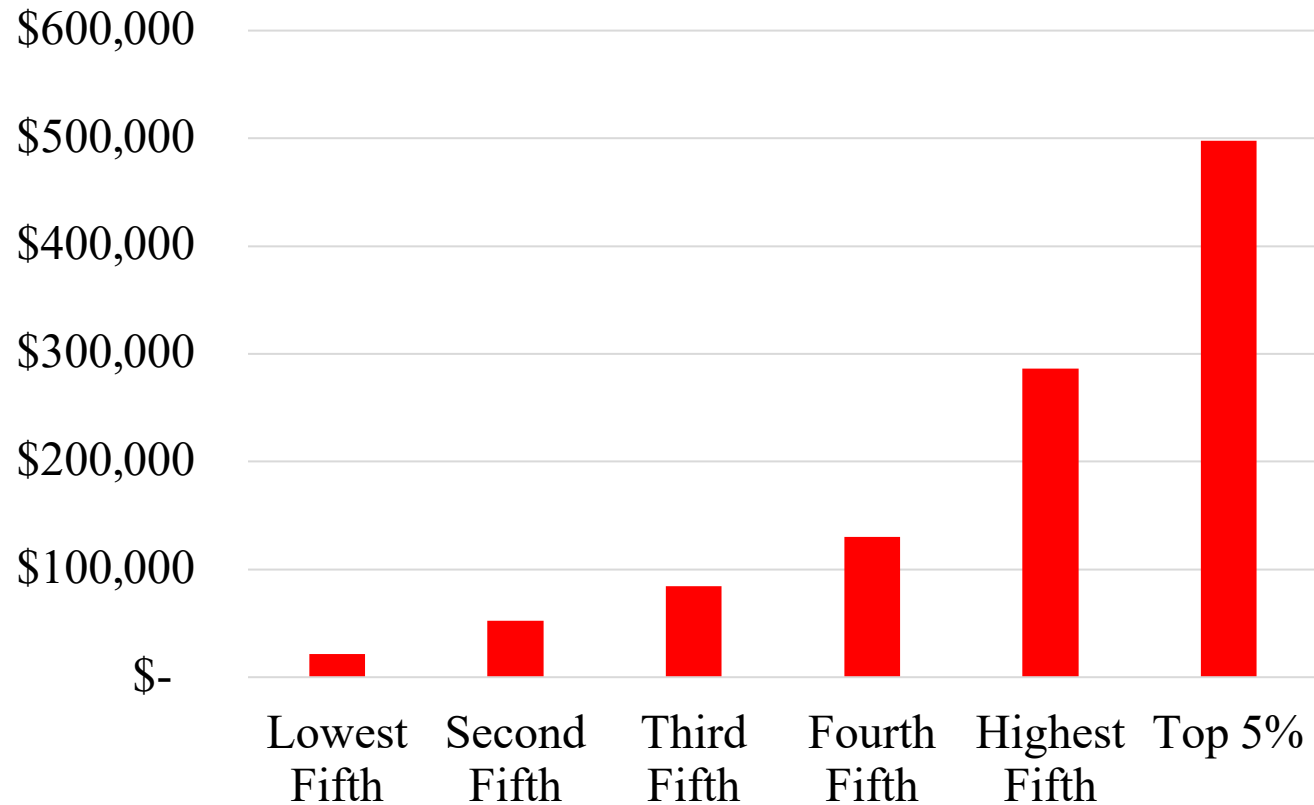
- How has the wealth gap between the rich and poor changed in the last 40 years?
 - A. The wealth gap has steadily decreased
 - B. The wealth gap has steadily increased
 - C. The wealth gap has stayed about the same

The Wealth Gap in America

The wealth gap between America's richest and poorer families more than doubled from 1989 to 2016



2020 Mean Income by Income Quintiles



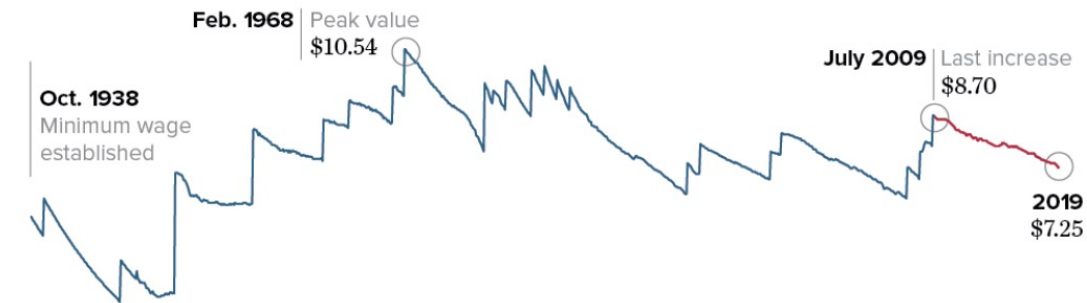
- Top 20%: average income was **\$286,391**
- Bottom 20%: average income was **\$21,260**

Factors Contributing to Wealth Inequality

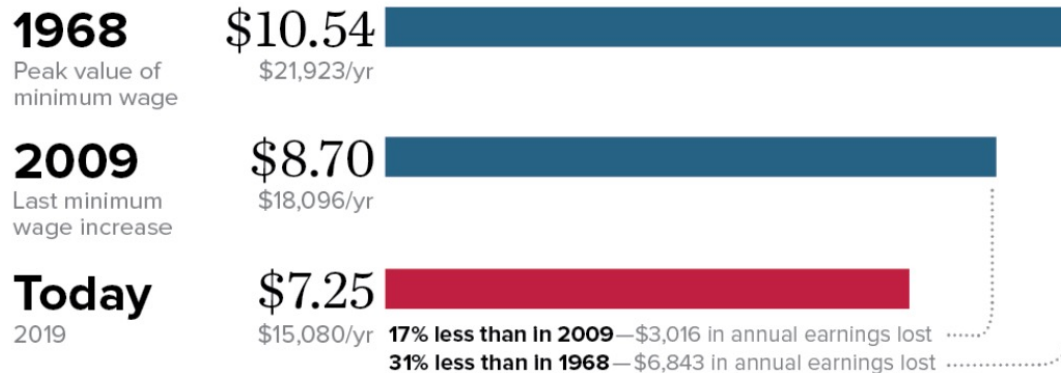
- Technological changes
- Globalization
- Decline of unions

Factors Contributing to Wealth Inequality

Real value of the minimum wage (adjusted for inflation)



- Erosion of the minimum wage
 - Federal minimum wage has been \$7.25 since 2009



Note: All values are in June 2019 dollars, adjusted using the CPI-U-RS.

Source: EPI analysis of historical minimum wage data in the Fair Labor Standards Act and amendments

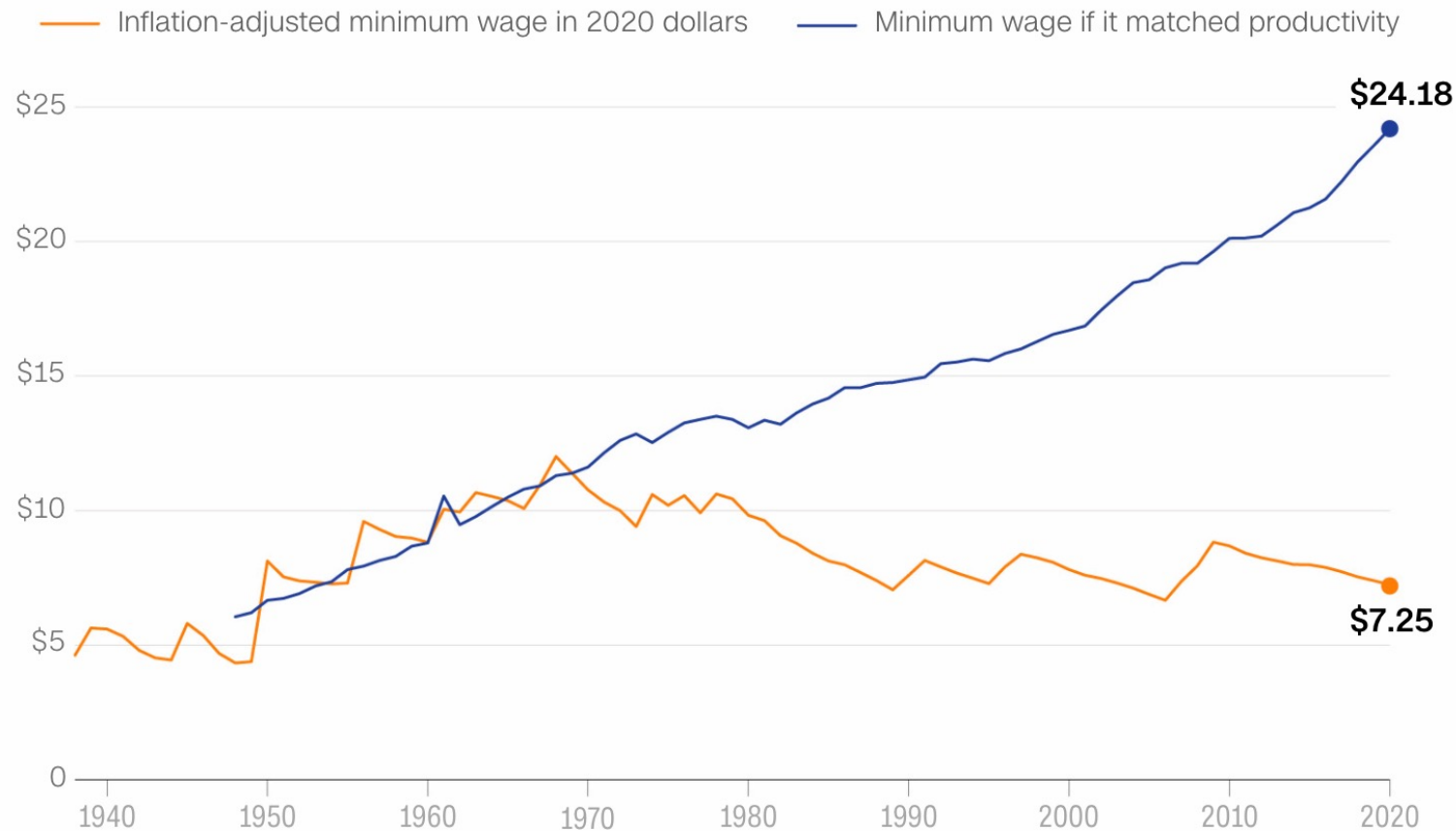
Economic Policy Institute

BAUER
COLLEGE OF BUSINESS
UNIVERSITY of HOUSTON

Factors Contributing to Wealth Inequality: Erosion of the minimum wage

The minimum wage has not kept pace with productivity

The federal minimum wage would have been \$24.18 in 2020 if it rose in step with productivity.



Why is this a DEI Issue?

- Income inequality:
 - Contributes to socioeconomic status differences
 - Contributes to larger inequality
 - Varies by social groups

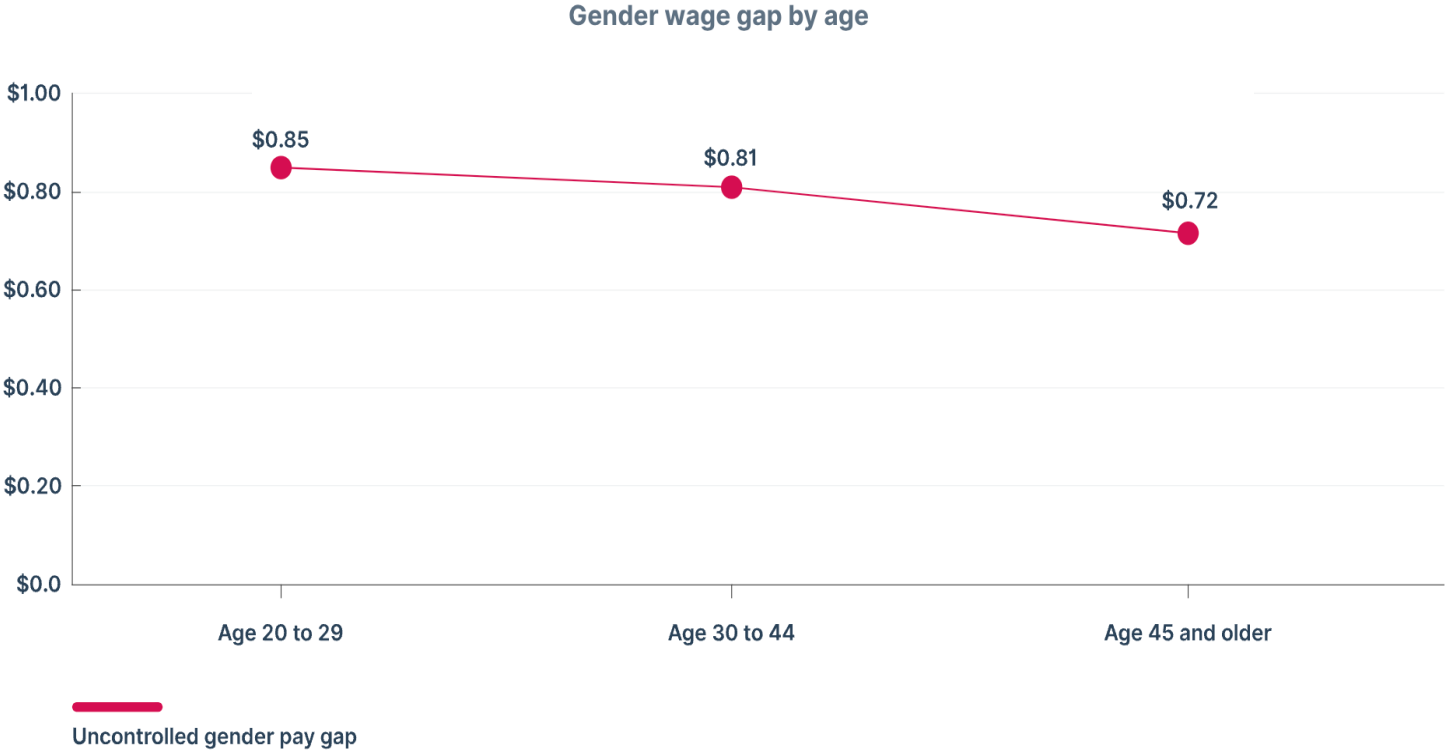
Gender and Wealth Inequality: Gender wage gap

Uncontrolled gender pay gap
This "opportunity pay gap" measures median salary for all men and all women.

Women earn

82¢

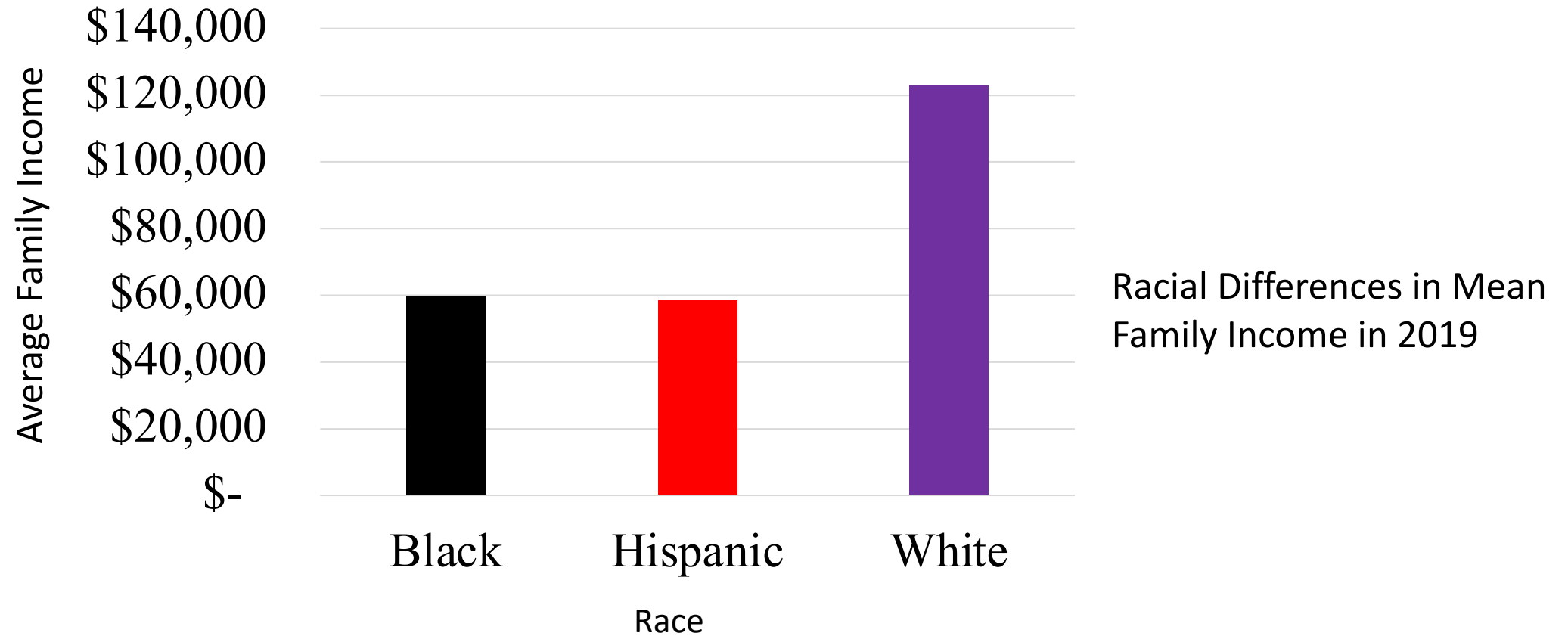
For every \$1 earned by men



Gender and Wealth Inequality: Why Does This Gap Persist?

- Occupational segregation
- Gendered division of labor in caregiving
- Pregnancy discrimination and the motherhood penalty

Race and Wealth Inequality: Race wage gap



Intersectionality of Race and Gender

The gender wage gap is much wider for most women of color

Comparing 2020 median earnings of full-time, year-round workers by race/ethnicity and sex

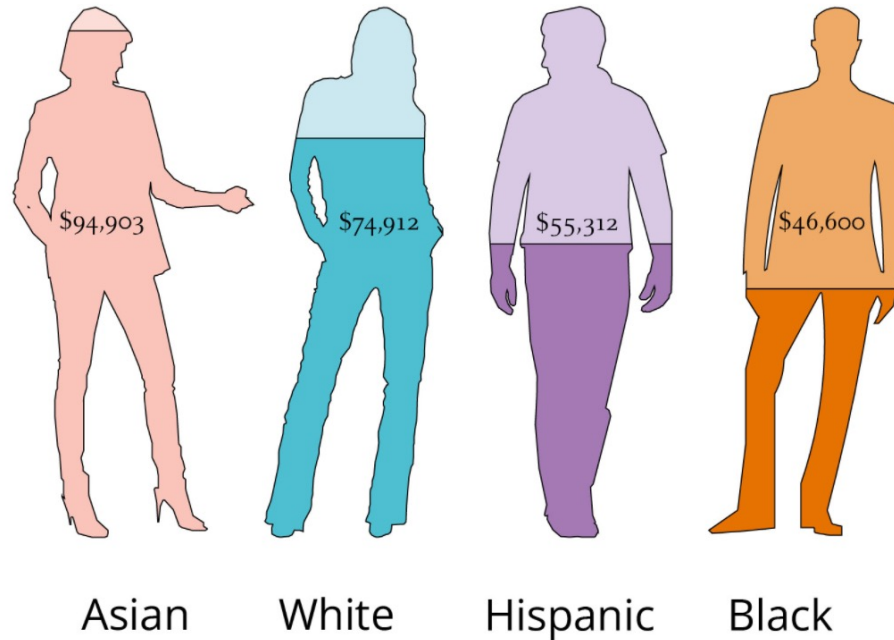


Note: The gender wage gap is calculated by finding the ratio of women's and men's median earnings for full-time, year-round workers and then taking the difference. People who have identified as Hispanic or Latino may be of any race.

Source: For all groups, authors calculated the gender wage gap using data from U.S. Census Bureau, "Current Population Survey: PINC-05. Work Experience-People 15 Years Old and Over, by Total Money Earnings, Age, Race, Hispanic Origin, Sex, and Disability Status: 2020," available at <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.html> (last accessed September 2021).

Intersectionality of Race and Gender

Real median household income by race and ethnicity (2020)



Racial Wealth Gap: Why Does It Persist?

- Occupational segregation
- Systemic racism
- Belief in a Just World
- False perception of racial progress and meritocracy

Key Take-Aways

- Many factors contribute to economic inequality
- Income inequality has steadily risen over the decades
- Income inequality exacerbates social inequality
- We don't seem to be on a strong path to closing the wealth gap yet

Case Competition Instructions

Case Analysis

How Can We Close The Economic Wealth Gap?

❖ **What is organizations' role in closing the wealth gap?**

- How do organizations contribute to income and economic inequality?
- What groups are affected?
- How does inequality play out in organizations?

Case Analysis

How Can We Close The Economic Wealth Gap?

❖ **How can organizations be actively involved in reducing inequality?**

- Provide an action plan
- How and why will this plan be effective
- What are potential obstacles to the success of the plan

Case Analysis Steps

1. Research the problem and select a focus
2. Build a case:
 - i. Conduct an analysis of the problem
 - ii. Provide compelling evidence of **a)** income inequality for the group/groups of focus and **b)** the role of organizations in contributing to the inequality
3. Find out who the decision maker(s) is and what is their immediate problem or business issue
4. Generate a list of strategies or solutions to solve/reduce the problem
 - i. Discuss the pros and cons of various strategies
5. Make a decision on which solution to implement first and develop an action plan.

Preview of the semi-finals and final

Case Presentation (10 minutes + 5 minutes Q&A)

1. Brief Background (decision maker and decision to be made)
2. The issue(s) identification
3. Questions to be answered
 - Analysis
 - Alternatives and decision
 - Action plan
4. Take-aways (learnings)



Questions?