



# Diversity, Equity, Inclusion, And Belonging: Critical to Workforce Development

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# Industry Workforce Development Challenges

- Invisible industry
- Image of industry
- Greying workforce
- Great Resignation
- Resistance to alternate hiring pathways
- Lack of diversity





## Diverse teams lead to better outcomes...

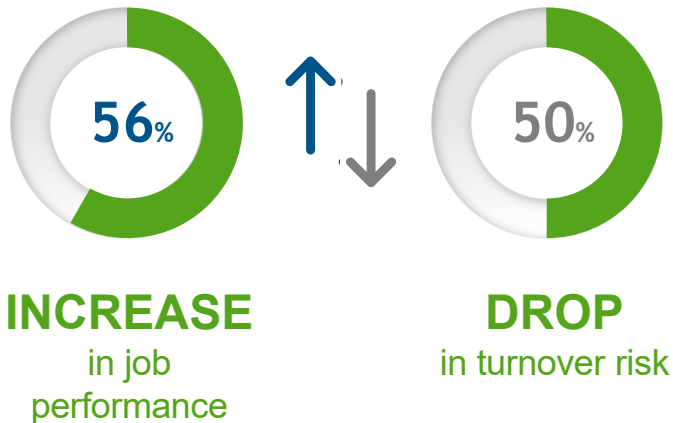
**75%** Of organizations with frontline decision-making teams reflecting a diverse and inclusive culture will exceed their financial targets  
- *Gartner*

**+33%** According to a 2018 study, ethnic and cultural diversity resulted in a 33% increase in performance  
- *McKinsey*

**x2** Among groups where original members didn't know the answer, adding an outsider versus an insider actually doubled their chance of arriving at the correct solution  
- *Harvard Business Review*

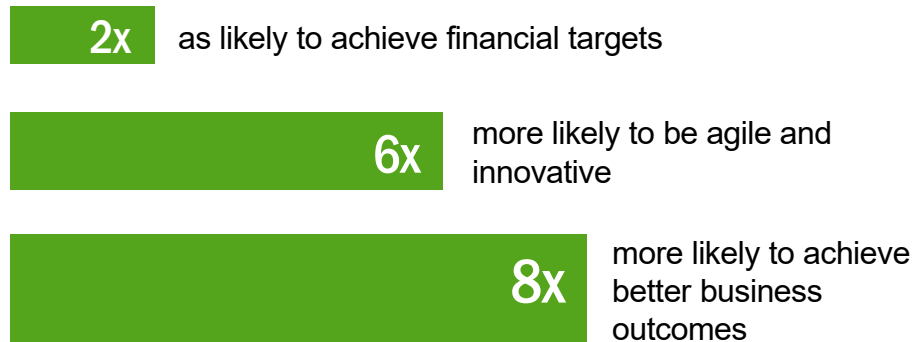
# ... and inclusion benefits everyone

High feeling of belonging was linked to...



Source: HBR, 2019

Organizations with inclusive cultures are...

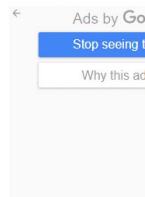


Source: *The diversity and inclusion revolution: Eight powerful truths*: Deloitte Review Issue 22, Deloitte Insights, January 22, 2018

## Why General Motors' diversity chief scrapped university degree requirements for some jobs

BY PHIL WAHBA

September 30, 2022 at 6:30 AM EDT



Most Popul

SUCCESS

## Gender-diverse teams produce more novel and higher-impact scientific ideas

Yang Yang, Tanya Y. Tian, Teresa K. Woodruff , , and Brian Uzzi  [Authors Info & Affiliations](#)

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August 29, 2022 | 119 (36) e2200841119 | <https://doi.org/10.1073/pnas.2200841119>

Failure to address DE&I shortcomings comes at a significant cost to employees and employers alike.

In fact, **turnover due to racial inequity** in the workplace may have cost U.S. organizations up to **\$172 billion** over the past five years.

CONSUMER TECH

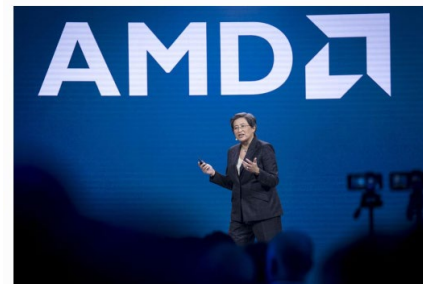
## For AMD There Is No Diversity And Inclusion Without Belonging

Carolina Milanesi Contributor @

Tech analyst and storyteller, I connect the dots between tech, brands and humans

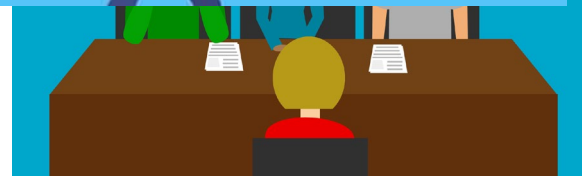
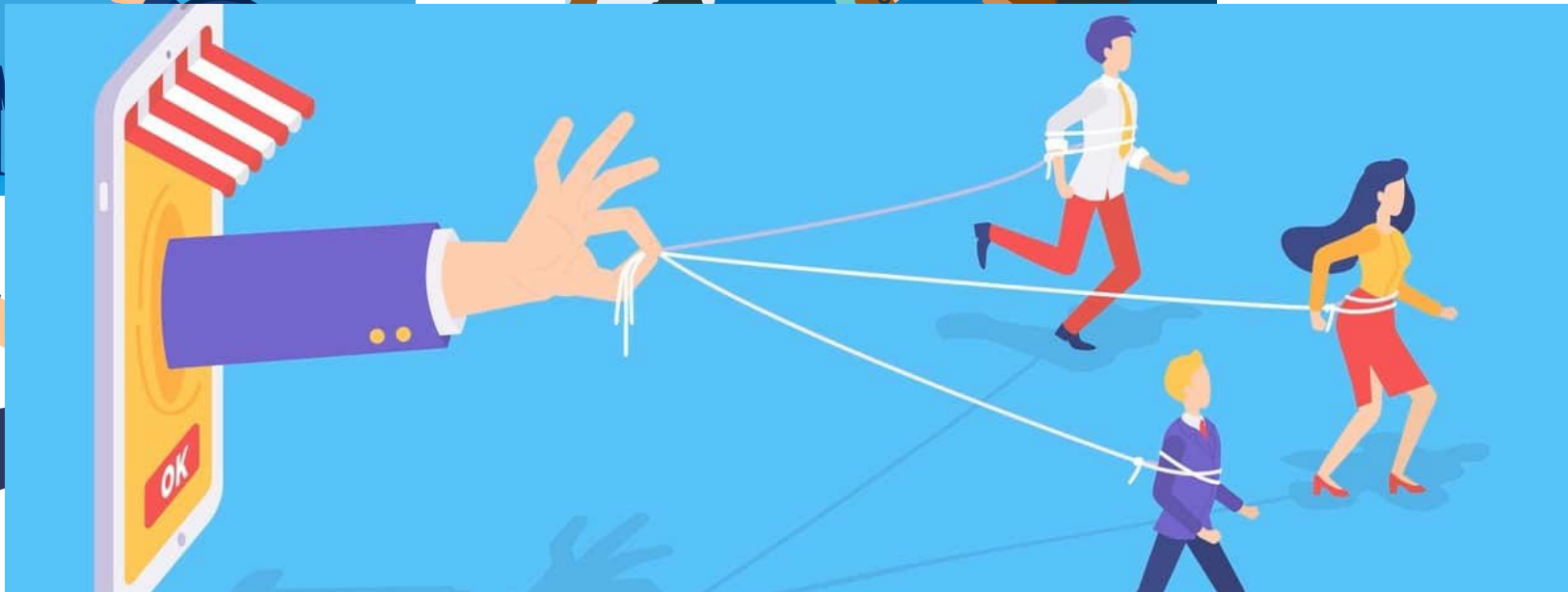
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Aug 22, 2022, 11:45am EDT



Lisa Su, president and chief executive officer of Advanced Micro Devices Inc. (AMD), speaks during a ... [+] © 2019 BLOOMBERG FINANCE LP





# Outreach and Recruitment



# Onboarding





DEI Policies

# Inclusion and Belonging



# Advancement







emr

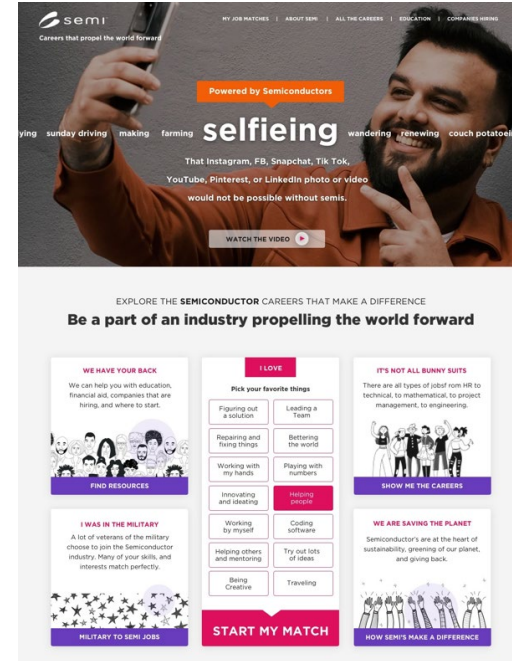




# SEMI Foundation Programs: How We Can Help



# Industry Image and Awareness Campaign



careers.semi.org



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# SKILLING THE NEXT GENERATION

PROUDLY BROUGHT TO YOU BY THE SEMI FOUNDATION

01  
02  
03

# Image and Diversity efforts make progress

SEMI Stories: more than 1 million students engaged!

## SEMI Stories Videos

- Created with Tiggbee, our video partner
- Feature veterans, women, and other professionals
- 1,067,381 viewer participants
- 80% youth of color
- 49% female

### HEAR FROM A VETERAN

Katie Maloney of Edwards Vacuum discusses her journey from high school, to college, to the U.S. Navy, to the semiconductor industry. Learn how the microelectronics industry provides opportunities for growth and success.



**KATIE MALONEY**  
Business Line Manager  
// Edwards Vacuum



**Senior Public Relations  
Manager @ Lam Research**



**MICHAEL FACTOR**  
Facility Maintenance Technician  
// Tokyo Electron Limited

**Facility Maintenance  
Technician @ TEL**

SEMI  
University



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# High Tech U



Enable experiential learning  
across K-12



Increase industry presence &  
visibility



Scalable impact





# Thank you!

**SEMI Foundation**  
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