

Useful Information Guide

World Economic Forum

Diversity, Equity and Inclusion Lighthouse Programme 2023-24

Centre for the New Economy and Society

2023



Catalysing resilience and growth through equity and inclusion



Context: Regression and momentum

The events of recent years have shown that progress on inclusion is **easily reversible**:

- The COVID-19 pandemic caused a **generational loss** on gender equality, increasing the projected time to reach global gender parity from 100 to 132 years.
- **Economic vulnerabilities** have been exacerbated and social and political polarization has grown.
- **Cost-of-living crises** have affected those who were already disadvantaged, while crisis management has detracted from longer-term investments in human development.

At the same time, there is **significant momentum in the corporate and policy space to accelerate equity and inclusion efforts**. Diversity, Equity and Inclusion is fundamental to the creativity needed for reviving growth and building resilience against future shocks.



A time for leadership

The World Economic Forum's [Global Parity Consortium](#) is a coalition of chief executives, chairpersons, ministers and other senior leaders who share the vision of a renewed growth and resilience agenda driven by equity and inclusion.



And practical solutions

As part of the initiatives brought together under the Global Parity Consortium, the **DEI Lighthouse Programme** is designed to pragmatically identify proven, effective DEI initiatives from companies across industries and geographies and to share key lessons learned with business and public sector leaders around the world.

DEI Lighthouse Programme: Overview of Objectives

Surface

Submission process

- DEI Lighthouses are corporate initiatives that have demonstrated **significant, scalable, quantifiable, and sustained impact** for (an) underrepresented group(s).
- Lighthouses can be about diversity, equity, and/or inclusion; about employees, suppliers, customers, and/or the broader community; and address any underrepresented group (e.g., gender, race/ethnicity, LGBTQI+, people with disabilities or intersectional identities).
- Organisations are invited to submit a DEI initiative for review as part of the 2023/24 DEI Lighthouse Programme.

Highlight

Selection Process

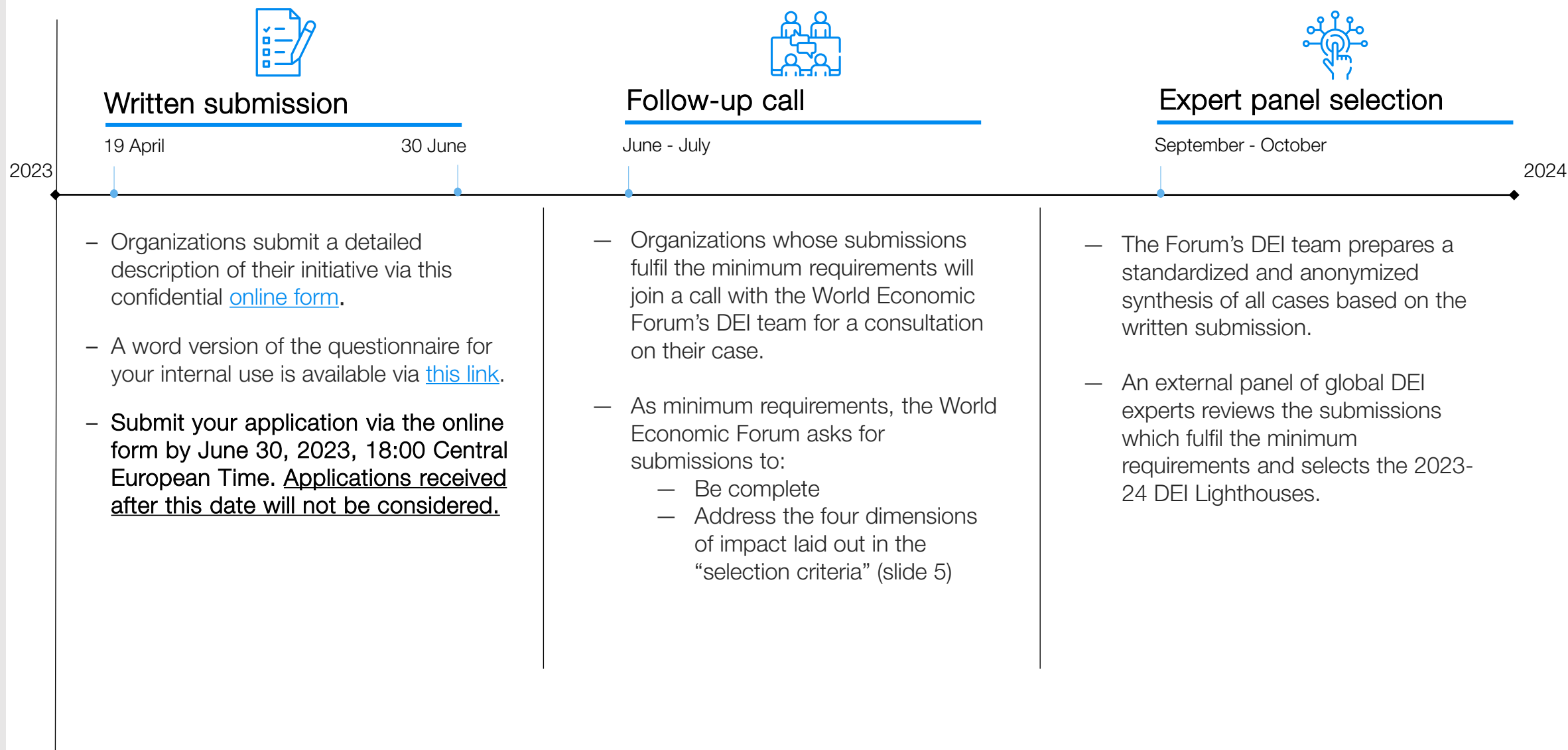
- The Lighthouse Programme is designed to **pragmatically identify proven, effective DEI initiatives** from companies across industries and geographies and to share key lessons learned with business and public sector leaders around the world.
- An **independent panel of Diversity, Equity and Inclusion experts** with diverse background and expertise will review the submissions against a set of predefined criteria and select the 2023-24 cohort of DEI Lighthouses.
- The World Economic Forum's Diversity, Equity and Inclusion team will extract **key conclusions and takeaways** from the set of submissions on the evolution of DEI in the corporate sector.

Scale

Insight Report

- Lighthouses will be featured in a [*World Economic Forum Diversity, Equity and Inclusion Insight Report*](#) highlighting the selected initiatives and the factors that led to their success.
- The **impact, insights and learnings** from the Lighthouses and emerging initiatives will be shared at the 2024 Annual Meeting in Davos and across different Forum channels, including the Chief Diversity, Equity and Inclusion Officers Dialogue Series.
- The aim is to equip leaders with insights and tools to help focus DEI efforts on what works best, and ultimately contribute to **faster, scalable DEI impact**.

DEI Lighthouse Programme: Timeline and Selection Process



DEI Lighthouse Programme: Selection Criteria

We are looking to identify DEI initiatives that have demonstrated **significant, quantifiable, scalable and sustained** impact for (an) underrepresented group(s). The selection rubric includes four equally weighted criteria:

Significance

Assessing the magnitude of impact based on:

- Change against a baseline
- Number of people affected relative to the size of the target population and/or the organization's size
- Degree of transformative impact on the target group(s).

Quantifiability

Assessing use of metrics to measure and drive further impact, based on:

- A clear definition of the metrics
- Regularity of tracking
- Use of metrics towards accountability.

Scalability

Assessing future-impact potential within or beyond the organization based on:

- The set-up of the initiative
- How the initiative has been scaled to date
- Future targets and definition of a path forward.

Sustainability

Assessing the sustainability of the initiative and potential for long-term impact, based on:

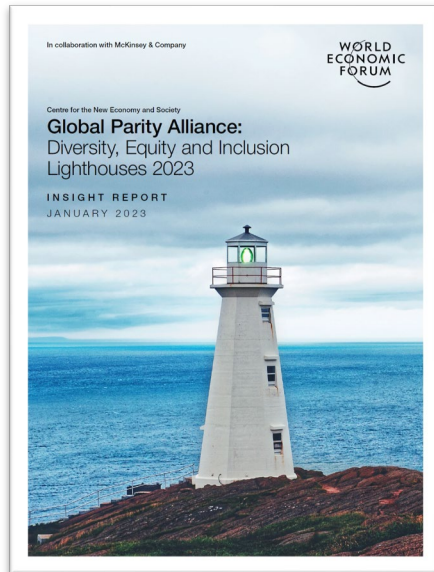
- The length of time that the initiative has been running
- Initiative structure and governance
- To what extent the organization is mainstreaming the initiative into its core business strategy.

DEI Lighthouse Programme Impact

Inspire

DEI Lighthouse Impact Report

Lighthouses will be featured in a [World Economic Forum Diversity, Equity and Inclusion Insight Report](#) highlighting the selected initiatives and the factors that led to their success.



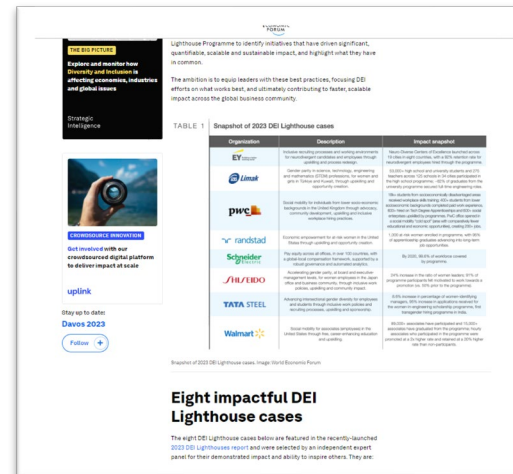
Amplify

Public Engagement

Lighthouses will be highlighted in different World Economic Forum Public Engagement channels.

Past examples include:

- [World Economic Forum's social media](#)
- [World Economic Forum agenda](#)



Lead

Forum Platforms

Chief Executive Officers and C-suite leaders from Lighthouse organizations actively participate in different engagement opportunities of to the World Economic Forum's Diversity, Equity and Inclusion work, including the World Economic Forum's Annual Meeting, the Chief Diversity and Inclusion Officers Dialogue Series and the Growth Summit.

Past examples include:

- [The Geography of Diversity](#)
- [New Frontiers for Diversity, Equity and Inclusion](#)
- [Beyond the Rainbow: Advancing LGBTQI+ Rights](#)
- [Closing the Disability Inclusion Gap](#)

Frequently Asked Questions



How does the DEI Lighthouse Programme link to other Forum DEI Initiatives?

Insights and learnings won through the DEI Lighthouse Programme contribute to the Forum’s integrated DEI work, for example:

- **Practitioner insights:** sharing key learnings with the community of Chief Diversity and Inclusion Officers
- **Action frameworks** across different dimensions of diversity: integrating key learnings into the implementation of the Global Racial and Ethnic Equity Framework



What is the resource commitment?

In terms of time commitment, we invite your team to appoint one person to coordinate the Lighthouse submission and other engagement opportunities. We also invite your organization’s **CDIO** to join the Chief Diversity and Inclusion Officers Dialogue Series.



What happens next?

If your case is selected as a DEI Lighthouse:

- Partner with us to showcase your company’s case in the next [DEI Lighthouse Insight Report](#).
- Once the report is published ahead of the Annual Meeting, help us promote and amplify its impact via your own media channels.
- Stay tuned for Annual Meeting 2024 opportunities for your organization’s executives.

If your case is not selected as a DEI Lighthouse:

- The DEI Lighthouse Programme is an annual exercise. Companies whose submissions are not selected are invited to participate in future cycles.
- Learning opportunities are open to all who submitted a case.



What information do I have to share and what does the Forum do with it?

The Lighthouse Programme is based on self-reporting and sharing.

Participating in the Lighthouse selection process does **not require** any broad data sharing or reporting, only **initiative-level data for your submission**—including what your organization did, successes, learnings, and any metrics to indicate impact. Protecting your privacy is a top priority.

The Forum will not evaluate your company’s implementation or monitor activities. While your impact will be made public and shared widely if selected, the Lighthouses are not an audit or certification tool.



My company is not a member of the World Economic Forum. Can I participate in the Lighthouse programme?

The DEI Lighthouse programme is an effort to surface, highlight and share insights on DEI initiatives from different industries, companies and geographies. As such, any company can make a submission independently of their membership to the World Economic Forum.

Access to other activities related to the DEI Lighthouse Programme (Chief Diversity and Inclusion Officer Dialogue Series, in-person Summits, Annual Meeting in Davos), is reserved to World Economic Forum members only.

For more information please reach out to Fernando Alonso Pérez-Chao (Fernando.alonsoperez-chao@weforum.org)

DEI Lighthouse Programme 2023-24



Submit your case [here](#)

Appendix I

Diversity, Equity and Inclusion Lighthouses 2022-23

EY

Inclusive recruiting processes and working environments for **neurodivergent candidates** and employees through upskilling and process redesign.

Limak Holdings

Gender parity in science, technology, engineering and mathematics (STEM) professions, for women and girls in Türkiye and Kuwait, through upskilling and opportunity creation.

PwC

Social mobility for individuals from lower socio-economic backgrounds in the United Kingdom through advocacy, community development, upskilling and inclusive workplace hiring practices.

Randstad

Economic empowerment for at-risk women in the United States through upskilling and opportunity creation.

Schneider Electric

Pay equity across all offices, in over 100 countries, with a global-local compensation framework, supported by a robust governance and automated analytics.

Shiseido

Accelerating gender parity, at board and executive-management levels, for women employees in the Japan office and business community, through inclusive work policies, upskilling and community impact.

Tata Steel

Advancing intersectional gender diversity for employees and students through inclusive work policies and recruiting processes, upskilling and sponsorship.

Walmart

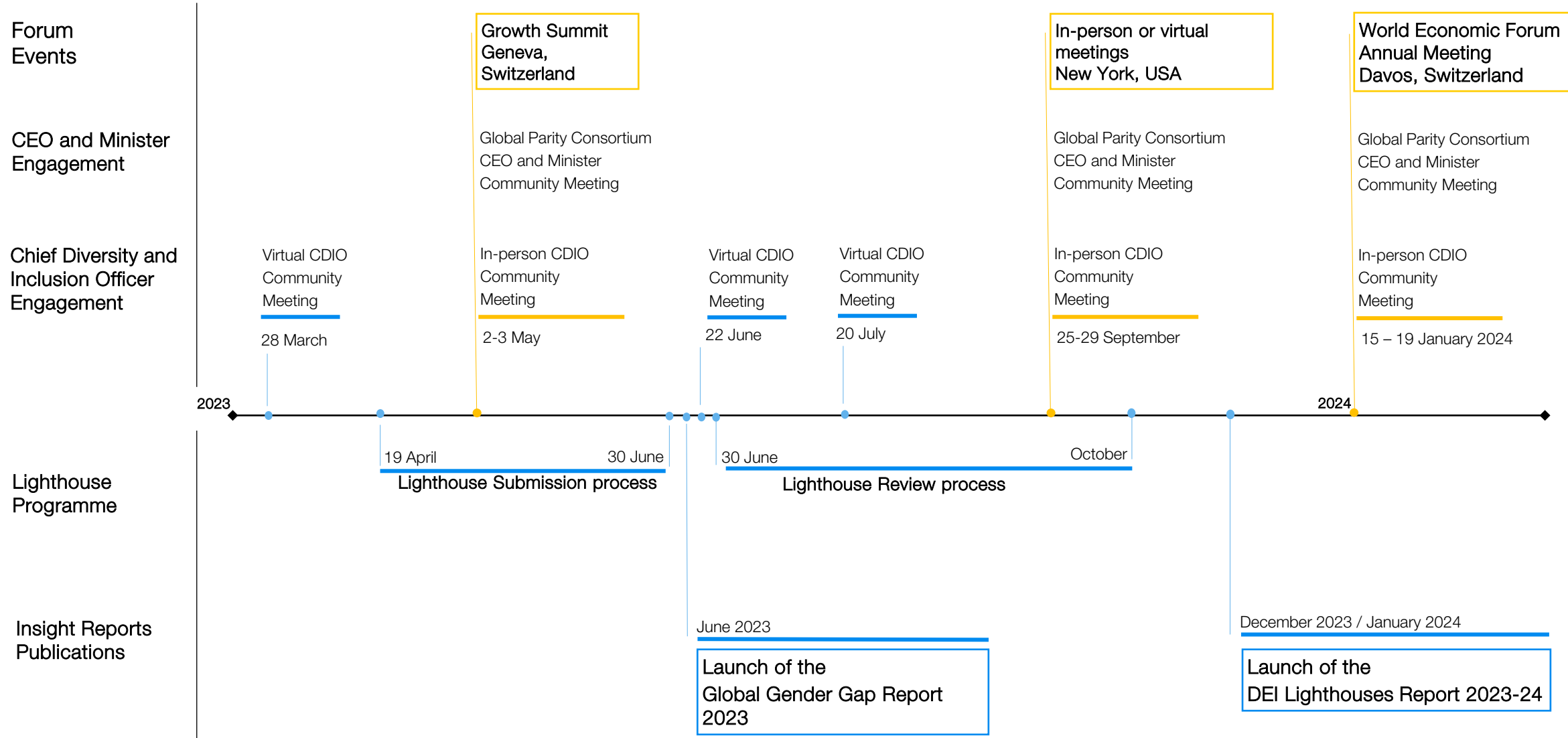
Social mobility for associates (employees) in the United States through free, career-enhancing education and upskilling.

Appendix II Global Parity Champions*

Apollo Hospitals	HCL Technologies	Merck	Schneider Electric
Boston Consulting Group	Hewlett Packard Enterprise	Mott MacDonald Group	Shiseido
Bridgewater Associates	Hong Kong Exchanges and Clearing Limited (HKEX)	Nestle	Siemens AG
Cisco Systems	HSBC	Nokia Corporation	Signify
Credit Suisse	IDEO	Novozymes A/S	Stanley Black & Decker
Culture Amp	Liberty Global Plc	PwC	Tata Steel
Dentsu International	Limak Holdings	Randstad N.V.	Uber Technologies
Estee Lauder Companies	L'Oréal SA	Regeneron Pharma	Vanguard
e&	Mahindra	Royal DSM NV	Verizon
EY	Manpower Group	Salesforce	Walmart Inc.
H&M	McKinsey & Company	SAP	

* Founding members of the Global Parity Consortium (previously Global Parity Alliance)

Appendix III: Calendar of Activities



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The logo for the World Economic Forum, featuring a blue arc that partially encircles the text.