



The *WALT DISNEY* Company

# **Diversity, Equity and Inclusion Analysis**

**PRL214**

**Yang Jiao**



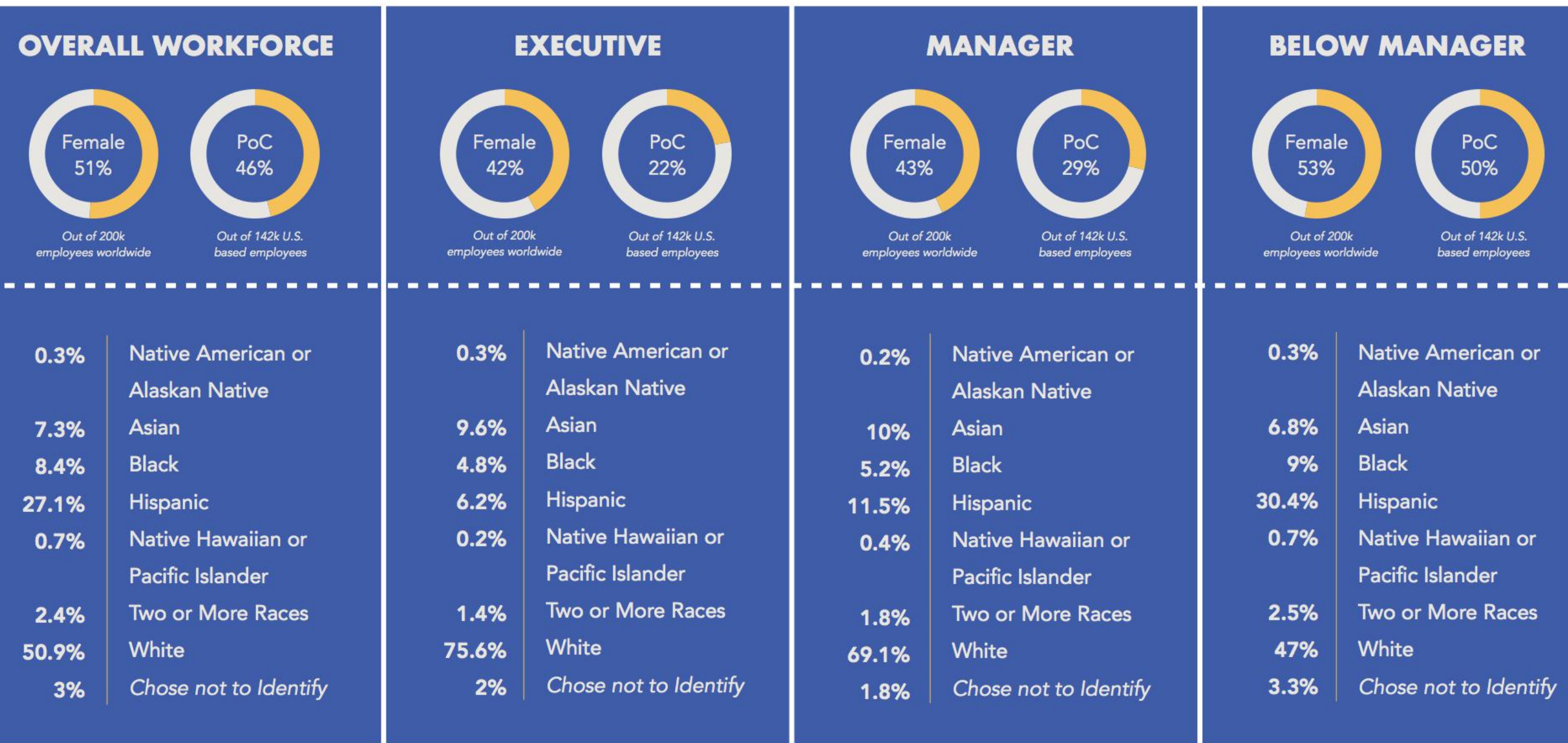
# Latondra Newton

Latondra Newton was  
named Senior Vice  
President, Chief Diversity  
Officer of The Walt  
Disney Company in  
February 2017.

# Diversity & Inclusion initiatives

## Employees and Workforce: Gender and Ethnicity

### THE WALT DISNEY COMPANY DIVERSITY DASHBOARD



Data as of September 2020; Including full time and part time employees; Excluding seasonal employees and interns. Female data is global; PoC/Ethnicity data is U.S. only.

# Diversity & Inclusion initiatives

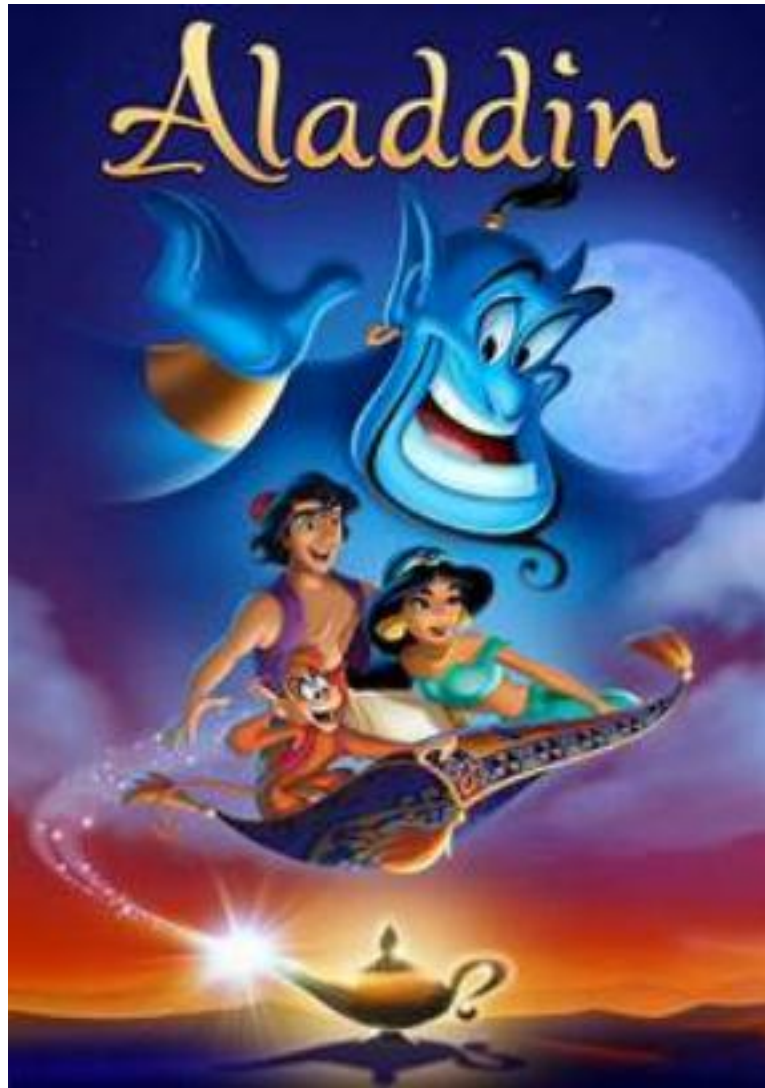
LGBTQ: Belief, Gender and Sexual Identity

- Disney has been a leader in promoting LGBTQ workplace equality for more than 20 years.
- In 2019, nearly 2,000 Disney employees participated in LGBTQ Pride events in Los Angeles, Long Beach, San Francisco, Orlando, New York, London, Dublin, Paris and Munich.



# Diversity & Inclusion initiatives

Films and Animations: Culture and Race



Original Release Year  
1992



Original Release Year  
1998



Original Release Year  
2009

# Diversity & Inclusion initiatives

## Reimagine Tomorrow Program

- Reimagine Tomorrow allows users to see what the Walt Disney Company are doing in the area of diversity, equality and inclusion.
- Amplifying underrepresented voices and untold stories
- Championing the importance of accurate representation in media and entertainment.



# Diversity & Inclusion initiatives

## Heroes Work Here

- Through Disney's Heroes Work Here initiative, the Company has hired more than 10,000 veterans since 2012.
- Disney's ongoing commitment includes millions of dollars of support to veteran and military organizations.



# Conclusion

Disney's focus and intent encourages people from every nation, race/ethnicity, belief, gender, sexual identity, disability and culture to feel respected and valued for their unique contributions to the business.

## Mission Statement

To entertain, inform and inspire people around the globe through the power of unparalleled storytelling, reflecting the iconic brands, creative minds and innovative technologies that make ours the world's premier entertainment company.

# Reference

<https://thewaltdisneycompany.com/about/>

<https://thewaltdisneycompany.com/disney-launches-digital-destination-to-amplify-underrepresented-voices/>

<https://thewaltdisneycompany.com/diversity-inclusion/>

<https://thewaltdisneycompany.com/about/#leadership>