BUSINESS STRATEGIES TRACK: Using Technology and Data Analytics to Impact D&I

November 28, 2018

Moderator:
Marie Gayo, President, Trident Mortgage Company

Speakers:
Dr. Chitra Dorai, Data Science & AI Expert, Entrepreneur, Member, NAWRB's Diversity and Inclusion Leadership Council
Robert H. Johnson, Jr., Founder, RHJ Consulting Group, LLC
“Measure what is measurable, and make measurable what is not so.”

- Galileo Galilei
Eyebrow Raiser: Where are the Female Execs?

There are more CEOs of large U.S. companies who are named **David** (4.5%) than there are CEOs who are **women** (4.1%).

David isn’t even the most common first name among CEOs. (John, 5.3%).

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**The Relationship Between Finalist Pools and Actual Hiring Decisions**

According to one study of 598 finalists for university teaching positions.

<table>
<thead>
<tr>
<th>Composition of Finalist Pools</th>
<th>Likelihood of Hiring a Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Woman Woman Woman Man</td>
<td>67%</td>
</tr>
<tr>
<td>Woman Woman Man Man Man</td>
<td>50%</td>
</tr>
<tr>
<td>Woman Man Man Man Man</td>
<td>0%</td>
</tr>
</tbody>
</table>