



ACQUIS

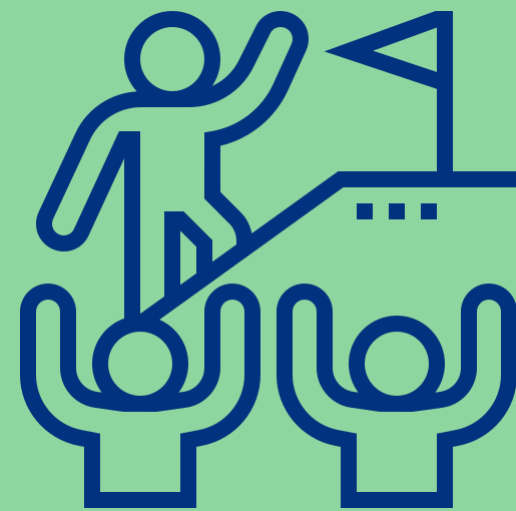
Supplier Diversity



Supplier Diversity is an essential program because it promotes innovation through the introduction of new products, services, and solutions.



Promotes Innovation



Drives Competition



Multichannel Buying Power



Shifting Demographic

ESG is an important factor in an organization's resilience and long-term value. Supplier Diversity is central to achieving the Social component of this strategy.

Environmental



The assessment of how a company interacts with its environment by measuring the impact on the natural or physical environment which can be related to using natural resources, policies on business travel, or how waste in operations is reduced

Social



How a company manages its relationship with its workforce, the society in which it operates, and the political environment

Governance



The governance factors of decision-making, from sovereigns' policymaking to the distribution of rights and responsibilities among different participants in corporations, including the board of directors, managers, shareholders, and stakeholders.

There is a strong case for Supplier Diversity

- An inclusive procurement strategy promotes **healthy competition and quality** in the supply base
- Inclusiveness makes supply chains more **resilient and agile** in uncertain or volatile economies
- The program is a differentiator and companies with high ESG ratings consistently **outperform**

Nearly **40%** of the U.S. population now identifies as **non-white**
 [Brookings Institute]



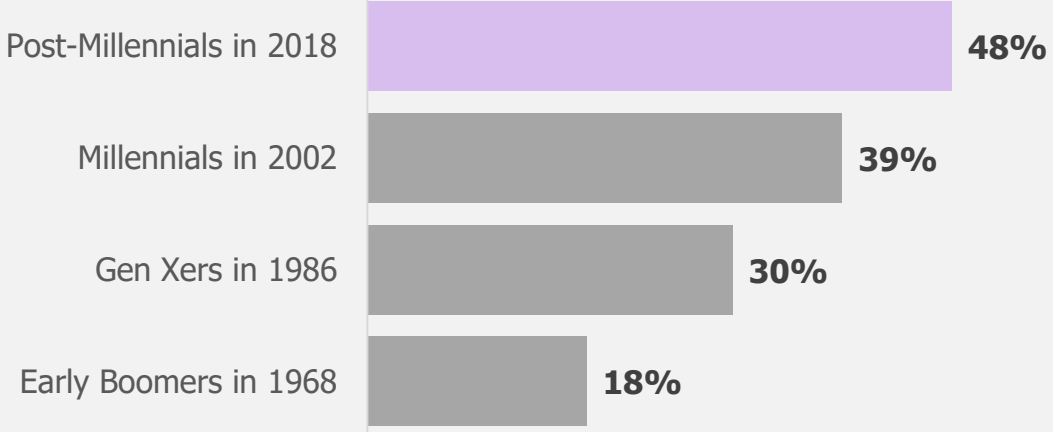
Minority Groups in U.S. Have Combined Buying Power of **\$3.9 Trillion**
 [University of Georgia]

Consumers are holding companies accountable for their buying policies and behaviors



Almost **half** of post-Millennials are racial or ethnic minorities
 [Pew Research]

Percentage of 6- to 21-year-olds who are non-white [1]



[Brookings Institute]- Frey, William H. "The Nation Is Diversifying Even Faster than Predicted, According to New Census Data." Brookings, 9 Mar. 2022. <https://www.brookings.edu/research/immigration-data-shows-the-nation-is-diversifying-even-faster-than-predicted/>
 [Pew Research]- "Nearly Half of Post-Millennials Are Racial or Ethnic Minorities." Pew Research Center's Social & Demographic Trends Project. Pew Research Center, 13 Nov. 2018. <https://www.pewresearch.org/social-trends/2018/11/13/nearly-half-of-post-millennials-are-racial-or-ethnic-minorities/>
 [University of Georgia]- Ridley, Alexis. "Minority Groups in U.S. Have Combined Buying Power of \$3.9 Trillion." WUGA, WUGA, 29 Mar. 2019. <https://www.wuga.org/local-news/2019-03-28/minority-groups-in-u-s-have-combined-buying-power-of-3-9-trillion>

Supplier Diversity creates value for companies and communities

The business case for supplier diversity is not static and requires ongoing alignment with corporate goals and objectives.



Social, Community, and Economic Impact

- Supports local communities and social causes, generates economic opportunity for disadvantaged communities, drives tax generation, and supports job creation/sustainment



Revenue and Market Share Impact

- Grows market share; research has shown a correlation between high diverse spend and increased market share compared to poorer ROI from companies with lower diverse spend



Culture and Workforce Inclusiveness

- Aligns supplier base with corporate culture and inclusiveness goals which will maintain high moral and ethical standards



Impact on Brand

- Enhances brand recognition and reputation; a 2019 study showed that knowing about Supplier Diversity initiatives increased brand loyalty by up to 3 times



Cost Savings

- Widens the pool of potential suppliers and promotes competition in the supply base, which can improve product quality and drive down costs



Innovation

- Increases innovation through more agile, diverse suppliers who can provide innovative products and services faster and cheaper



Benefits to Suppliers

- Creates opportunities for suppliers that may be overlooked while assisting in developing their capabilities, financial power to grow and scale their business, and nurturing a long-term strategic relationship

There are several barriers that companies face to building a successful supplier diversity program



Ensuring Change Management

If internal stakeholders are not invested in expanding relationships with minority – owned businesses, a program is doomed to fail



Securing Senior Leadership Buy-in

It is necessary to build the business case to secure commitment from leadership to sustain the program and make it successful



Fusing Together Data and Expertise

A supplier diversity program will fail to get off the ground in the absence of necessary data and supporting policies/procedures



Identifying Diverse Suppliers

Companies may struggle to identify minority- or women-owned suppliers that meet the needs of the business

Certifying organizations are a great place to start

- A diverse supplier is at least **51%** owned, operated, and controlled by a U.S. citizen that is part of a traditionally **underrepresented** or **underserved** group [Harvard Business Review]
- **Diverse certification** is important for any supplier to authenticate that the business is **owned, managed**, and **controlled** by a **qualifying diverse group**.

Diverse Supplier Certifying Agencies



Disabled-owned business



Veteran-owned business



LGBT-owned business



Women-owned business



BIPOC-owned business

Other Types of Diverse Suppliers to Consider

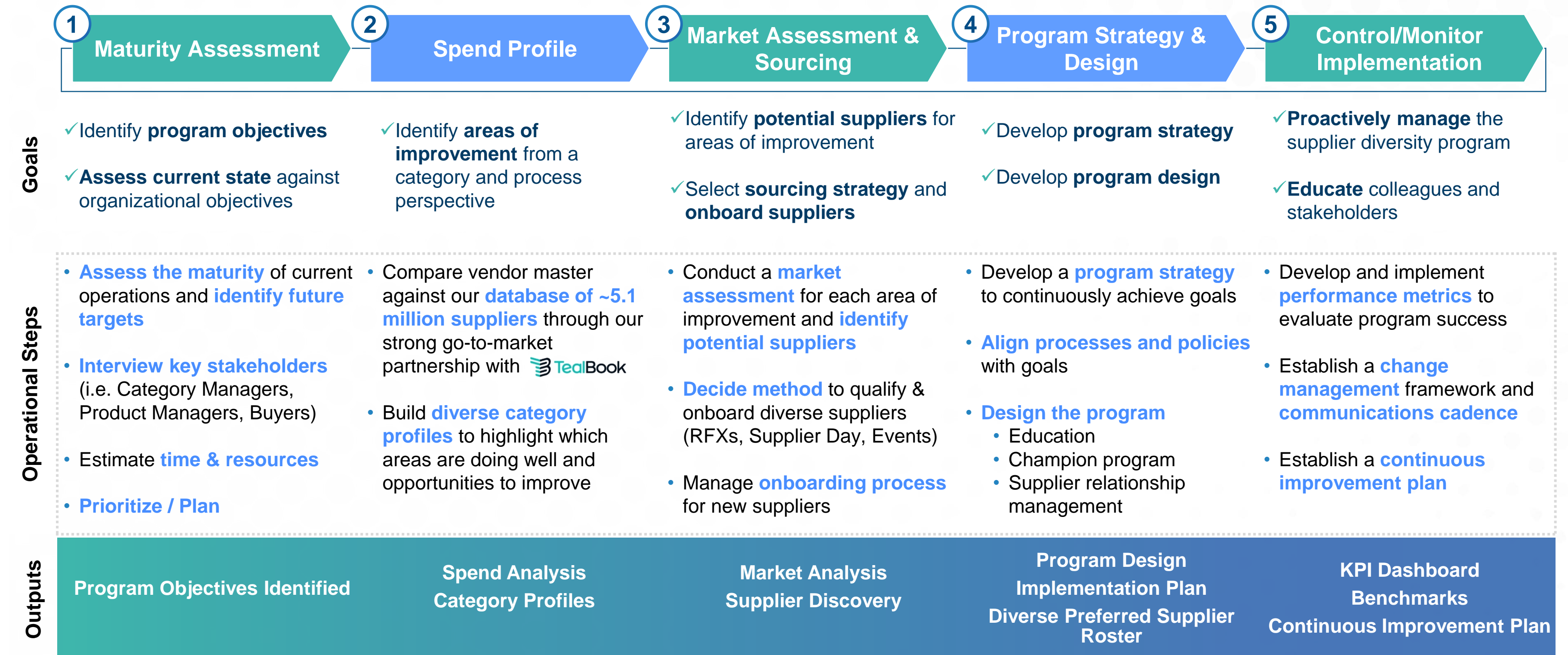
African American / Black-owned Enterprises

Asian-owned Enterprises

Latinx-owned Enterprises

Supplier Diversity program offering

To put sustainable procurement at the forefront of company decisions, we will examine the current state of all spend, processes, and policies to ensure that business with suppliers is conducted to align with defined corporate social responsibility strategies



Our people make the difference

Acquis embraces all differences and is committed to learning, equity, and community engagement. These DEI commitments are reflected in how our team partners with clients.

> [Learn more here](#)



#1

Ranked #1 among the Top 5 Consulting Firms that Support Women Leaders ^[1]

Featured among 4 Companies Committed to Diversity & Inclusion ^[2]

By Ivy Exec

^[1] Ivy Exec, ^[2] Ivy Exec

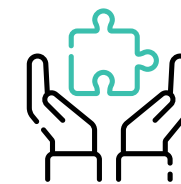
Case Study

Pharmaceutical Supplier Diversity Program



Business Challenge

- The client required assistance in creating a Supplier Diversity Program as well as establishing an overall Sourcing Strategy. Understanding the assessment of these areas was an important effort for the Global Sourcing and Travel Group and a dedicated project team would be needed to oversee and coordinate the critical activities. The Global Sourcing and Travel Group needed to review supplier spend and determine opportunities for sourcing through diverse suppliers. Initially, the focus was on creating the initial framework for a supplier diversity program as well as strategic platform for sourcing.
- The current procurement program still needed to be fully understood. During the Assessment phase we will strived to ask the right questions, which allowed us to accurately set scope, expectations, and timelines for all phases of work.



Our Approach

- There are many stages of growth and maturity for a procurement function in any company. Acquis recognized that as the client continues to drive new growth, sourcing can and will become a strategic asset. Acquis crafted a phased approach, to deliver against the targeted deliverables. Establishing phased details outlined with key activities that would take place during each of these phases. Example outputs:
- Phase 1
 - Defining the scope of supplier diversity
 - Determine timelines and Project Plan/Roadmap
- Phase 2
 - Supplier development programs for underrepresented suppliers
 - Working with existing suppliers to understand if they can be certified



Results and Value

- Acquis fully established a formal supplier diversity program. Backed with change management for internal and external stakeholders
- Drove Sourcing processes to harmonize suppliers and establish preferred diverse suppliers
- Established operating model and supplier diversity function. With established roles, responsibilities and metrics for tracking program success

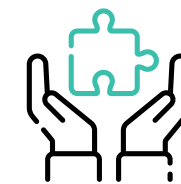
Case Study

Pharmaceutical Supplier Diversity Program



Business Challenge

- No prior investment or funding assigned for ESG
- Absence of ESG driven procurement capabilities to adhere to CSR
- Not aligned with sustainable protocols for growing ESG requirements for clients
- Lack of spend with diverse suppliers



Our Approach

- Acquis introduced a holistic 3 year ESG procurement roadmap
- Enriched data to assist in auditing ESG standing of the company's supplier base
- Built out a supplier central landing site to coach and mentor suppliers on ESG
- Interviewed internal teams and applied for a third party ESG audit



Results and Value

• We established the basis of its ESG procurement capabilities, defined ESG roadmap, built standard protocols to diversify supplier base and enhanced internal digital capabilities to track ESG investments, commencing the client's compliance to CSR

• By helping to undertake new ESG investments, Acquis helped the client increase its ESG audit score by 50% within one year.

Meet our Supplier Diversity team



Meaghan Marx

Lead, Diversity, Equity, and Inclusion

Meghan has stood up, managed and operationalized Diversity, Equity, and Inclusion (DEI) programs and projects, both within organizations and across industry



David Brien

Principal, Procurement & Supply Chain Strategy

David specializes primarily in the Source to Pay space and he brings experience ranging from Spend Analysis & Category Management to Technology Implementation



Deanna Levy

Expert, Procurement & Supply Chain Strategy

Deanna brings deep subject matter expertise in strategic sourcing, supplier diversity program implementation and management, supplier relationship management, spend analytics, and KPI development across industries

Build or advance your Supplier Diversity program

Contact us for an exploratory discussion

Meghan Marx

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