



Canada's Best
Diversity
Employers **2008**

PRESENTED BY   Financial Group

Procter & Gamble Inc.

Employer Description

Procter & Gamble Inc. (P&G Inc.) is a leading manufacturer and marketer of a wide range of consumer products. The company is a subsidiary of Cincinnati, Ohio-based Procter & Gamble Company. Established in 1837, the parent company markets over 300 consumer products, including household names such as Tide, Pampers, Crest, Pringles and Folgers, to name a few.

The company has manufacturing, distribution and marketing operations in over 80 countries, serving billions of customers around the world each year. Last year, the publicly-traded parent company completed its acquisition of Boston-based The Gillette Company. The \$57 billion acquisition is the largest acquisition in the company's history, creating a combined workforce of over 140,000 employees worldwide.

Established: 1992 **Full-Time Employees:** 387 **Employees who are women:** 39% **Of managers:** 22% **Employees who are visible minorities:** 14% **Of managers:** 6%

P&G Inc. was selected as one of Canada's Best Diversity Employers (2008) for:

- ▶ requiring all employees to complete mandatory diversity training
- ▶ operating a longstanding women's employee resource group
- ▶ operating a special diversity training program for managers
- ▶ attending university events to recruit visible minority students
- ▶ hosting several employee network teams, for Asian, French, LGBT, Black and Latino groups

Supporting a Diverse Workforce

Procter & Gamble operates a women's employee network called the "Women's Leadership Council", which is a group created by senior-level women employees who wanted to provide information resources and career development support to women at the company. The group provides mentorship opportunities and hosts events and seminars on inclusion, gender issues and related topics. The Council also acts as an advisory board to management on women's issues, and plays the role of an informal support group and resource for women throughout the company.

In addition to their Women's Leadership Council, Procter & Gamble also manages social network groups for employees who are members of LGBT, Asian, Black and Latino communities, to name a few. Each group provides its members with personal support, as well as mentoring and training opportunities.

Procter & Gamble fosters an inclusive workplace culture by requiring all new employees to complete a diversity training workshop within their first few years of hire. Mandatory training curriculums for managers include a diversity component, and leadership assessment tools also measure how well managers uphold and advance diversity in the workplace.

"The ALC (Asian Learning Conference – an in-house training forum for Asian employees) was a great opportunity to network with my Asian co-workers and learn from their unique experiences. I truly appreciate P&G's efforts in supporting diversity in the workplace."
- Trinh Lam, Procter & Gamble employee