



The Midwest Investors Diversity Initiative (MIDI) is a coalition of Midwest institutional investors dedicated to increasing racial, ethnic, and gender diversity on corporate boards in Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio and Wisconsin to protect shareholder value and maximize returns. MIDI relies solely on the capacity and expertise of its members. It receives no external financial support.

MIDI AT A GLANCE

MEMBERS



City of Chicago's
Treasurer's Office

Illinois State
Treasurer's Office

Minnesota State
Board of Investment

Ohio Public
Employees
Retirement System

School Employees
Retirement System of
Ohio

SEIU Master Trust

Sundance Family
Foundation

Segal Marco Advisors

Seventh Generation
Interfaith

Trinity Health

UAW Retiree Medical
Benefits Trust

Wespath Benefits and
Investments



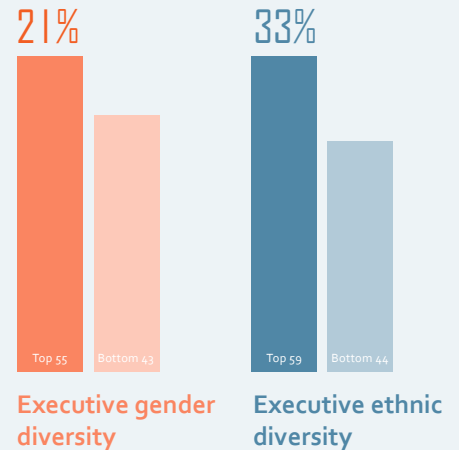
\$850B

assets under
management and
advisement



GENDER AND ETHNIC DIVERSITY ARE CORRELATED WITH PROFITABILITY²

Likelihood of financial performance **above national industry median** in 2017 between top and bottom quartiles



WHAT WE DO

We work with company nominating and governance committees to:



Adopt a policy for diverse search



Require minority and female candidates to interview for every open seat



Instruct third party search firms to include such candidates in the initial pool



Expand candidate pool to include candidates from non-traditional sources

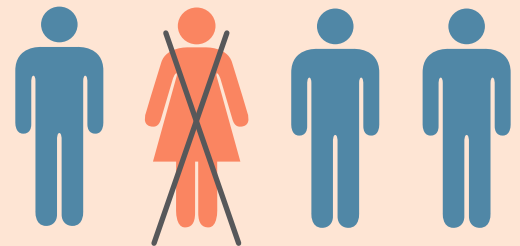
SUCCESSFUL ENGAGEMENTS

In the last few years, MIDI had **significant company engagements** across a number of industries including oil, technology, transportation and finance.

	2017	2018	2019
Adopted diverse search policy	8	8	8
Added diverse candidate	3	3	6



IF THERE IS ONLY ONE WOMAN IN YOUR CANDIDATE POOL, THERE'S STATISTICALLY NO CHANCE SHE'LL BE HIRED.¹



MIDI offers tools to help companies take the necessary steps to diversify their boards, including the [Diverse Search Company Toolkit](#) and [Examples of Diverse Candidate Search Language](#).

OUR AIM FOR 2020 IS TO ENGAGE COMPANIES THAT LACK RACIAL OR ETHNIC DIRECTORS, LAG THEIR PEERS ON FEMALE DIRECTORS, AND LACK A ROBUST DIVERSITY POLICY.

¹Harvard Business Review, April 2016. Stephanie K. Johnson, David R. Hekman, Elsa T. Chan., ²McKinsey & Company: Delivering Through Diversity. Jan. 2018. Vivan Hunt, Larenia Yee, Sundiatu Dixon-Fyle.