



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.

## MEMBERS



- Ariel Investments
- City of Chicago's Treasurer's Office
- Illinois State Board of Investment
- 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
- YWCA Metropolitan Chicago



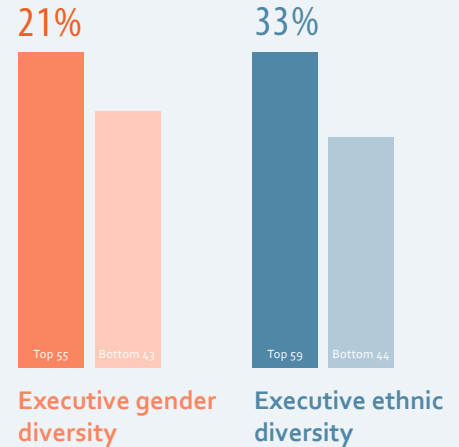
**\$820B**

assets under management and advisement



## GENDER AND ETHNIC DIVERSITY ARE CORRELATED WITH PROFITABILITY<sup>2</sup>

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:

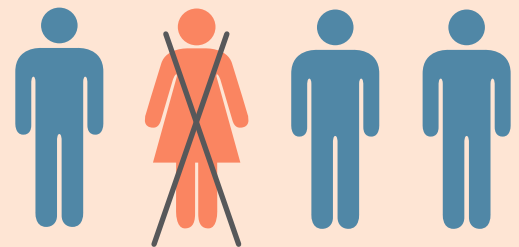
- Adopt a policy for diverse search
- Require minority and female candidates to interview for every open seat
- Instruct third party search firms to include such candidates in the initial pool
- Expand candidate pool to include candidates from non-traditional sources

## 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 | 2020 |
|-------------------------------|------|------|------|------|
| Adopted diverse search policy | 8    | 8    | 8    | 6    |
| Added diverse candidate       | 3    | 3    | 6    | 3    |

“IF THERE IS ONLY ONE WOMAN IN YOUR CANDIDATE POOL, THERE'S STATISTICALLY NO CHANCE SHE'LL BE HIRED.”<sup>1</sup>



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.

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