



# Prioritizing Gender Equality in the Workplace

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# Business case

Marketplace, workplace, innovation

\$40T

global spending power  
of **women**

\$3.6T

spending power of  
**LGBTQI+ consumers**  
globally

\$1.7T

spending power of  
**Black/African American**  
**consumers** in the US alone

58M

**Latinx** in US are the  
largest consumer  
audience nationwide

1B

more than 1 billion  
**people with disabilities**

72%

of **millennial employees**  
would leave an  
organization for a more  
inclusive one

\$200K

cost of losing and  
replacing **one Microsoft**  
**employee**

35%

**diverse companies** more  
innovative, outperform  
competition by 35%

# Geopolitical case

## Globalization, legislation, activism

More global and complex environment

More countries are legislating diversity & inclusion

Significant generational demographic shifts

More employees are bringing a greater diversity of beliefs, values and motivations

Employees expect their employers to take a stance on social issues, and increasingly using activism to push for change



33%

of technology jobs worldwide **will go unfilled** due to talent shortages by 2020

5

**generations** in the workplace at once as of 2015

62%

millennials said they want a career with **social impact and purpose**

# We're accountable to our commitments

The demographics of our workforce will continue to serve as one measure of our progress toward a more diverse and inclusive Microsoft, and our contribution to the diversity of the tech industry.

There is another part of our journey that year-over-year data can't convey: the depth of our commitment and the range of programs in place to keep diversity and inclusion at the heart of the work we do.



## DIVERSITY AND INCLUSION REPORT 2019





Leadership sets the tone



Diversity > Gender



Merit as Foundation



Inclusion is key



Preparing us for the workplace of tomorrow