

DIVERSITY & INCLUSION KEY FINDINGS

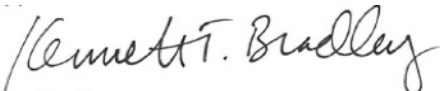
Dear Colleagues,

The Vision Council strives to be the vision care leader in enabling better vision for better lives. With our Mission Statement to advocate for and promote growth in the vision care industry, which is experiencing constant, and rapid change.

As the consumer relationship becomes more sophisticated, and lifestyles and vision care delivery methods evolve, the industry must be prepared for what is next. We must share trends, best practices and set a leadership agenda for the industry. Part of that agenda includes the strategic imperative of building the right leadership team to see the future for companies and transform our industry. To help guide the way, The Vision Council conducted the first-ever study of diversity in leadership for the optical industry. The results were intended to benchmark the optical leadership landscape in 2019 and illuminate the opportunities all companies have to promote diversity, cultivate talent and improve their performance.

We plan to work with our membership to identify milestones and goals for our industry, and will continue to expand and update this survey so that we can provide tangible, actionable pathways for our members to access. Thank you to all who participated, and I encourage you to participate in the future.

Sincerely,



Ken Bradley

- **Companies that prioritize D&I Outperform:**
Improvement in **quality hires, employee retention, innovation, decision making, revenue, stock returns** and **cashflow**.
- **October 2019 D&I study was representative of membership:**
206 members reported they work at companies with a median of 100 employees; average 25 years in vision; 10 years with current employer (vs US average 4.2); 5 years in current position and have worked for 2 companies in vision.
- **Sample is older, more male, whiter, straighter, and less Hispanic:**
Overall **11 years older, 6% fewer females, 6% less people of color, 12% less Hispanics**, and **1% less people who identify as LGBTQ+** than US workforce.
- **84% of respondents are in management positions (vs 40% of US workers):**
Among all levels of management, vision sample **exceeds US manager benchmarks for women** (43% vs 40%) and **people of color** (17% vs 16%).

- **Senior management (Owner, Partner, C-Level, President, Director, EVP, SPV) in vision is whiter and more male than US Management:**
 Vision has **11% fewer women** and **5% less people of color** in senior management positions.
- **Vision employers' ratings exceeds most US benchmarks except for Diversity:**
4% fewer Vision employees say their company is "Dedicated to Diversity" vs US Benchmark, and **females are 3X more likely to disagree with company culture** regarding compensation, advancement opportunities, professional growth prospects.
- **Under-represented groups in Vision know it: 27% of women, 46% of people of color, 22% of elder adults and 30% of LGBTQ+ vision workers** say they are under-represented in the workforce.
- **Vision D&I scores exceed 700+ public companies except for "Setting D&I Targets":**
 Vision exceeds the Thomson Reuters D&I Index on measures of D&I policy, flex hours, day care, skills training, career development, promotion from within, and management training. However, **the vision industry falls short on setting D&I targets** (39% vs Thomson Reuters 46%).
- **When asked about their outlook for personal advancement, 27% of women** (vs 17% of men) and **35% of people of color** (vs 20% of whites) are more likely to have a negative outlook on advancement and opportunities in vision.