



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, Minnesota, Michigan, Ohio and Wisconsin to protect shareholder value and maximize returns. MIDI relies solely on the capacity and expertise of its members.

## MIDI AT A GLANCE

### MEMBERS



City of Chicago's  
Treasurer's Office

Illinois State  
Treasurer's Office

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



**\$300B**

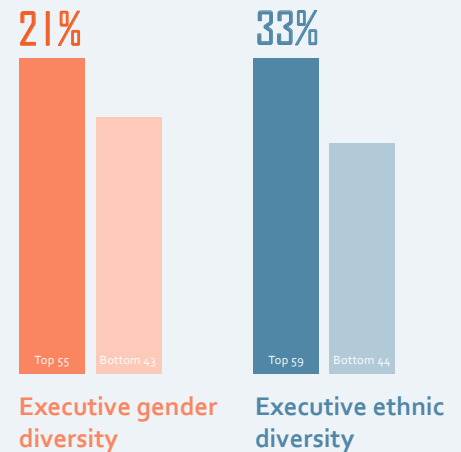
assets under  
management



**2016**  
year  
formed

## 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

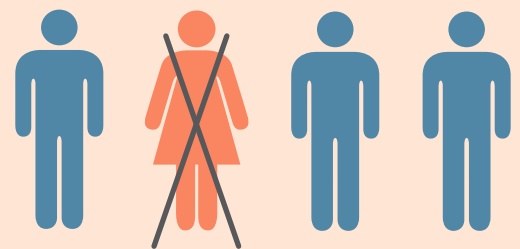
## SUCCESSFUL ENGAGEMENTS

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

	2017	2018	
Adopted diverse search policy	5	16	↑ 220%
Added diverse candidate	2	2	↑↓ 0%



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 2019 IS TO ENGAGE COMPANIES THAT LACK ETHNIC/RACIALLY DIVERSE DIRECTORS, AND HAVE FEWER FEMALE DIRECTORS THAN INDUSTRY PEERS.

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