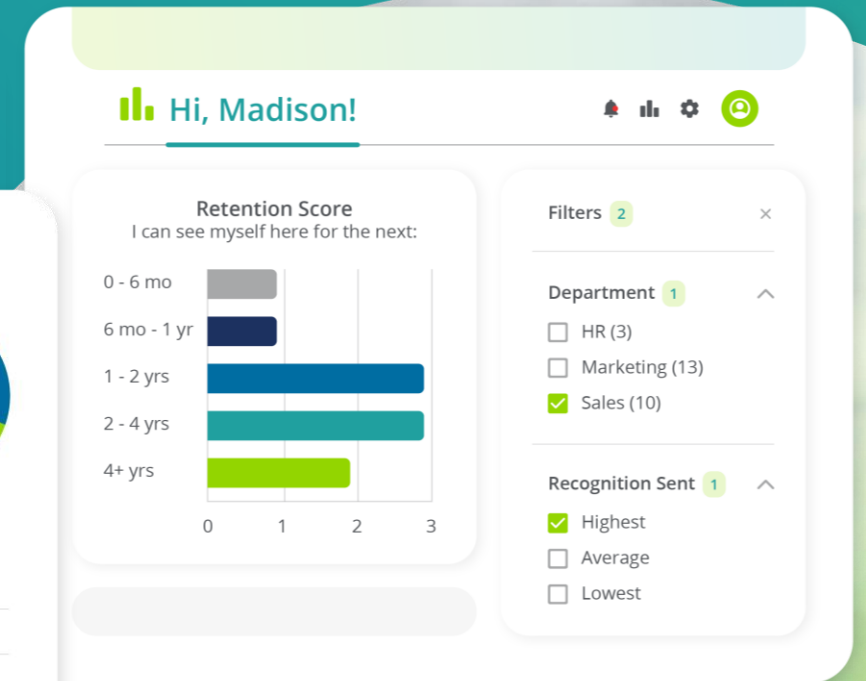
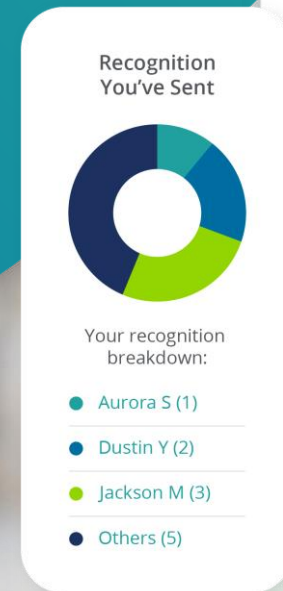


# Equity in the Workplace: Building Fair and Transparent Cultures

## Terryberry Product Spotlight Webinar

June 26, 2025



terryberry  
Engage • Reward • Succeed



**Presenter**

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**Product Manager, Be Recognized**  
Terryberry



**Presenter**

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**Travis Poppleton**

**Product Manager, Be Heard**  
Terryberry

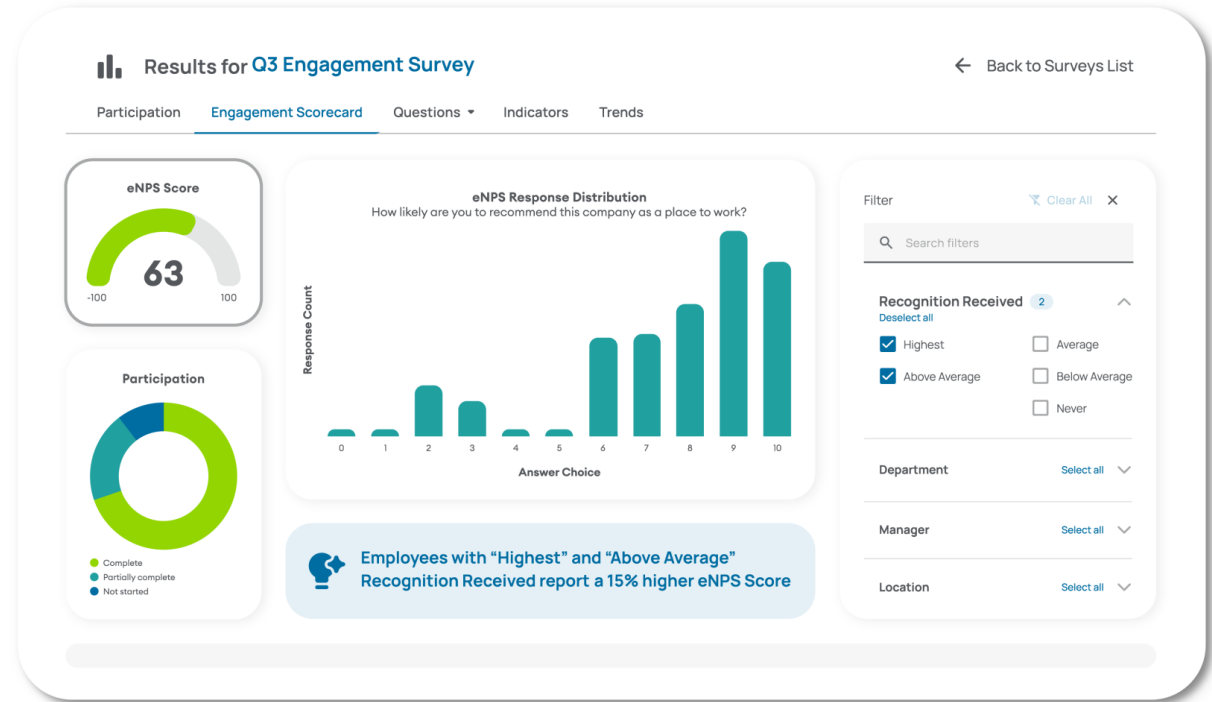
# Empowering People & Organizations to Thrive

- **100+ years** helping organizations recognize and engage their people
- **Engagement solutions** that work, with the data to prove it:
  - Recognition & Rewards
  - Surveys & Insights
  - Physical & Mental Well-being
- **Trusted by 40,000+ organizations** with millions of employees across industries

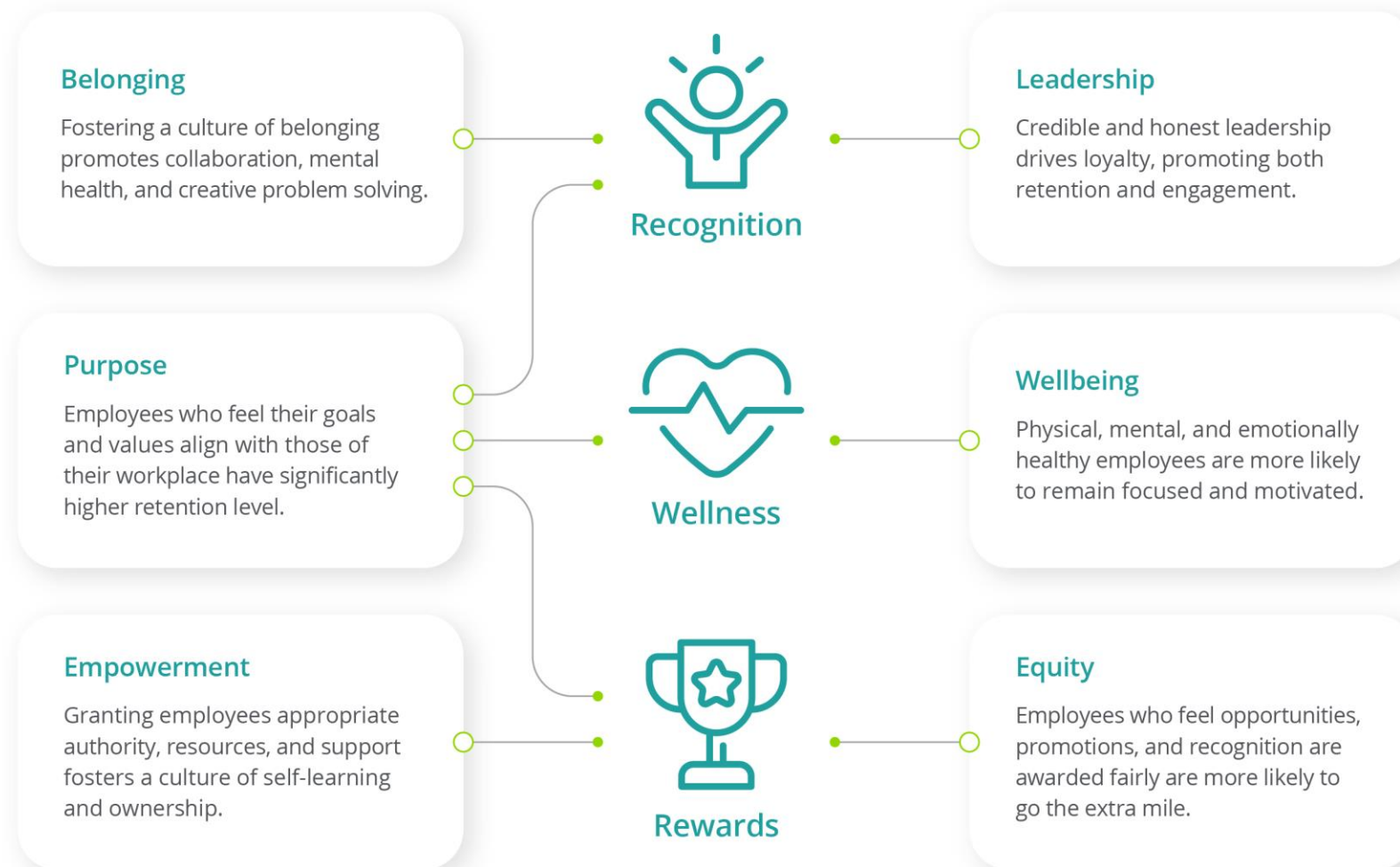


# Product Spotlight: Key Features

- 1. New Equity Drill Down Survey**  
built on scientifically-validated research to identify strengths and opportunities
- 2. New Manager Dashboards**  
for empowering a fair and transparent culture of appreciation
- 3. Equitable Recognition**  
mobile app for transparent rewards and recognition among diverse workforces



# Terryberry's Employee Engagement Model



# What is Equity?

A pillar of Terryberry's employee engagement model



**Equity** refers to employees' perceptions of **fairness and justice** in organizational processes, outcomes, and interpersonal interactions within the workplace.

- **9 in 10** of Fortune 100 companies list equity as one of their corporate values
- Only **18% of employees** feel they work in a fair environment
- Hiring, promotion, and compensation only account for **one-quarter of unfairness**. The majority happens in day-to-day work.

Equity ensures fair treatment, access, and advancement **beyond traditional demographics**.

Perceptions of fairness improve **performance by 26%** and **retention by 27%**.

To address these more pervasive fairness challenges, **organizations need new philosophies**, not just policies.

# Four Elements of an Equitable Experience

According to the Harvard Business School

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## Transparency

...only 33% of organizations practice information transparency

## Support

...only 32% of employees report they feel supported at work despite efforts

## Fairness

...only 18% of employees feel they are considered for opportunities

## Recognition

...only 24% of employees currently feel acknowledged for their contributions

# 1st Poll

## Equity in the Workplace: Building Fair and Transparent Cultures

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### How confident are you that your workplace fosters equity for all employees?

1. Extremely confident - we have strong systems in place
2. Somewhat confident - we're making progress but have gaps
3. Moderately confident - we're aware of issues but lack clear solutions
4. Not very confident - we suspect problems but lack data
5. Not confident at all - we know significant inequities exist
6. Unsure - we don't have enough visibility into employee experiences



# 1<sup>st</sup> Product Demo: Equity Drill Down



- New equity insights dashboard
- Trend analysis showing equity dips during specific periods
- Demographic segmentation for targeted interventions

# 2<sup>nd</sup> Poll

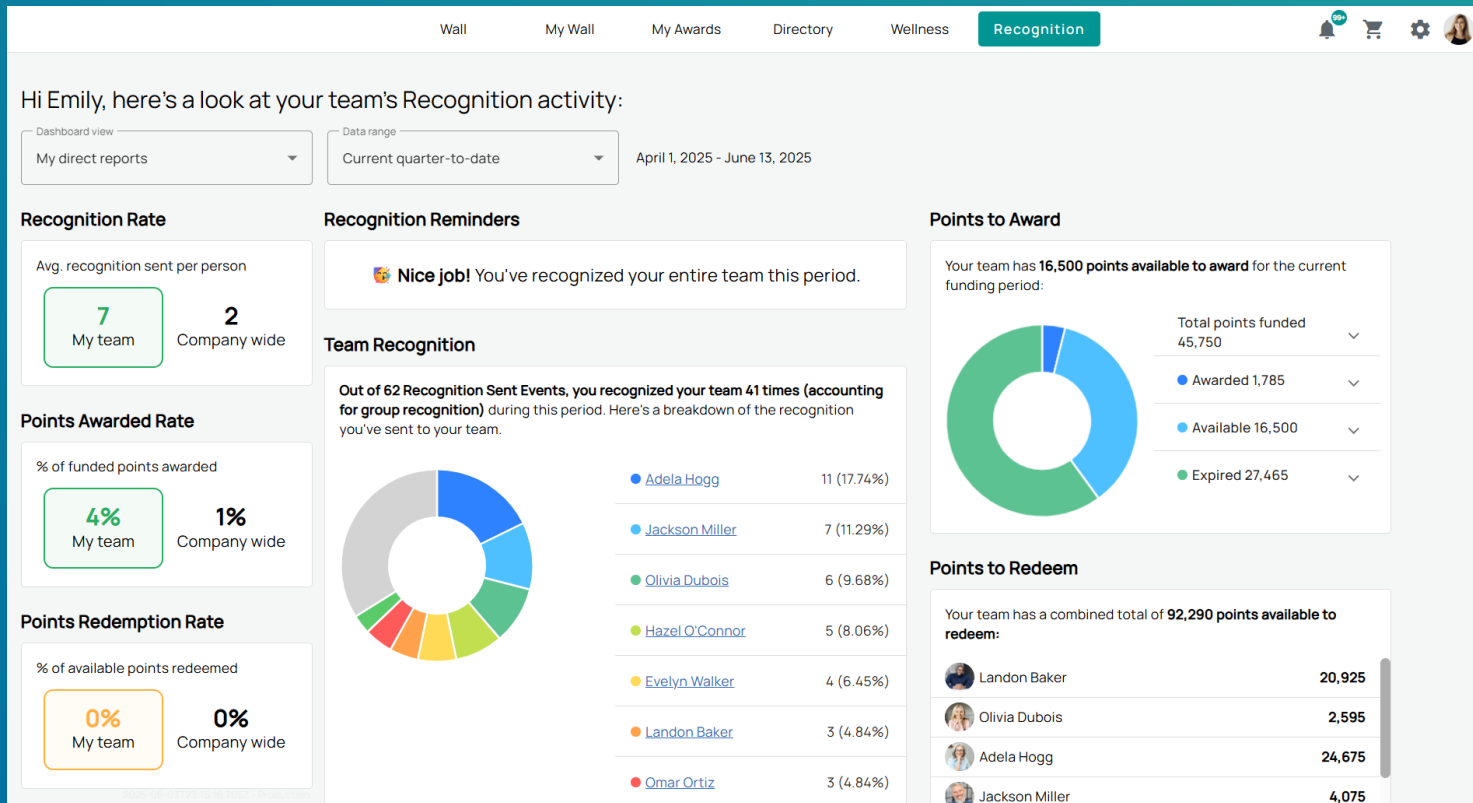
## Equity in the Workplace: Building Fair and Transparent Cultures

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### What's the biggest barrier to achieving equity in your organization today?

1. Unconscious bias in decision-making processes
2. Lack of leadership commitment or buy-in
3. Unequal access to advancement opportunities
4. Geographic/remote/deskless work creating different experiences
5. Limited resources dedicated to equity initiatives
6. Insufficient data to identify and address gaps

# 2<sup>nd</sup> Product Demo: Equitable Recognition



- Manager dashboard recognition insights
- Deskless worker recognition features
- Recognition and reward distribution analytics

# 3<sup>rd</sup> Poll

## Equity in the Workplace: Building Fair and Transparent Cultures

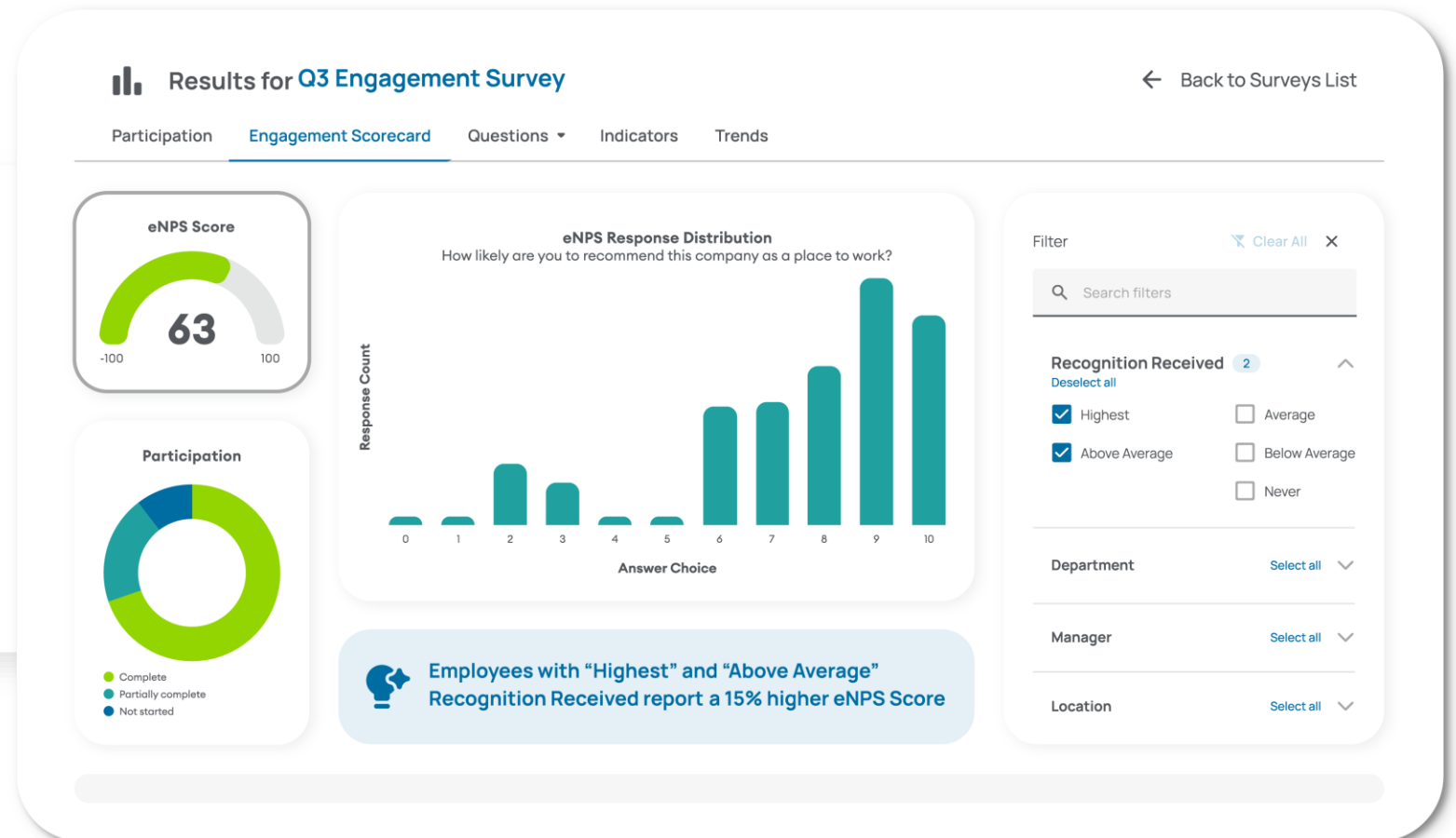
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**To what extent do you believe current equity efforts in your workplace are effective?**

1. **Very effective** - we see measurable improvements in employee experience
2. **Somewhat effective** - we're seeing some positive changes
3. **Minimally effective** - efforts exist but impact is limited
4. **Not effective** - initiatives aren't translating to real change
5. **No current efforts** - we're just beginning to address equity
6. **Unsure** - we lack metrics to evaluate effectiveness

# 3<sup>rd</sup> Product Demo:

# Questions?



# Thank You!

Interested in Terryberry?  
Let us know after webinar.



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