

# Investing in Education for Equity, Prosperity, and Progress

A 20-Year Strategic Vision

## **The Question**

How do we build a workforce that's diverse, skilled, and ready for the future-without sacrificing merit or fairness?

## Two Paths Compared

### Path A: DEI-Only Hiring Practices

- Moderate gains in diversity
- Modest economic growth
- Public skepticism

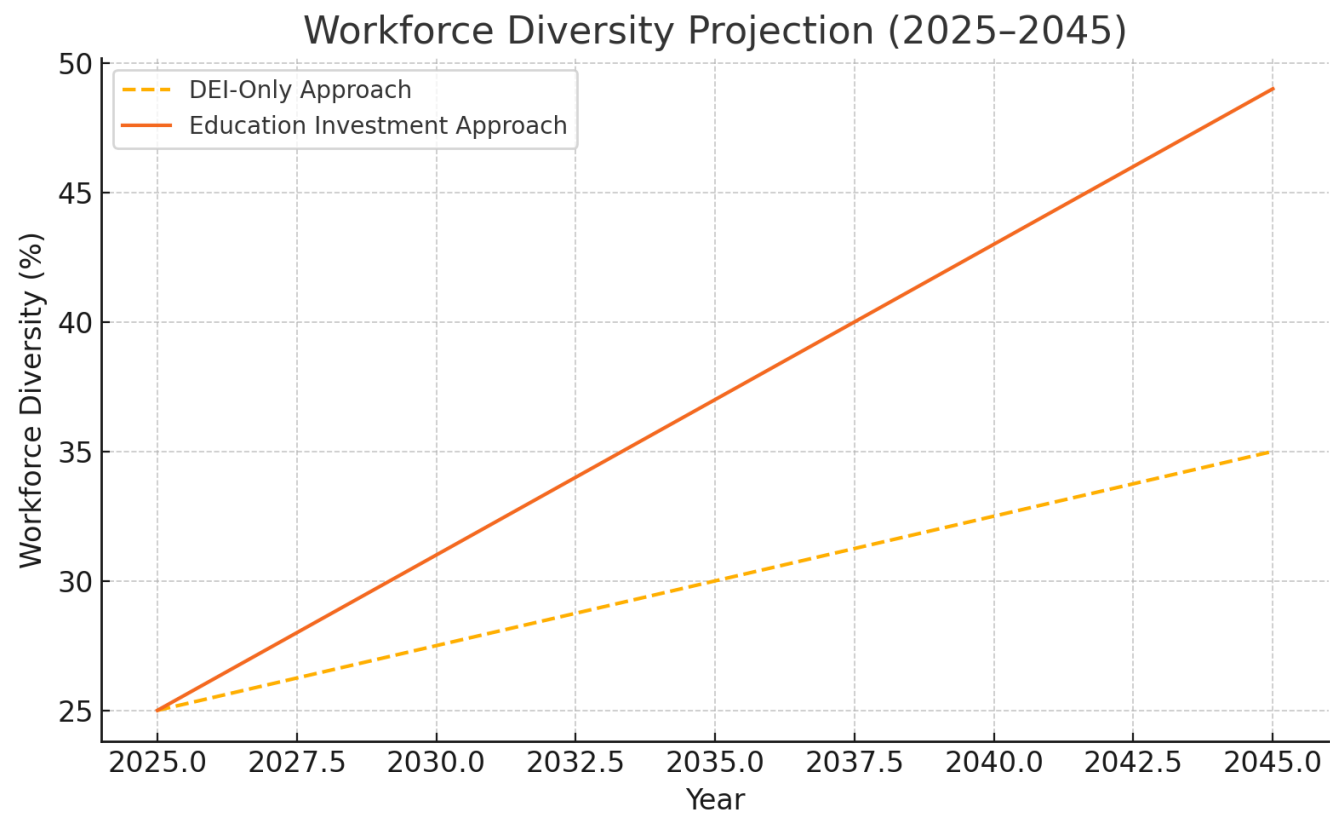
### Path B: Equitable Education Access

- Wide pipeline of diverse talent
- Sustained, inclusive prosperity
- Systemic fairness, long-term trust

# Workforce Diversity (2025-2045)

DEI-Only: ~35% diverse workforce by 2045

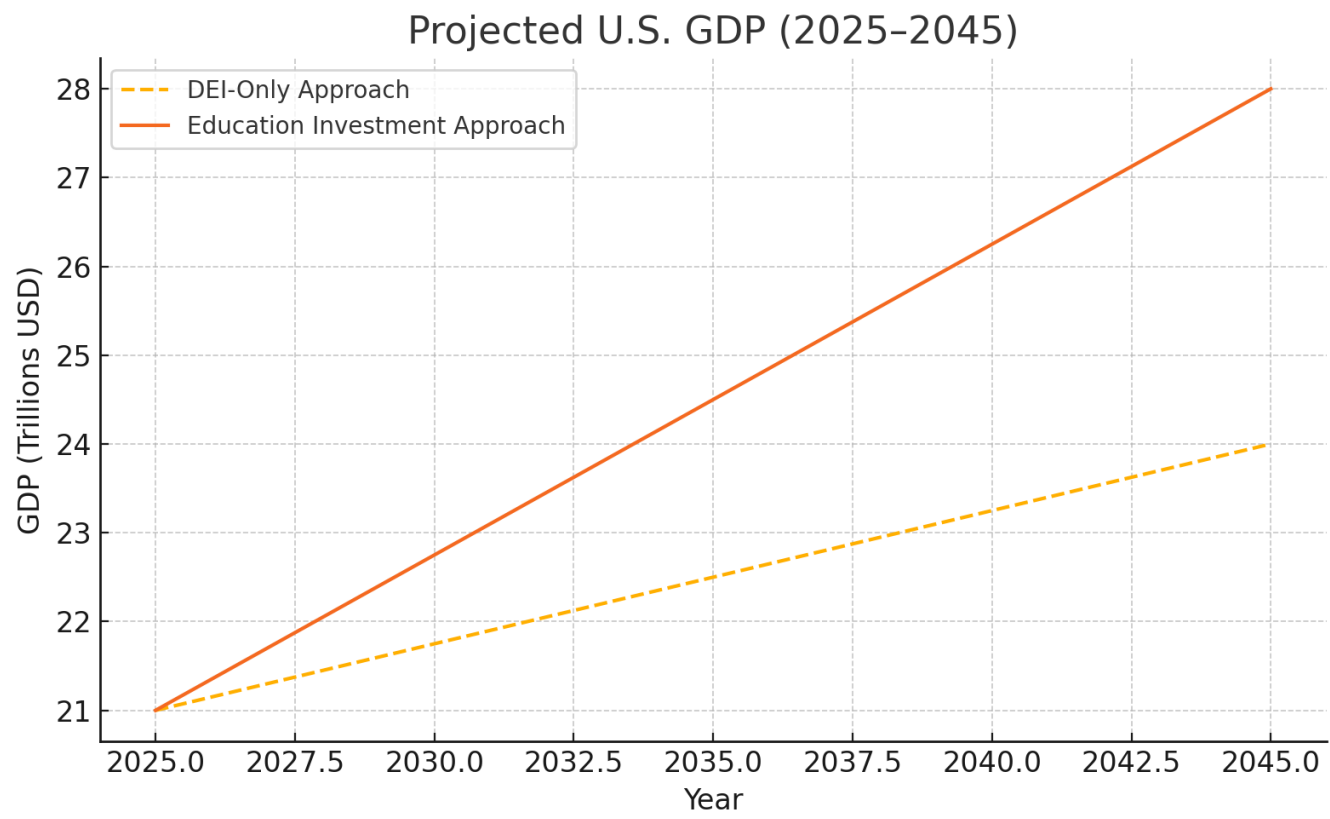
Education Model: ~50% diverse workforce by 2045



# Economic Growth

GDP in 2045:

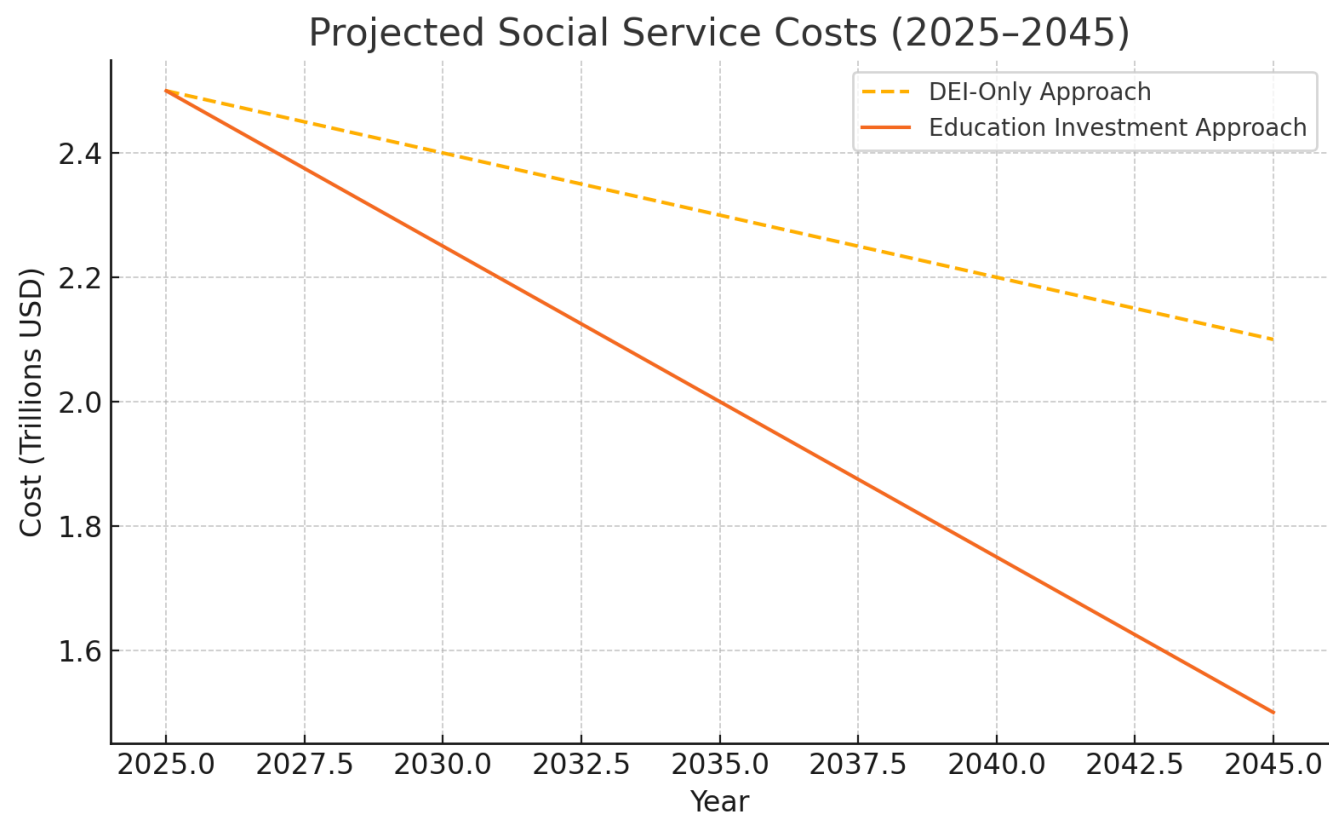
- DEI-Only: ~\$24 trillion
- Education Model: ~\$28 trillion



# Social Services Savings

DEI-Only: ~\$2.1T in annual social costs by 2045

Education Model: ~\$1.5T



## **Policy Takeaways**

- Equity in education = equity in opportunity
- DEI should complement-not replace-systemic reform
- Early investment prevents late-stage bias

# The Recommendation

Shift national focus:

- Fund education access at all levels
- Strengthen early mentorship and inclusion
- Maintain fair, inclusive hiring-grounded in merit



## **Final Thought**

When we educate more, we compensate less. When we empower early, we correct less later.

Equity is not charity. It's infrastructure.

# Thank You

Prepared in collaboration with AI ethics partners and public research

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