

# Top 25 Companies for Diversity Scorecard



## CEO Engagement

- Does the CEO have a mission statement or personal message regarding diversity & inclusion?
- Does the Chief Diversity Officer directly report to the CEO?
- Is diversity & inclusion mentioned on the company's website?
- Is diversity & inclusion mentioned on the company's annual reports?
- Does the company have a statement on supplier diversity?
- Does the company have a vision, mission, goals, or press releases that mention diversity & inclusion?

## Policies and Initiatives

- Is there a diversity & inclusion policy that is available to the public?
- Does the company have a non-discrimination policy that includes sexual orientation?
- Is there a separate policy that includes gender identity?

## Employee Resource Groups

- Does the company have employee resource groups?
- Does the company have more than 5 employee resource groups?
- Are the employee resource groups open to all employees?
- Does management consult with employee resource groups before making decisions?
- Do senior management and the executive team participate in employee resource groups?

## Diversity Council

- Does the company have a diversity council?
- Does the diversity council have a formal charter?
- Does senior management participate in diversity councils?

## Supplier Diversity

- Does the company have a supplier diversity program?
- Is it required?
- Is the supplier diversity program mentioned in the annual report?

## Training and Mentoring

- Are there formal training programs that include diversity & inclusion?
- Does the training program include cultural awareness and competence?
- Does training involve senior management or the executive team?
- Does the company offer training programs that cover bias, unconscious bias, or inequities?
- Do these training programs include senior management?
- Does the company offer a mentoring program?
- Does the company offer a sponsorship program?
- Does the company have a succession planning program?
- Are employees that are not in the executive team or senior management included in the succession planning program?

## Engagement

- Does the company conduct an employee opinion survey?
- Are employee surveys communicated to the CEO?
- Are corrective measures taken as a result of employee opinion surveys?

## Community and Corporate Social Responsibility

- Does the company have an external philanthropy program?
- Do employees have a say in who receives philanthropy?
- Does the company address differences between workplace and leadership diversity?
- Does the company have programs that prepare underserved communities for future employment?
- Does the company mention diversity & inclusion progress in communication with future employees?