

2021

DiversityInc

20TH ANNIVERSARY

TOP 50
COMPANIES FOR
DIVERSITY

Sample

REPORT CARD

2021

ABOUT THE TOP 50

The DiversityInc Top 50 ranking is based on empirical data obtained through organizations completing the survey. Participation is free and companies that do business with DiversityInc receive no preferential treatment.

The survey is the most rigorous, data-driven analysis measuring talent results by race/ethnicity and gender in corporate America. The talent results are used to assess the effectiveness of programs and workplace practices to hire, retain and promote women, people with disabilities, LGBTQ, members of the military community and other underrepresented groups.

The survey is comprised of more than 200 analytical questions covering everything across the inclusion and diversity management spectrum, from women and racially diverse representation in the C-suite and leadership pipelines, to recruitment and management promotions of those cohorts, to accountability for those results. Participating organizations can see how they truly stack up against other companies vying for diverse talent, as well as a company's community involvement and engagement with diverse suppliers.

256

QUESTIONS

YIELDING

1,400+

DATA POINTS

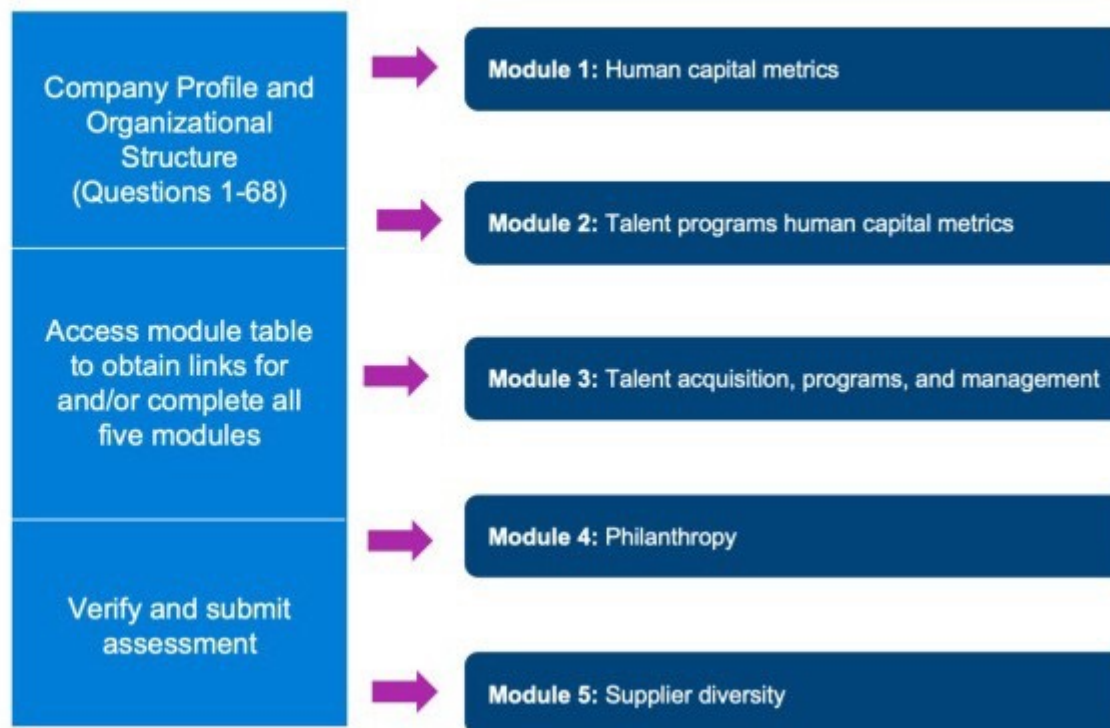
40%

YEAR-OVER-YEAR
INCREASE IN
PARTICIPATION

ABOUT THE METHODOLOGY

The 2021 survey methodology and analysis are based on the survey categories DiversityInc has developed and evolved over the years to inform the rankings. Each survey category includes various types of responses (e.g., numerical, categorical or Likert-type questions). This year, we restructured the survey categories to better understand what inclusion and diversity management practices influence talent results and the effectiveness of each. Each survey category was found to be reliable using standard statistical analysis.

The total composite score is developed by standardizing each of the components on a 100-point scale and adding them together based upon DiversityInc's proprietary ranking algorithm.



ABOUT THE METHODOLOGY CATEGORIES



Human Capital Diversity Metrics:

Gender and racial/ethnicity breakdown of representation in overall workforce representation, new hires, promotions, management and highest paid 10% populations



Workplace Practices:

Practices and metrics related to talent acquisition, talent management, onboarding, diversity training, workforce development and engagement, LGBTQ inclusion, people with disabilities, the military community and employee benefits



Leadership Accountability:

CEO/senior leadership commitment and accountability practices, diversity and inclusion management as well as Board of Directors and Diversity Councils' practices and representation metrics



Supplier Diversity:

Procurement spend with companies owned by people from under-represented groups, as well as leadership accountability and management practices



Talent Programs:

Participation metrics and practices for formal mentoring, formal sponsorship, employee resource groups and high potential programs



Philanthropy:

Contributions to and engagement with non-profit organizations focused on people from underrepresented groups

HALL OF FAME



2020



2019



2018



2017



2016



2015/2014



2013



2012

2021 TOP 50 COMPANIES FOR DIVERSITY

- | | | |
|-------------------------------|---------------------------|--------------------------------|
| 1. Hilton | 18. U.S. Bank | 35. Moody's Corporation |
| 2. Accenture | 19. Dow | 36. Centene Corporation |
| 3. Eli Lilly and Company | 20. Southern Company | 37. AIG |
| 4. Abbott | 21. Northrop Grumman | 38. General Motors |
| 5. Mastercard | 22. Walmart | 39. Walgreens |
| 6. Comcast NBCUniversal | 23. KeyBank | 40. Ally Financial |
| 7. Toyota Motor North America | 24. Exelon Corporation | 41. United Airlines |
| 8. ADP | 25. Wells Fargo | 42. Allstate Insurance Company |
| 9. TIAA | 26. CVS Health | 43. Stellantis |
| 10. The Hershey Company | 27. Sanofi U.S. | 44. Colgate-Palmolive |
| 11. Medtronic | 28. Capital One Financial | 45. Raytheon Technologies |
| 12. BASF | 29. Target | 46. Aramark |
| 13. Humana | 30. Randstad | 47. McCormick & Company |
| 14. TD Bank | 31. The Kellogg Company | 48. American Family Insurance |
| 15. AbbVie | 32. Cox Communications | 49. AstraZeneca |
| 16. KPMG | 33. Cigna | 50. Kohl's |
| 17. Boeing Company | 34. Ecolab | |

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How to Read Your Report

CATEGORY SUMMARY BENCHMARKS

The following pages of the report outline your company's composite rank for all (6) survey categories.

Human Capital Metrics



Leadership Accountability



Talent Programs



Workplace Practices



Philanthropy



Supplier Diversity





HUMAN CAPITAL METRICS

Gender and racial/ethnicity breakdown of representation in overall workforce representation, new hires, promotions, management and highest paid 10% populations

HUMAN CAPITAL METRICS SUMMARY PLOT

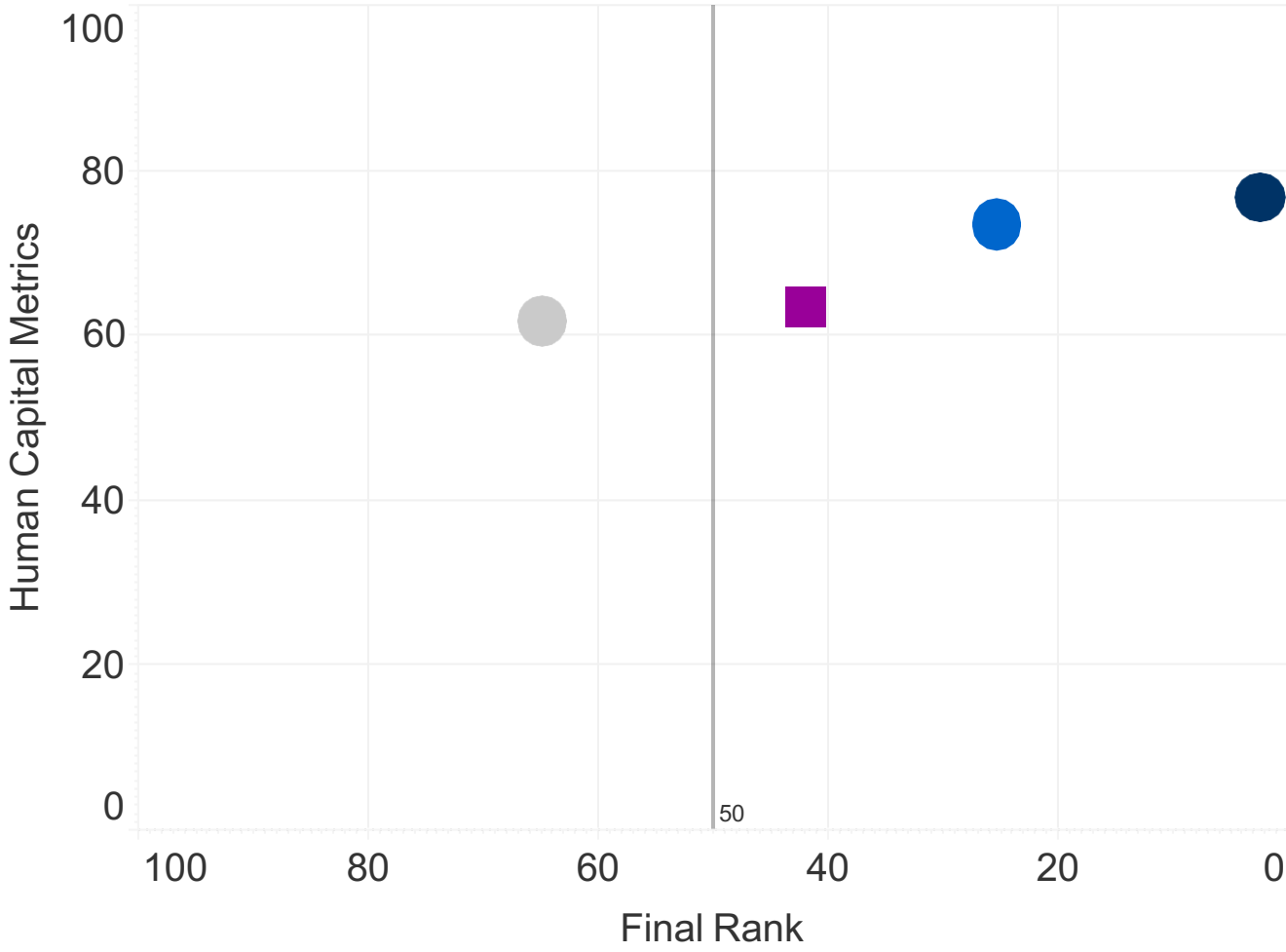
This summary plot shows where your company composite results for Diversity (gender and race/ethnicity) Human Capital Metrics for **Overall Workforce Representation, New Hires and Promotions** in comparison to all others within your specified competition cohort group.

YOUR COMPANY	DI TOP 10 MEAN + HOF INDEX*	DI TOP 50 MEAN + HOF INDEX*	ALL PARTICIPATING COMPANIES MEAN
63	78	73	61

Y-Axis
The **y-axis** position represents your company's composite score for Human Capital Metrics.

X-Axis
The **x-axis** shows the relative position of your company ranking or not in a specific competition (e.g., Top 50, Top Utilities, etc.) relative to the following benchmark groups:

- DI Top 10 and Hall of Fame (HoF) Index
- DI Top 50 and Hall of Fame (HoF) Index
- All Participating Companies

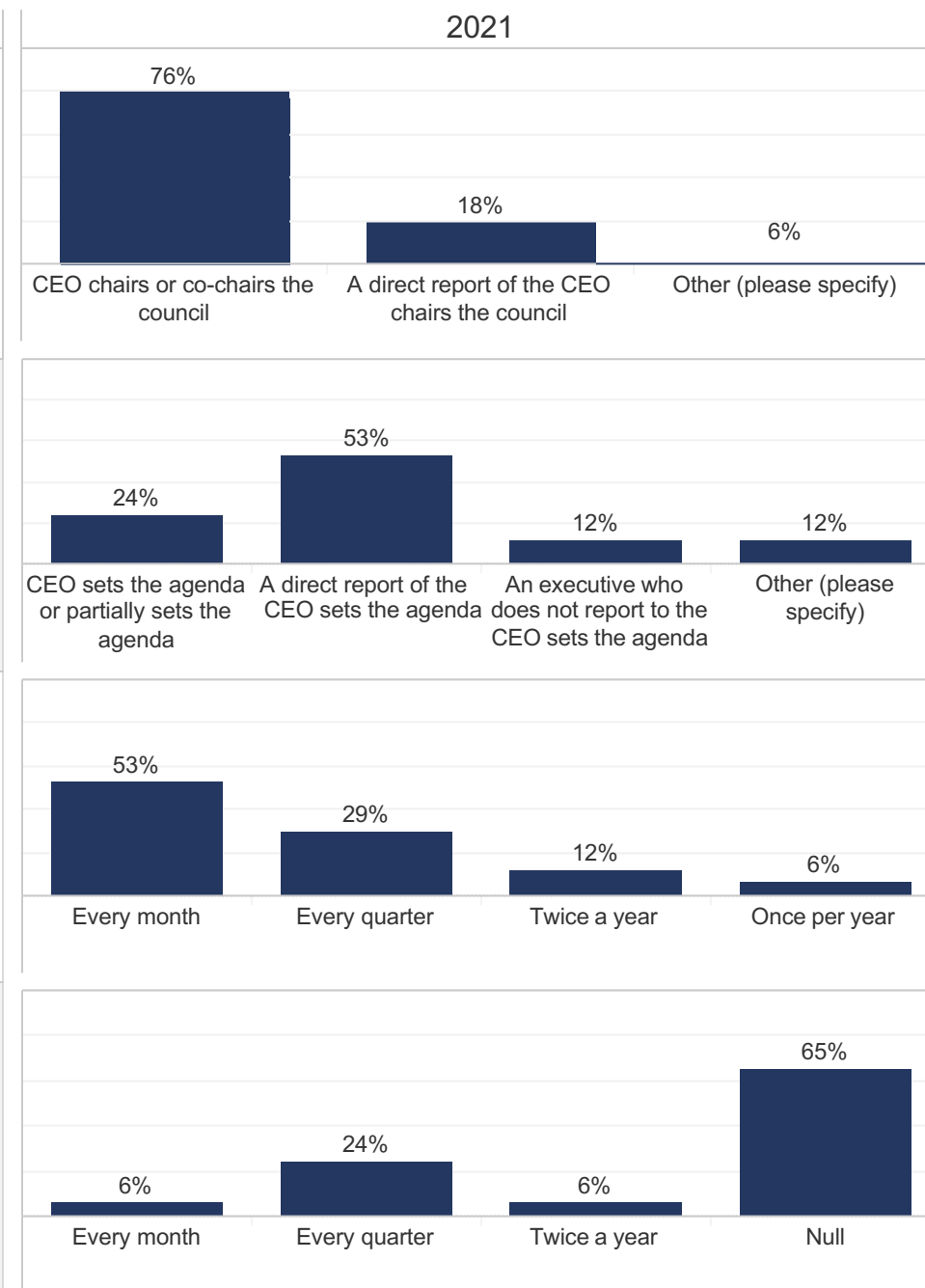


Data Calculation:
The data reflected in a summary plot represents the composite score that is calculated by standardizing the data points included for the specific benchmark category on a 100-point scale.

LEADERSHIP ACCOUNTABILITY, DIVERSITY COUNCILS

	2020	2021
Chairs Executive Diversity Council	CEO chairs or co-chairs the council	CEO chairs or co-chairs the council
Sets agenda for the Executive Diversity Council meetings	Other (please specify)	Other (please specify)
Meeting Frequency: Executive Diversity Council	Every quarter	Every quarter
Meeting Frequency: External Diversity Council		

Top 10 + HoF Index



TALENT PROGRAMS, EMPLOYEE RESOURCE GROUPS

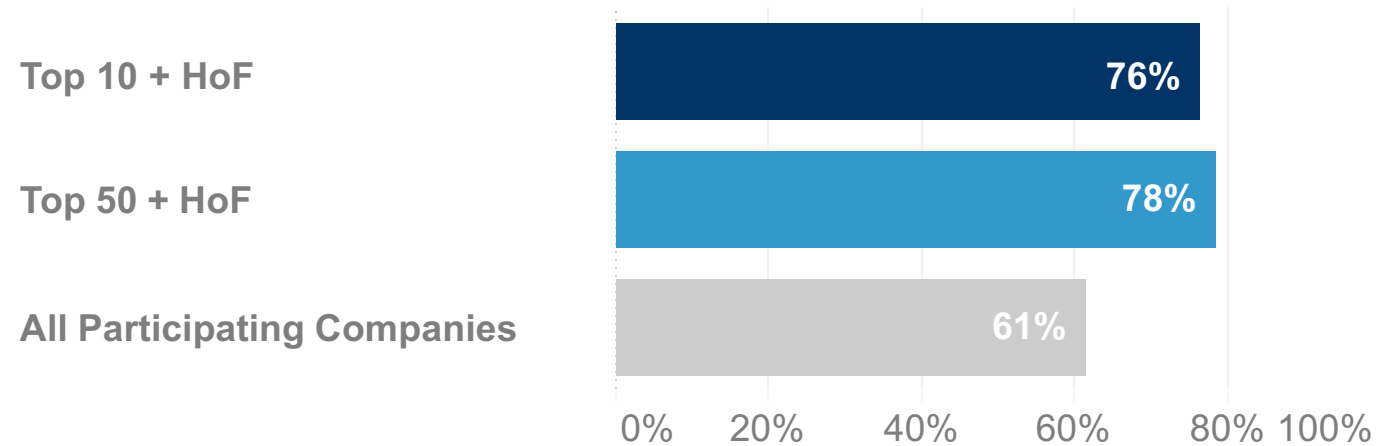
Top 10 + HoF Index

		2020	2021	2021
Organization offers: Employee Resource Groups (ERGs) - Formal	New		✓	
Organization offers: Employee Resource Groups (ERGs) - Informal	New			

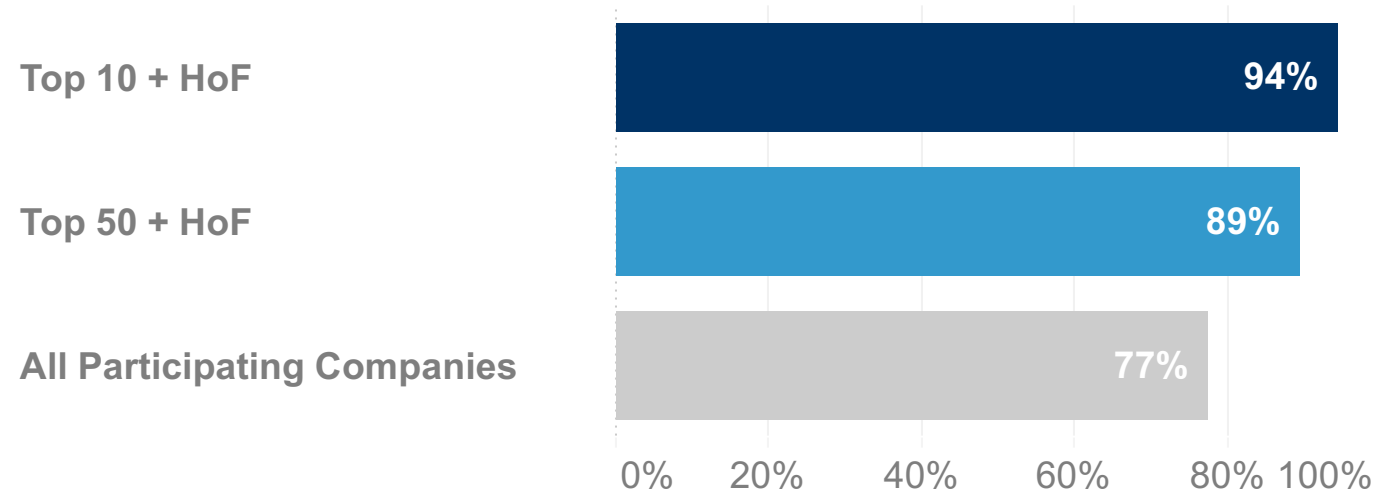
- ✓ Represents that the response was "YES" to the question
- ✗ Represents that the response was "NO" to the question
- For 2021, an empty box represents no response was submitted for the question
- For 2019 or 2020, an empty box could represent a question that wasn't asked in the respective year or no response was submitted for the question

LEADERSHIP ACCOUNTABILITY FACTS & FIGURES

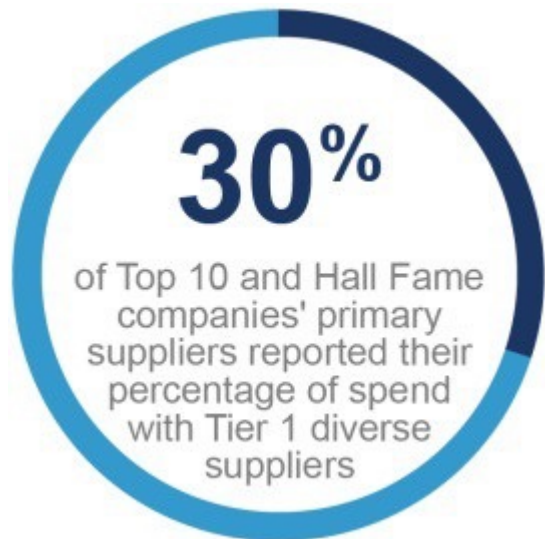
Companies setting goals to achieve proportional representation by race and/or gender:



Plans to educate all employees with anti-racism training:



SUPPLIER DIVERSITY FACTS & FIGURES





LEADERSHIP ACCOUNTABILITY

CEO/senior leadership commitment and accountability practices, diversity and inclusion management as well as Board of Directors and Diversity Councils' practices and representation metrics



GLOSSARY OF KEY TERMS

GLOSSARY OF KEY TERMS

Overall Representation

Represents your total US employees, including US territories as of December 31, 2020

New Hires

Employees in the US (including US territories) hired externally after December 31, 2019 and are still active employees on December 31, 2020

Promotions

Employees in the US (including US territories) promoted within and into management between December 31, 2019 and are still active employees on December 31, 2020

Executive/Senior Leadership

Your CEO and their direct reports (Level 1) and one level down from your CEO and their direct reports (Level 2)



SPECIALTY LISTS

2021 SPECIALTY LISTS

Top Companies for

Supplier Diversity

1. Kaiser Permanente
2. Abbott
3. Medtronic
4. AT&T
5. Comcast NBCUniversal
6. Eli Lilly and Company
7. ADP
8. Stellantis
9. EY
10. Accenture
11. PwC
12. Southern Company

Philanthropy

1. Humana
2. PwC
3. Hilton
4. U.S. Bank
5. TD Bank
6. Eli Lilly and Company
7. KeyBank
8. AmerisourceBergen
9. KPMG
10. FirstEnergy
11. The Hershey Company
12. Capital One Financial

2021 SPECIALTY LISTS

Top Companies for

Environmental, Social & Governance (ESG)

Abbott	CVS Health	Medtronic	The Kellogg Company
AbbVie	Dow	Northrop Grumman	TIAA
Accenture	Eli Lilly and Company	KeyBank	Toyota Motor North America
ADP	EY	KPMG	U.S. Bank
Allstate Insurance Company	Exelon Corporation	Linde	United Airlines
Ally Financial	FirstEnergy	Marriott International	Walmart
Ameren Corporation	General Motors	Mastercard	Wells Fargo
AT&T	Hilton	McCormick & Company	
BASF	Humana	Medtronic	
BBVA	Johnson & Johnson	Northrop Grumman	
Blue Shield of California	Kaiser Permanente	PPL	
Boeing Company	KeyBank	PwC	
Capital One Financial	KPMG	Randstad	
Cigna	Linde	Sempra Energy	
Comcast NBCUniversal	Marriott International	Southern Company	
ConEd	Mastercard	TD Bank	
Cox Communications	McCormick & Company	The Hershey Company	