

# 2020 DiversityInc REPORT CARD

SAMPLE REPORT & DATA

Company Name



# MEET THE TEAM



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Chief Executive Officer



**Luke Visconti**  
Founder & Chairman



**Anita Ricketts, MBA**  
CEO's Chief of Staff



**Lissiah Hundley, JD**  
Head of Strategic Partnerships  
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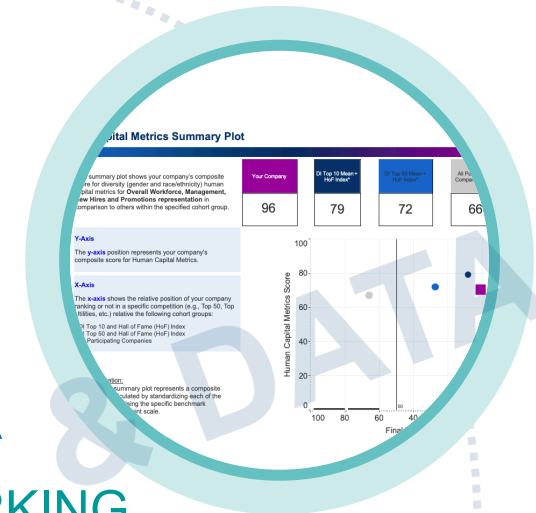
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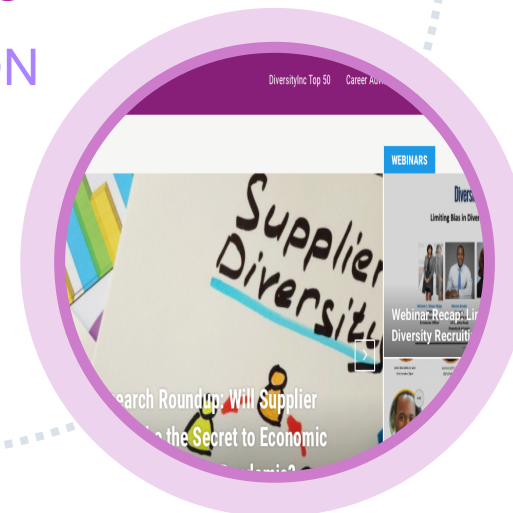
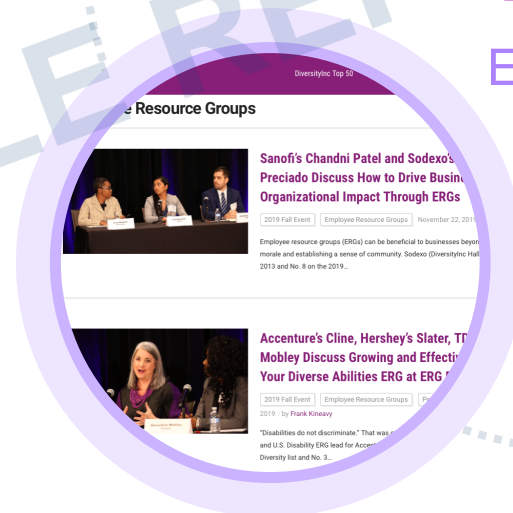


# WHAT WE DO

- Top Company Rankings
- Employer Branding
- Diversity & Inclusion, Best Practices, Research
- Media-ESG-Diversity, Inclusion and Belonging
- Connecting the Right Talent to the Right Employer – Job Board and Executive Search



MEDIA  
BENCHMARKING  
BRANDING  
EDUCATION



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## ABOUT THE TOP 50

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

This 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 of different races and ethnicities, people with disabilities, LGBTQ individuals, members of the military community, and other underrepresented groups.

The survey is comprised of more than 200 sophisticated questions covering topics from 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 leadership accountability for those results. Participating organizations can see how they truly stack up against other companies vying for diverse talent. The survey also tracks community involvement and engagement with diverse suppliers.

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# ABOUT THE TOP 50 METHODOLOGY

The 2020 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 structured the survey categories to identify 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.

The categories are:



### Human Capital Diversity Metrics:

Gender and racial/ethnic representation of the overall workforce and management, as well as representation in new hires, promotions, turnover and the 10% highest-paid employees



### Leadership Accountability:

CEO/senior leadership commitment and accountability, diversity and inclusion management, as well as representation metrics and practices of the board of directors and diversity councils



### Talent Programs:

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



### 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



### Supplier Diversity:

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



### Philanthropy:

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

# HALL OF FAME

Includes former #1 Ranked Top Companies for Diversity:

2019



**No. 1 2019**

2018



**No. 1 2018**

2017



Building a better working world  
**No. 1 2017**

2016



**No. 1 2016**

2015/2014



**No. 1 2015-2014**

2013



**No. 1 2013**

2012



**No. 1 2012**

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## 2020 TOP 50 COMPANIES FOR DIVERSITY

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

# REPORT GUIDE

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# HOW TO READ YOUR REPORT

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# SAMPLE SUMMARY PLOT

This sample summary plot shows a company's composite score for a specific benchmark category (e.g., Human Capital Metrics) in comparison to the three DiversityInc benchmark groups: Top 10 and Hall of Fame, Top 50 and Hall of Fame and All Participating Companies.

The **y-axis** shows the relative position of your company's composite score for each category (e.g., Leadership Accountability, Human Capital Metrics, etc.).

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

## HUMAN CAPITAL METRICS SUMMARY PLOT

This summary plot shows your company's composite score for diversity (gender and race/ethnicity) human capital metrics for Overall Workforce, Management, New Hires and Promotions representation in comparison to the three DiversityInc benchmark groups: Top 10 and Hall of Fame, Top 50 and Hall of Fame and All Participating Companies.

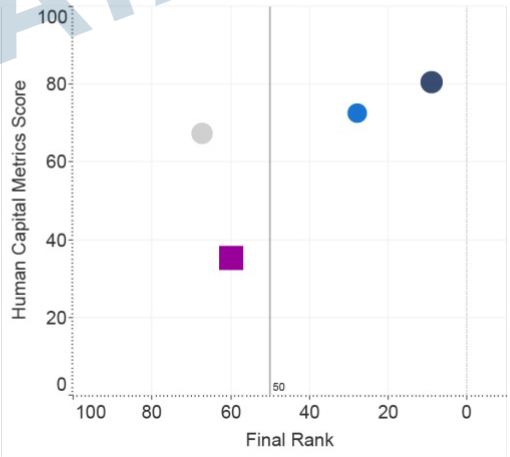
YOUR COMPANY	DI TOP 10 MEAN + HOF INDEX*	DI TOP 50 MEAN + HOF INDEX*	ALL PARTICIPATING COMPANIES MEAN
37	79	72	66

**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 in a summary plot represents a composite score that is calculated by standardizing each of the data points comprising the specific benchmark category on a 100-point scale.



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.



# SAMPLE HEATMAP

The heatmap shows your company's results in comparison with the 2020 Top 10 + Hall of Fame Index. If your company participated in the 2019 Top 50 survey, your results will be reflected and compared against the respective Top 10 + Hall of Fame Index for that year.

Note that across years, similar values may be colored differently as the benchmark for each year changes. If the color change progresses toward green, it indicates progress relative to the benchmark companies. On the other hand, if the color change progresses toward red, that indicates losing ground relative to the benchmark companies.

**Table Column Legend:**

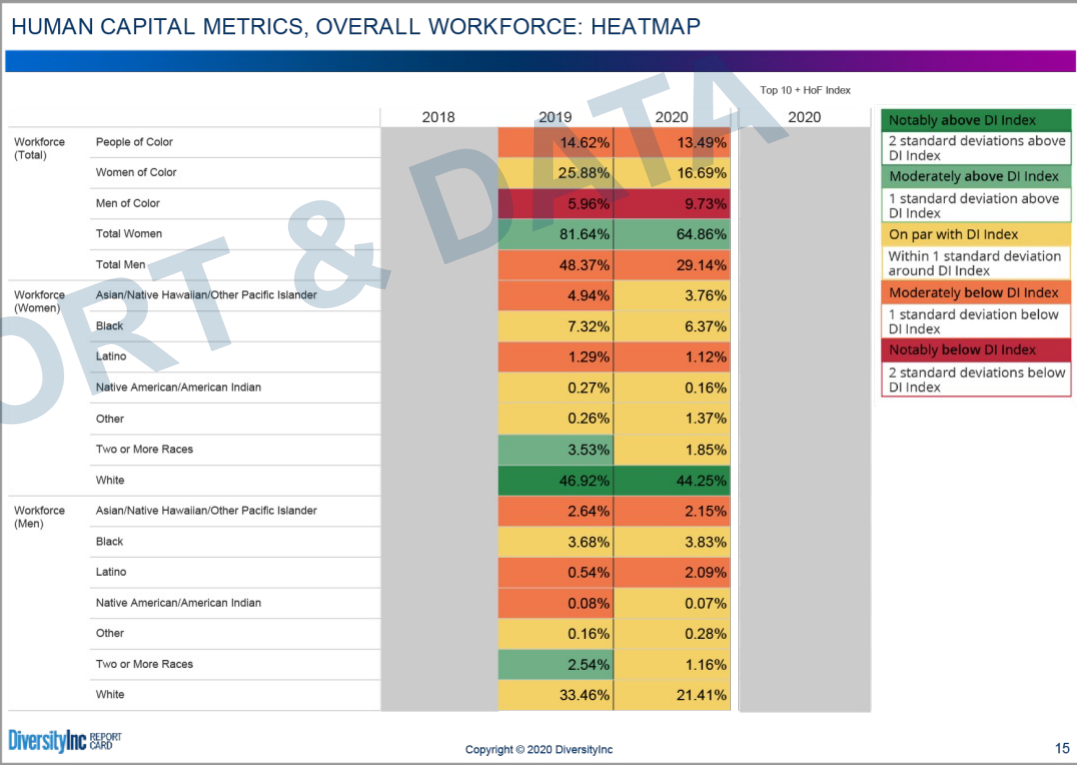
- Far Right: 2020 DI Top 10 + Hall of Fame Index
- Middle Right: 2020 Company Results
- Middle Left: 2019 Company Results
- Far Left: 2018 Company Results

**Data Calculations:**

The DI index represented in heatmap tables are calculated averages of all the responses submitted divided by the count of all responses. The data calculations for People of Color (POC), Women of Color (WOC), and Men of Color (MOC) include the race/ethnicity category "Other" in the percentages and ratios represented in the heatmaps. Within the heatmaps, if a value of 0.00% is represented, the value may be zero or too small when rounding rules are applied to the second decimal point. In these cases, heatmap formatting has been applied.

**Heatmap Key:**

Notably above DI Index
2 standard deviations above DI Index
Moderately above DI Index
1 standard deviation above DI Index
On par with DI Index
Within 1 standard deviation around DI Index
Moderately below DI Index
1 standard deviation below DI Index
Notably below DI Index
2 standard deviations below DI Index



The expanded benchmark report includes the 2020 DI Top 10 index score as well as your company's 2018 results (if applicable)

# 2020 RESULTS



# CATEGORY SUMMARY BENCHMARKS

This information represents your company's aggregated results for each benchmark category in comparison to all other organizations within the identified cohort group (e.g., Top 10 + HoF, Top 50 + HoF, All Companies). The data points are calculated by standardizing data points comprising the specific benchmark category on a 100-point scale and adding them together based upon DiversityInc's proprietary algorithm.

## Human Capital Metrics



## Leadership Accountability



## Talent Programs



## Workplace Practices



## Philanthropy



## Supplier Diversity



# HUMAN CAPITAL METRICS SUMMARY PLOT

This summary plot shows your company's composite score for diversity (gender and race/ethnicity) human capital metrics for **Overall Workforce, Management, New Hires and Promotions representation** in comparison to the three DiversityInc benchmark groups: Top 10 and Hall of Fame, Top 50 and Hall of Fame and All Participating Companies.

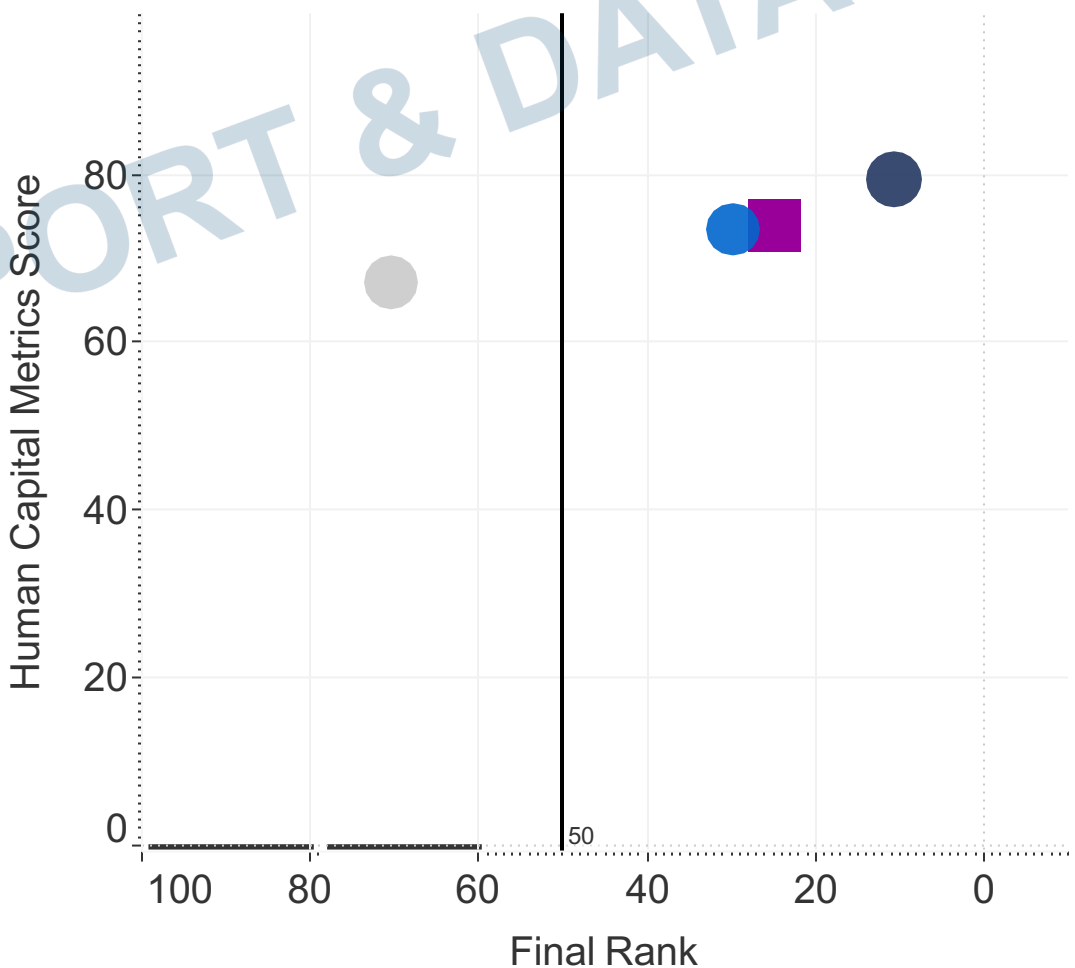
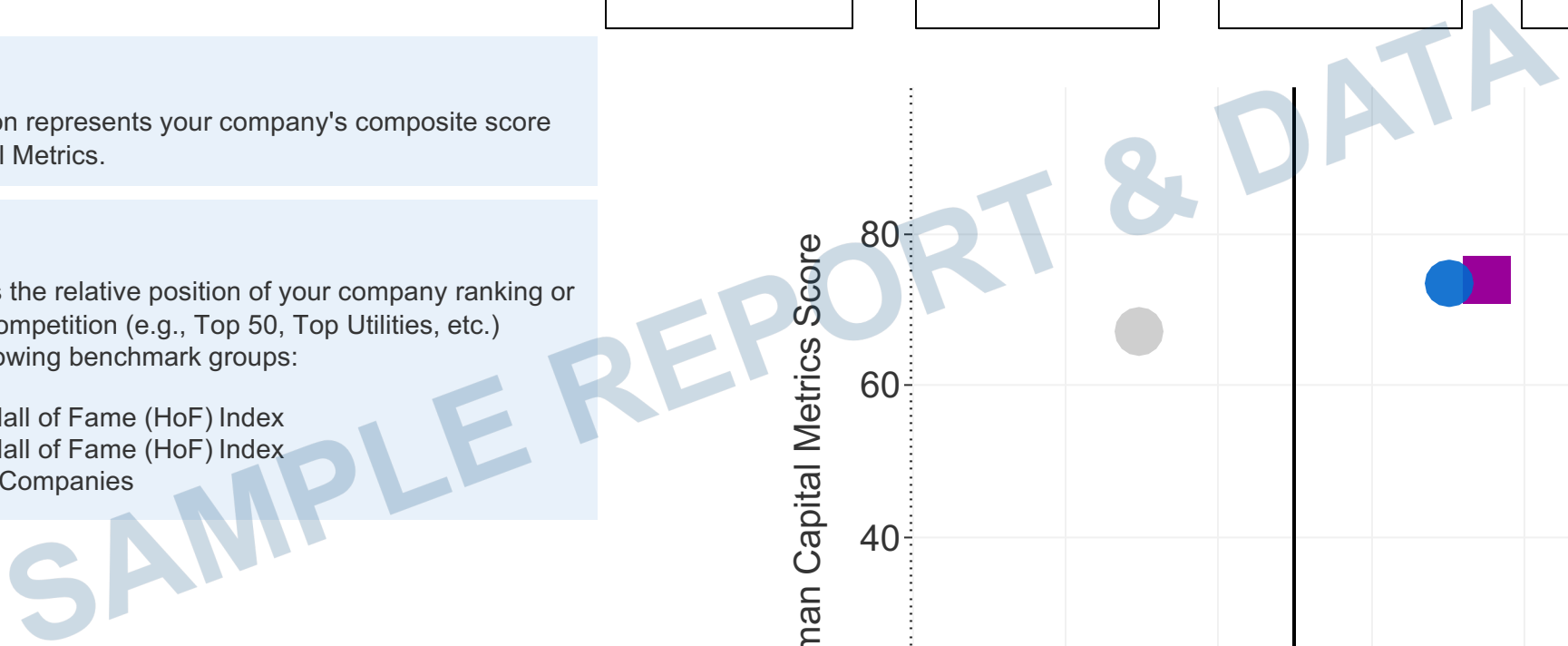
YOUR COMPANY	DI TOP 10 MEAN + HOF INDEX*	DI TOP 50 MEAN + HOF INDEX*	ALL PARTICIPATING COMPANIES MEAN
72	78	70	64

**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 in a summary plot represents a composite score that is calculated by standardizing each of the data points comprising the specific benchmark category on a 100-point scale.





# HUMAN CAPITAL METRICS, OVERALL WORKFORCE: HEATMAP

		2018	2019	2020	2020	Top 10 + HoF Index
Workforce (Total)	People of Color		43.11%	42.15%		Notably above DI Index 2 standard deviations above DI Index
	Women of Color		32.64%	33.02%		Moderately above DI Index 1 standard deviation above DI Index
	Men of Color		10.47%	11.12%		On par with DI Index Within 1 standard deviation around DI Index
	Total Women		72.15%	72.32%		Moderately below DI Index 1 standard deviation below DI Index
	Total Men		27.85%	27.68%		Notably below DI Index 2 standard deviations below DI Index
Workforce (Women)	Asian/Native Hawaiian/Other Pacific Islander		2.40%	2.49%		
	Black		17.06%	17.75%		
	Latino		9.79%	10.19%		
	Native American/American Indian		0.78%	0.28%		
	Other		1.90%	0.98%		
	Two or More Races		1.21%	1.33%		
	White		40.01%	39.30%		
Workforce (Men)	Asian/Native Hawaiian/Other Pacific Islander		1.96%	2.05%		
	Black		3.39%	3.34%		
	Latino		3.48%	3.57%		
	Native American/American Indian		0.10%	0.10%		
	Other		0.93%	0.41%		
	Two or More Races		0.41%	0.45%		
	White		17.87%	16.56%		



# HUMAN CAPITAL METRICS, OVERALL WORKFORCE NEW HIRES: HEATMAP

		2018	2019	2020	2020
Workforce New Hires (Total)	People of Color		64.05%	60.37%	
	Women of Color		47.97%	48.08%	
	Men of Color		16.08%	12.29%	
	Total Women		73.35%	76.17%	
	Total Men		26.65%	23.83%	
Workforce New Hires (Women)	Asian/Native Hawaiian/Other Pacific Islander		2.76%	2.63%	
	Black		20.70%	29.54%	
	Latino		13.93%	11.81%	
	Native American/American Indian		0.19%	0.31%	
	Other		8.63%	1.86%	
	Two or More Races		1.75%	2.22%	
	White		25.38%	26.79%	
Workforce New Hires (Men)	Asian/Native Hawaiian/Other Pacific Islander		1.57%	1.93%	
	Black		5.02%	4.91%	
	Latino		5.57%	4.18%	
	Native American/American Indian		0.09%	0.85%	
	Other		3.25%	0.24%	
	Two or More Races		0.59%	0.66%	
	White		12.56%	12.34%	

Top 10 + HoF Index

- Notably above DI Index
- 2 standard deviations above DI Index
- Moderately above DI Index
- 1 standard deviation above DI Index
- On par with DI Index
- Within 1 standard deviation around DI Index
- Moderately below DI Index
- 1 standard deviation below DI Index
- Notably below DI Index
- 2 standard deviations below DI Index



# HUMAN CAPITAL METRICS, OVERALL MANAGEMENT: HEATMAP

Top 10 + HoF Index

		2018	2019	2020	2020
Management Overall (Total)	People of Color		23.27%	26.14%	
	Women of Color		14.06%	16.54%	
	Men of Color		9.21%	9.41%	
	Total Women		58.66%	59.25%	
	Total Men		40.40%	40.75%	
Management Overall (Women)	Asian/Native Hawaiian/Other Pacific Islander		1.93%	2.24%	
	Black		7.76%	6.65%	
	Latino		6.45%	5.75%	
	Native American/American Indian		0.15%	0.14%	
	Other		0.42%	0.23%	
	Two or More Races		0.85%	0.91%	
	White		43.25%	42.72%	
Management Overall (Men)	Asian/Native Hawaiian/Other Pacific Islander		2.78%	3.08%	
	Black		2.56%	2.67%	
	Latino		3.05%	4.03%	
	Native American/American Indian		0.11%	0.14%	
	Other		0.35%	0.42%	
	Two or More Races		0.36%	0.36%	
	White		29.58%	30.34%	

- Notably above DI Index
- 2 standard deviations above DI Index
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- 1 standard deviation below DI Index
- Notably below DI Index
- 2 standard deviations below DI Index

SAMPLE REPORT & DATA

# HUMAN CAPITAL METRICS, OVERALL MANAGEMENT NEW HIRES: HEATMAP

Top 10 + HoF Index

		2018	2019	2020	2020
Management New Hires (Total)	People of Color		42.85%	41.27%	
	Women of Color		26.05%	24.89%	
	Men of Color		16.80%	17.90%	
	Total Women		56.32%	58.26%	
	Total Men		42.43%	41.74%	
Management New Hires (Women)	Asian/Native Hawaiian/Other Pacific Islander		1.92%	4.37%	
	Black		7.66%	9.17%	
	Latino		14.18%	8.30%	
	Native American/American Indian		0.00%	0.00%	
	Other		1.92%	1.75%	
	Two or More Races		0.38%	1.31%	
	White		30.27%	35.37%	
Management New Hires (Men)	Asian/Native Hawaiian/Other Pacific Islander		3.37%	6.59%	
	Black		0.77%	5.71%	
	Latino		6.66%	4.80%	
	Native American/American Indian		0.38%	0.00%	
	Other		3.83%	1.25%	
	Two or More Races		0.77%	0.00%	
	White		26.04%	23.33%	

- Notably above DI Index
- 2 standard deviations above DI Index
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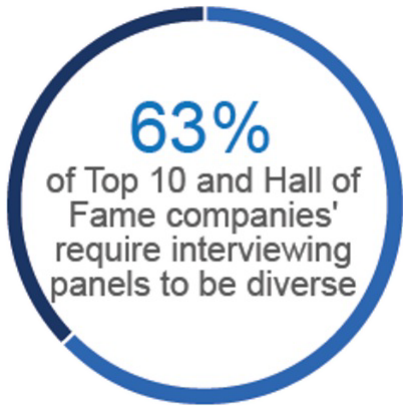


# HUMAN CAPITAL METRICS, WITHIN MANAGEMENT PROMOTIONS: HEATMAP

		2018	2019	2020	2020
Within Management Promotions (Total)	People of Color		25.36%	21.57%	
	Women of Color		18.07%	11.43%	
	Men of Color		6.68%	10.84%	
	Total Women		62.11%	54.29%	
	Total Men		37.89%	45.71%	
Within Management Promotions (Women)	Asian/Native Hawaiian/Other Pacific Islander		0.78%	1.98%	
	Black		8.79%	5.40%	
	Latino		9.04%	3.96%	
	Native American/American Indian		0.26%	0.22%	
	Other		0.52%	0.72%	
	Two or More Races		1.29%	0.96%	
	White		41.43%	42.22%	
Within Management Promotions (Men)	Asian/Native Hawaiian/Other Pacific Islander		2.33%	6.08%	
	Black		1.45%	2.20%	
	Latino		1.03%	2.94%	
	Native American/American Indian		0.26%	0.00%	
	Other		0.52%	0.44%	
	Two or More Races		0.00%	0.64%	
	White		32.02%	31.77%	

Top 10 + HoF Index

- Notably above DI Index
- 2 standard deviations above DI Index
- Moderately above DI Index
- 1 standard deviation above DI Index
- On par with DI Index
- Within 1 standard deviation around DI Index
- Moderately below DI Index
- 1 standard deviation below DI Index
- Notably below DI Index
- 2 standard deviations below DI Index



# HUMAN CAPITAL METRICS, NON-MANAGEMENT PROMOTED INTO MANAGEMENT: HEATMAP

		2018	2019	2020	2020	
						Top 10 + HoF Index
Non-Management Promoted Into Management (Total)	People of Color		24.19%	28.38%		Notably above DI Index 2 standard deviations above DI Index
	Women of Color		17.46%	16.81%		Moderately above DI Index 1 standard deviation above DI Index
	Men of Color		10.31%	11.56%		On par with DI Index Within 1 standard deviation around DI Index
	Total Women		62.69%	56.11%		Moderately below DI Index 1 standard deviation below DI Index
	Total Men		37.31%	43.89%		Notably below DI Index 2 standard deviations below DI Index
Non-Management Promoted Into Management (Women)	Asian/Native Hawaiian/Other Pacific Islander		2.25%	3.39%		
	Black		6.12%	5.62%		
	Latino		4.35%	6.49%		
	Native American/American Indian		0.64%	0.29%		
	Other		0.81%	0.72%		
	Two or More Races		1.29%	0.15%		
	White		45.39%	41.63%		
Non-Management Promoted Into Management (Men)	Asian/Native Hawaiian/Other Pacific Islander		3.70%	3.54%		
	Black		1.77%	2.65%		
	Latino		4.51%	2.25%		
	Native American/American Indian		0.16%	0.15%		
	Other		0.64%	0.29%		
	Two or More Races		0.81%	0.44%		
	White		28.50%	29.81%		



# HUMAN CAPITAL METRICS, MANAGEMENT OVERALL LEVEL 1: HEATMAP

Top 10 + HoF Index

		2018	2019	2020	2020
Management Level 1 (Total)	People of Color		11.36%	20.10%	
	Women of Color		0.00%	6.70%	
	Men of Color		11.76%	13.40%	
	Total Women		35.29%	38.00%	
	Total Men		63.51%	62.00%	
Management Level 1 (Women)	Asian/Native Hawaiian/Other Pacific Islander		0.00%	0.00%	
	Black		0.00%	0.00%	
	Latino		0.00%	0.00%	
	Native American/American Indian		0.00%	0.00%	
	Other		0.00%	7.00%	
	Two or More Races		0.00%	0.00%	
	White		32.49%	31.00%	
Management Level 1 (Men)	Asian/Native Hawaiian/Other Pacific Islander		11.06%	10.00%	
	Black		0.00%	0.00%	
	Latino		0.00%	0.00%	
	Native American/American Indian		0.00%	0.00%	
	Other		0.00%	0.00%	
	Two or More Races		0.00%	0.00%	
	White		50.74%	55.00%	

- Notably above DI Index
- 2 standard deviations above DI Index
- Moderately above DI Index
- 1 standard deviation above DI Index
- On par with DI Index
- Within 1 standard deviation around DI Index
- Moderately below DI Index
- 1 standard deviation below DI Index
- Notably below DI Index
- 2 standard deviations below DI Index



# HUMAN CAPITAL METRICS, MANAGEMENT NEW HIRES LEVEL 1: HEATMAP

Top 10 + HoF Index

		2018	2019	2020	2020
Management New Hires Level 1 (Total)	People of Color		50.00%	0.00%	
	Women of Color		0.00%	0.00%	
	Men of Color		50.00%	0.00%	
	Total Women		50.00%	0.00%	
	Total Men		50.00%	100.00%	
Management New Hires Level 1 (Women)	Asian/Native Hawaiian/Other Pacific Islander		0.00%	0.00%	
	Black		0.00%	0.00%	
	Latino		0.00%	0.00%	
	Native American/American Indian		0.00%	0.00%	
	Other		0.00%	0.00%	
	Two or More Races		0.00%	0.00%	
	White		50.00%	0.00%	
Management New Hires Level 1 (Men)	Asian/Native Hawaiian/Other Pacific Islander		50.00%	0.00%	
	Black		0.00%	0.00%	
	Latino		0.00%	0.00%	
	Native American/American Indian		0.00%	0.00%	
	Other		0.00%	0.00%	
	Two or More Races		0.00%	0.00%	
	White		0.00%	100.00%	

- Notably above DI Index
- 2 standard deviations above DI Index
- Moderately above DI Index
- 1 standard deviation above DI Index
- On par with DI Index
- Within 1 standard deviation around DI Index
- Moderately below DI Index
- 1 standard deviation below DI Index
- Notably below DI Index
- 2 standard deviations below DI Index





# HUMAN CAPITAL METRICS, PROMOTED TO MANAGEMENT LEVEL 1: HEATMAP

		2018	2019	2020	2020
Promoted to Management Level 1 (Total)	People of Color		0.00%	0.00%	
	Women of Color		0.00%	0.00%	
	Men of Color		0.00%	0.00%	
	Total Women		100.00%	50.00%	
	Total Men		0.00%	50.00%	
Promoted to Management Level 1 (Women)	Asian/Native Hawaiian/Other Pacific Islander		0.00%	0.00%	
	Black		0.00%	0.00%	
	Latino		0.00%	0.00%	
	Native American/American Indian		0.00%	0.00%	
	Other		0.00%	0.00%	
	Two or More Races		0.00%	0.00%	
	White		100.00%	50.00%	
Promoted to Management Level 1 (Men)	Asian/Native Hawaiian/Other Pacific Islander		0.00%	0.00%	
	Black		0.00%	0.00%	
	Latino		0.00%	0.00%	
	Native American/American Indian		0.00%	0.00%	
	Other		0.00%	0.00%	
	Two or More Races		0.00%	0.00%	
	White		0.00%	50.00%	

Top 10 + HoF Index

- Notably above DI Index
- 2 standard deviations above DI Index
- Moderately above DI Index
- 1 standard deviation above DI Index
- On par with DI Index
- Within 1 standard deviation around DI Index
- Moderately below DI Index
- 1 standard deviation below DI Index
- Notably below DI Index
- 2 standard deviations below DI Index



# LEADERSHIP ACCOUNTABILITY SUMMARY PLOT

This summary plot shows your company's composite result for **CEO & Senior Leadership Commitment, Board of Directors, Executive Diversity Councils and D&I Management** practices in comparison to the three DiversityInc benchmark groups: Top 10 and Hall of Fame, Top 50 and Hall of Fame and All Participating Companies.

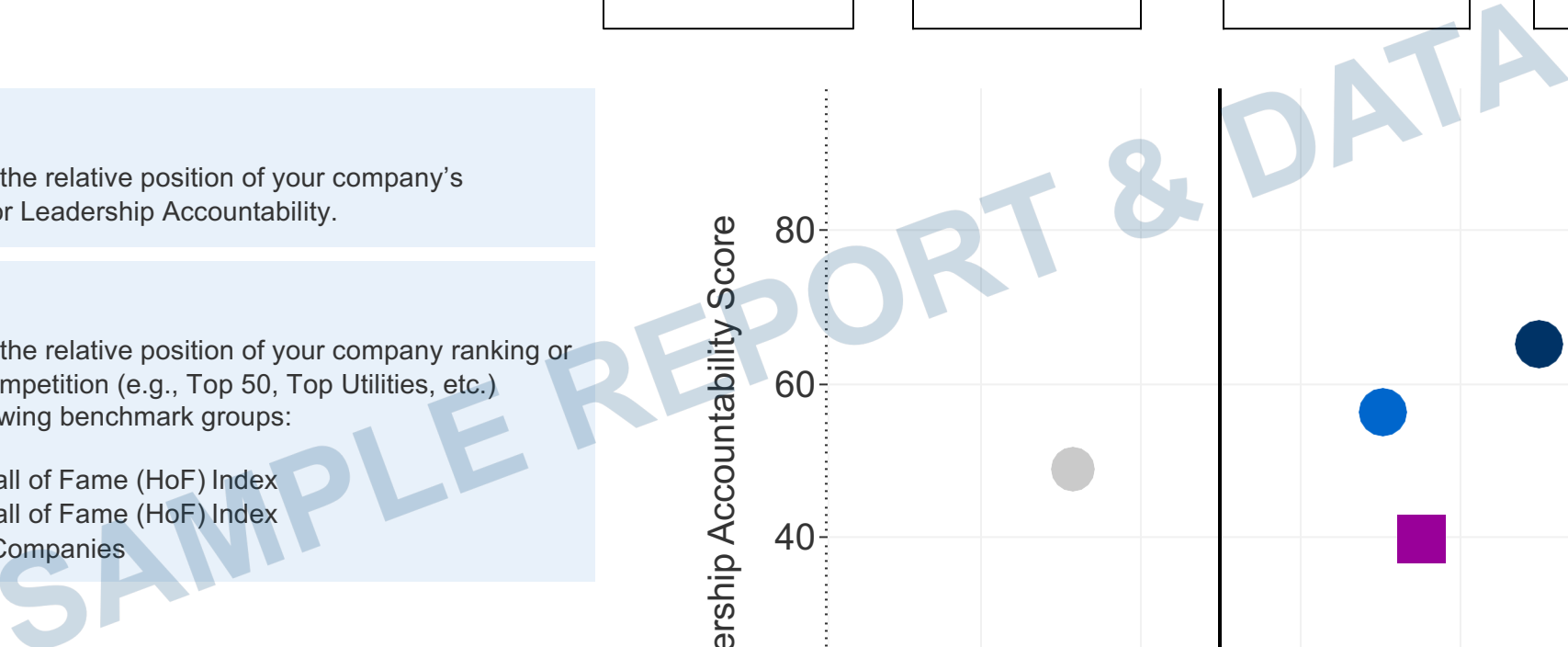
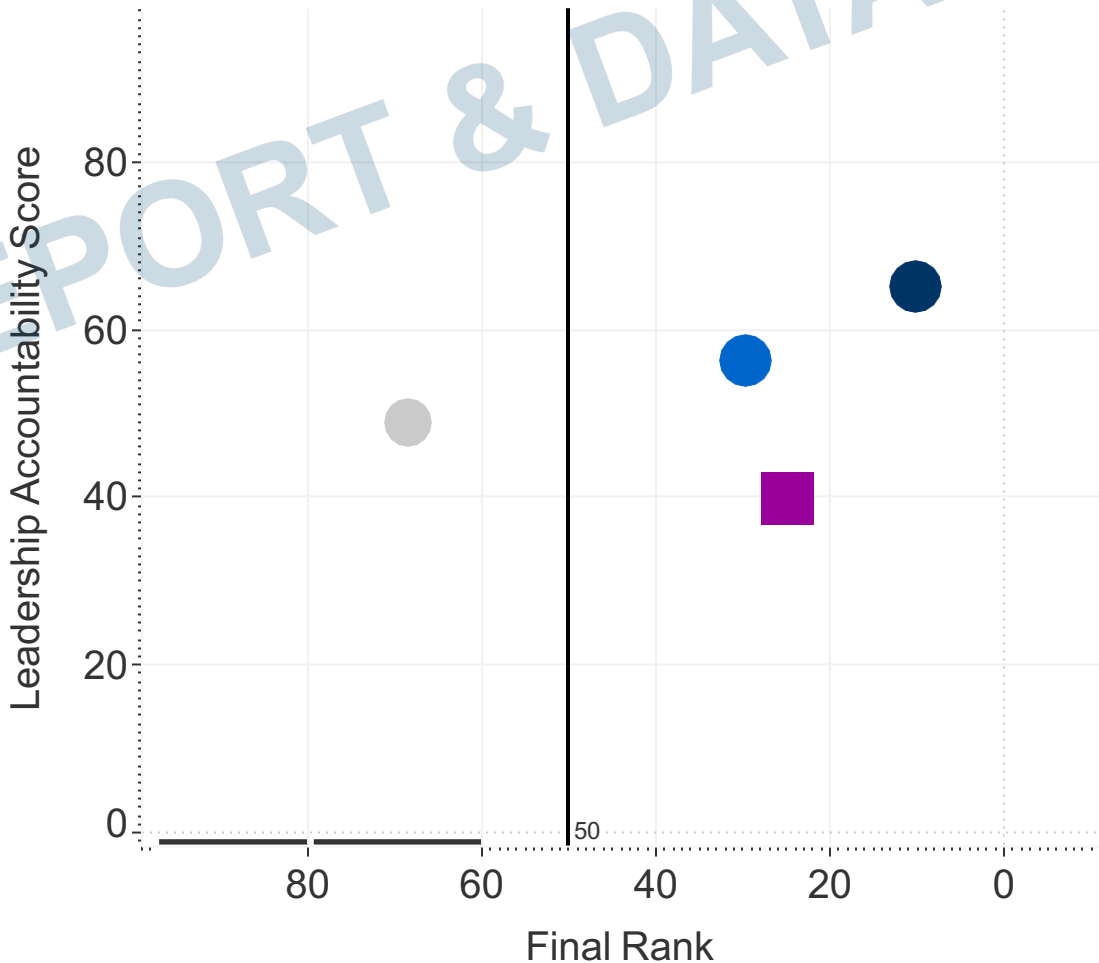
YOUR COMPANY	DI TOP 10 MEAN + HOF INDEX*	DI TOP 50 MEAN + HOF INDEX*	ALL PARTICIPATING COMPANIES MEAN
41	66	55	49

**Y-Axis**  
The **y-axis** shows the relative position of your company's composite score for Leadership Accountability.

**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, BOARD OF DIRECTORS REPRESENTATION: HEATMAP

		2018	2019	2020	2020	Top 10 + HoF Index
Board of Directors (Total)	People of Color		18.27%	18.27%		Notably above DI Index
	Women of Color		9.13%	9.13%		2 standard deviations above DI Index
	Men of Color		9.13%	9.13%		Moderately above DI Index
	Total Women		26.67%	26.67%		1 standard deviation above DI Index
	Total Men		73.33%	73.33%		On par with DI Index
Board of Directors (Women)	Asian/Native Hawaiian/Other Pacific Islander		9.13%	9.13%		Within 1 standard deviation around DI Index
	Black			0.00%		Moderately below DI Index
	Latino			0.00%		1 standard deviation below DI Index
	Native American/American Indian			0.00%		Notably below DI Index
	Other			0.00%		2 standard deviations below DI Index
	Two or More Races			0.00%		
	White		9.13%	9.13%		
Board of Directors (Men)	Asian/Native Hawaiian/Other Pacific Islander			0.00%		
	Black		9.13%	9.13%		
	Latino			0.00%		
	Native American/American Indian			0.00%		
	Other			0.00%		
	Two or More Races			0.00%		
	White		65.00%	65.00%		

# TALENT PROGRAMS SUMMARY PLOT

This summary plot shows your company's composite result for **Employee Resource Groups, Formal Mentoring, Formal Sponsorship, and High Potential programs and practices** in comparison to the three DiversityInc benchmark groups: Top 10 and Hall of Fame, Top 50 and Hall of Fame and All Participating Companies.

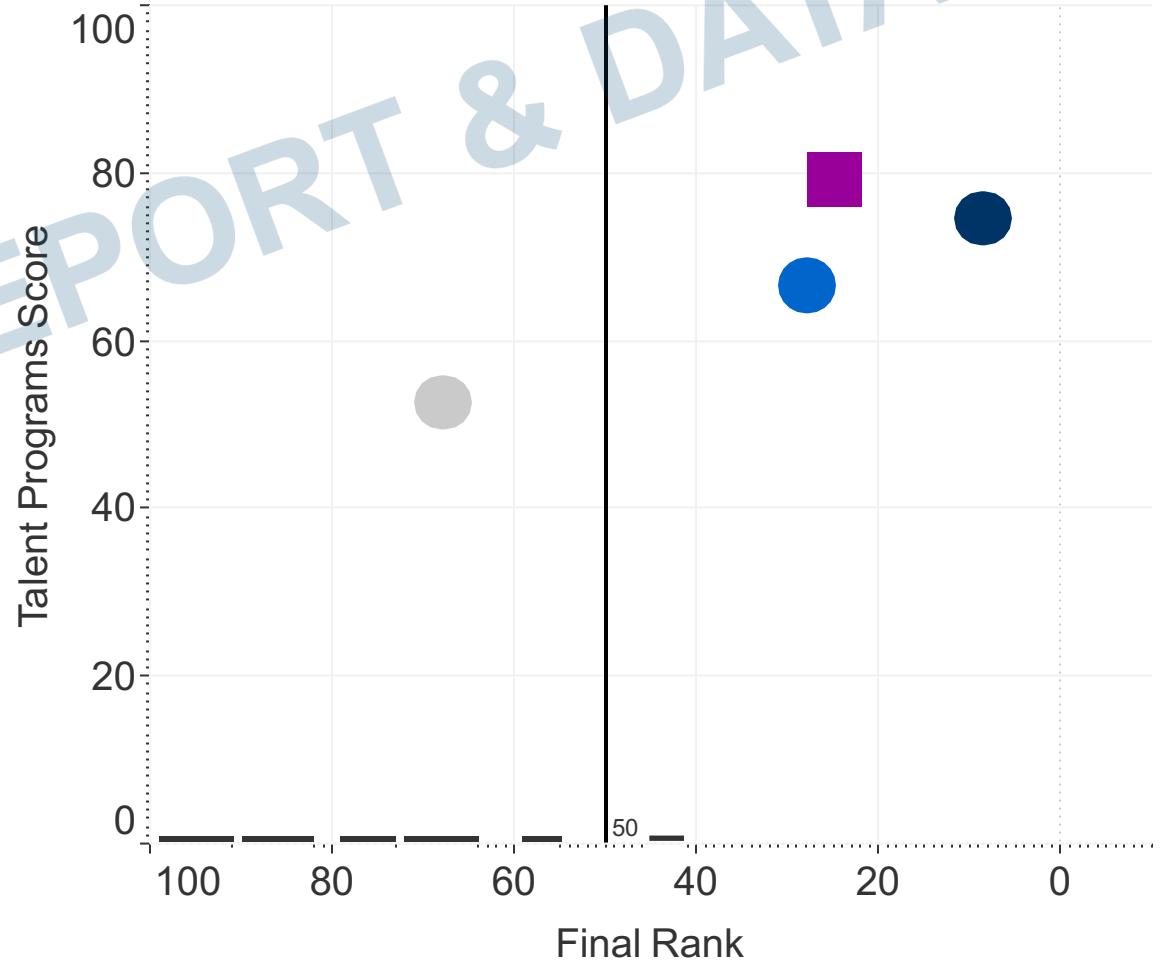
YOUR COMPANY	DI TOP 10 MEAN + HOF INDEX*	DI TOP 50 MEAN + HOF INDEX*	ALL PARTICIPATING COMPANIES MEAN
81	76	67	53

**Y-Axis**  
The **y-axis** shows the relative position of your company's composite score for Talent Programs.

**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.



SAMPLE REPORT & DATA



# TALENT PROGRAMS, HIGH POTENTIALS REPRESENTATION: HEATMAP

Top 10 + HoF Index

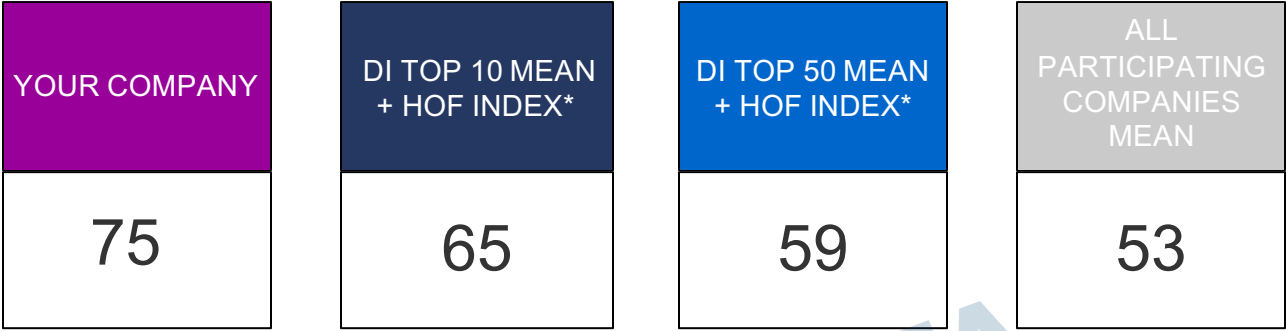
		2018	2019	2020	2020
High Potentials (Total)	People of Color		29.79%	29.24%	
	Women of Color		20.51%	20.20%	
	Men of Color		9.28%	9.04%	
	Total Women		72.77%	71.79%	
	Total Men		27.23%	28.21%	
High Potentials (Women)	Asian/Native Hawaiian/Other Pacific Islander		2.68%	2.49%	
	Black		10.05%	8.44%	
	Latino		6.05%	8.47%	
	Native American/American Indian		0.18%	0.09%	
	Other		0.60%	0.12%	
	Two or More Races		1.94%	1.05%	
	White		49.26%	51.13%	
High Potentials (Men)	Asian/Native Hawaiian/Other Pacific Islander		3.13%	2.55%	
	Black		2.40%	1.83%	
	Latino		1.90%	2.73%	
	Native American/American Indian		0.05%	0.09%	
	Other		0.31%	0.09%	
	Two or More Races		0.49%	0.27%	
	White		18.95%	19.89%	

- Notably above DI Index
- 2 standard deviations above DI Index
- Moderately above DI Index
- 1 standard deviation above DI Index
- On par with DI Index
- Within 1 standard deviation around DI Index
- Moderately below DI Index
- 1 standard deviation below DI Index
- Notably below DI Index
- 2 standard deviations below DI Index

SAMPLE REPORT & DATA

# WORKPLACE PRACTICES SUMMARY PLOT

This summary plot shows your company's composite result for **Talent Management, Talent Acquisition, Diverse Candidate Slates, Self-Reporting, Onboarding, Diversity Training, Workforce Development & Engagement, LGBT, Veteran, People with Disabilities and Employee Benefits practices and policies** in comparison to the three DiversityInc benchmark groups: Top 10 and Hall of Fame, Top 50 and Hall of Fame and All Participating Companies.

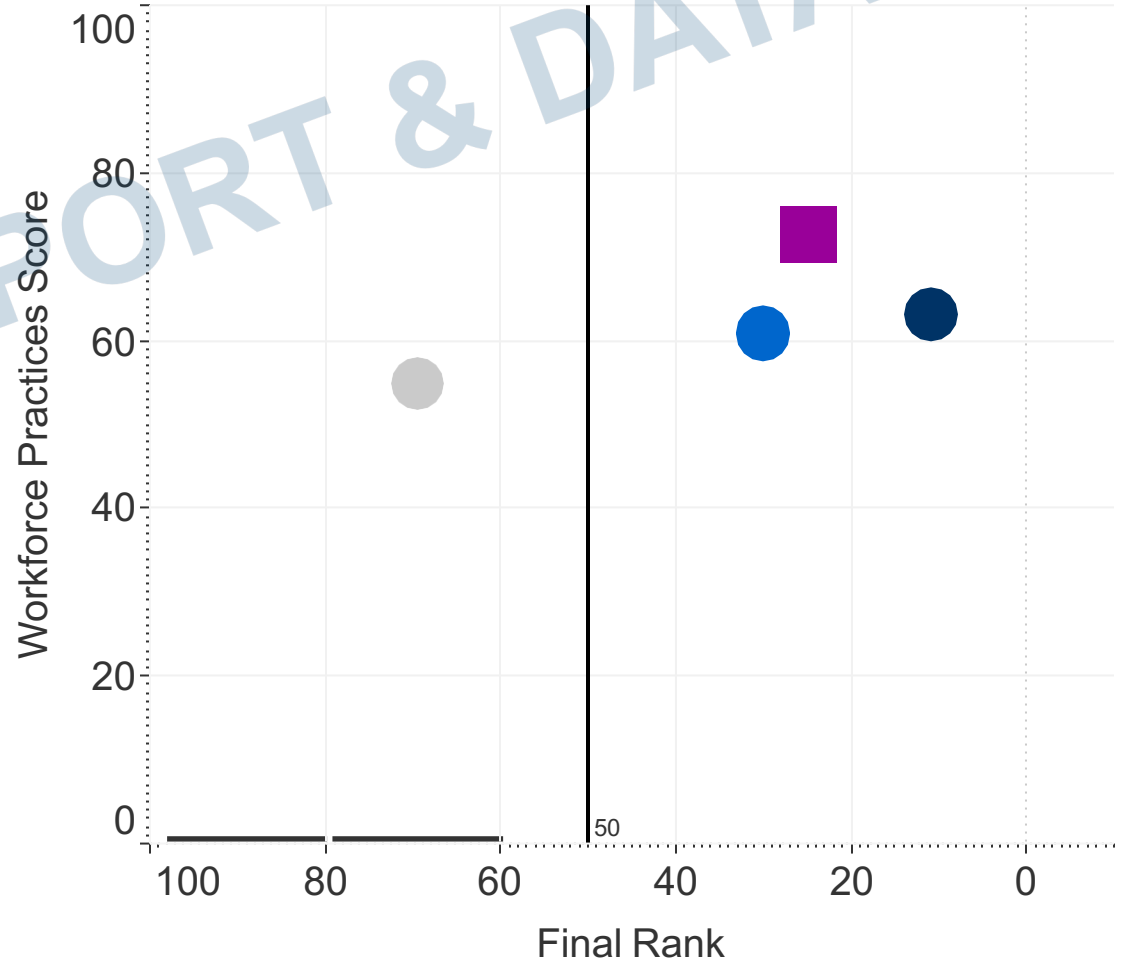


**Y-Axis**  
The **y-axis** shows the relative position of your company's composite score for Workplace Practices.

**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:

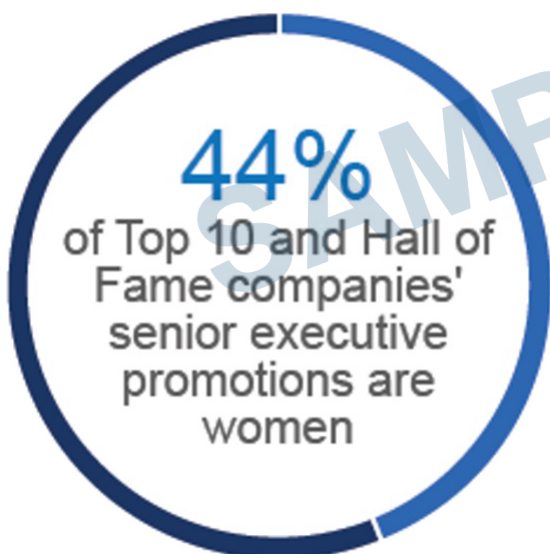
- DI Top 10 and Hall of Fame (HoF) Index
- DI Top 50 and Hall of Fame (HoF) Index
- All Participating Companies

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.



# WORKPLACE, DIVERSE CANDIDATE SLATES: PRACTICES

	2018	2019	2020	Top 10 + HoF Index	
% of internal candidate slates required to be diverse		50.00	50.00		Notably above DI Index 2 standard deviations above DI Index
% of external candidate slates required to be diverse		40.00	40.00		Moderately above DI Index 1 standard deviation above DI Index
% of interviewing panels required to be diverse		35.00	35.00		On par with DI Index Within 1 standard deviation around DI Index
					Moderately below DI Index 1 standard deviation below DI Index
					Notably below DI Index 2 standard deviations below DI Index



# SUPPLIER DIVERSITY SUMMARY PLOT

This summary plot shows your company's composite score for **Supplier Diversity spend and practices** in comparison to the three DiversityInc benchmark groups: Top 10 and Hall of Fame, Top 50 and Hall of Fame and All Participating Companies.

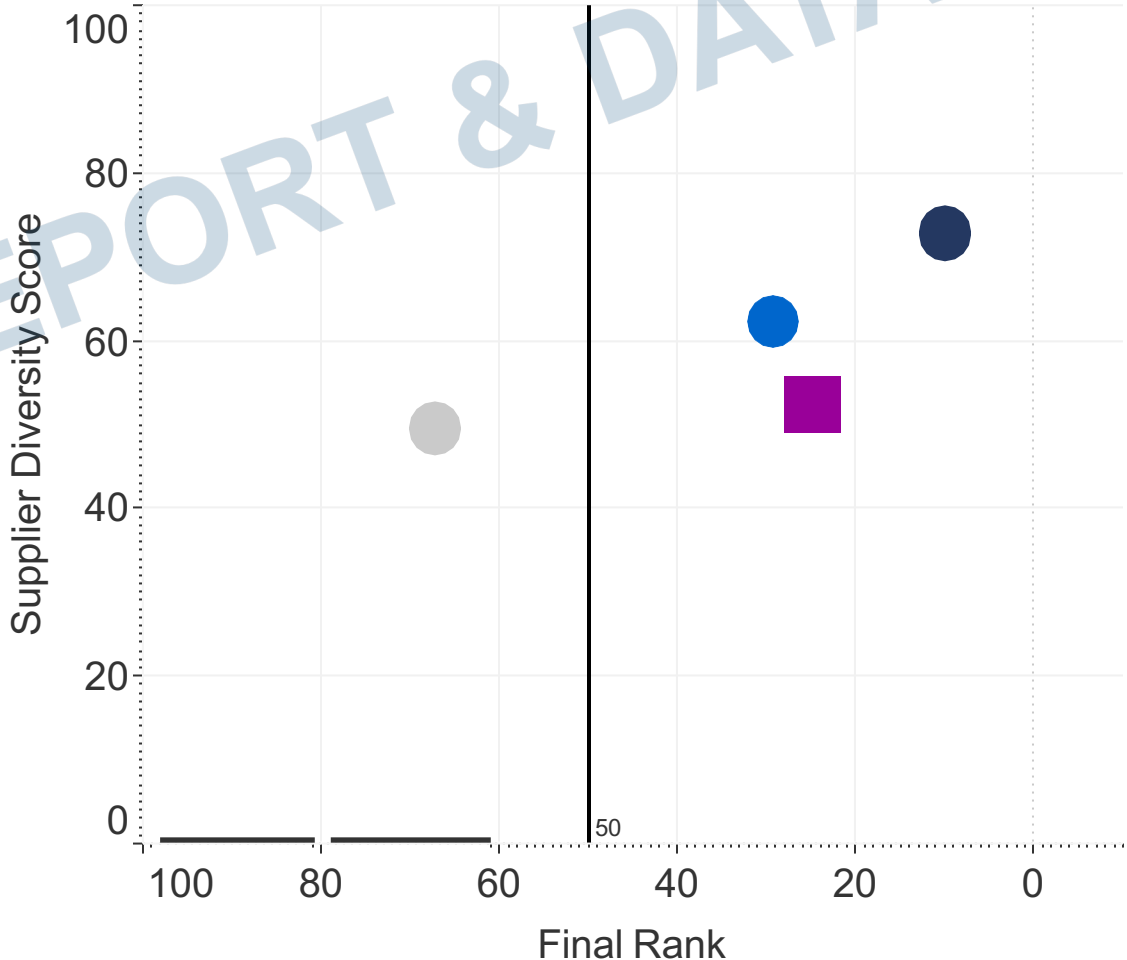
YOUR COMPANY	DI TOP 10 MEAN + HOF INDEX*	DI TOP 50 MEAN + HOF INDEX*	ALL PARTICIPATING COMPANIES MEAN
55	75	61	50

**Y-Axis**  
The **y-axis** shows the relative position of your company's composite score for Supplier Diversity.

**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.



# PHILANTHROPY SUMMARY PLOT

This summary plot shows your company's composite score for **Philanthropic Giving and Practices** in comparison to the three DiversityInc benchmark groups: Top 10 and Hall of Fame, Top 50 and Hall of Fame, and All Participating Companies.

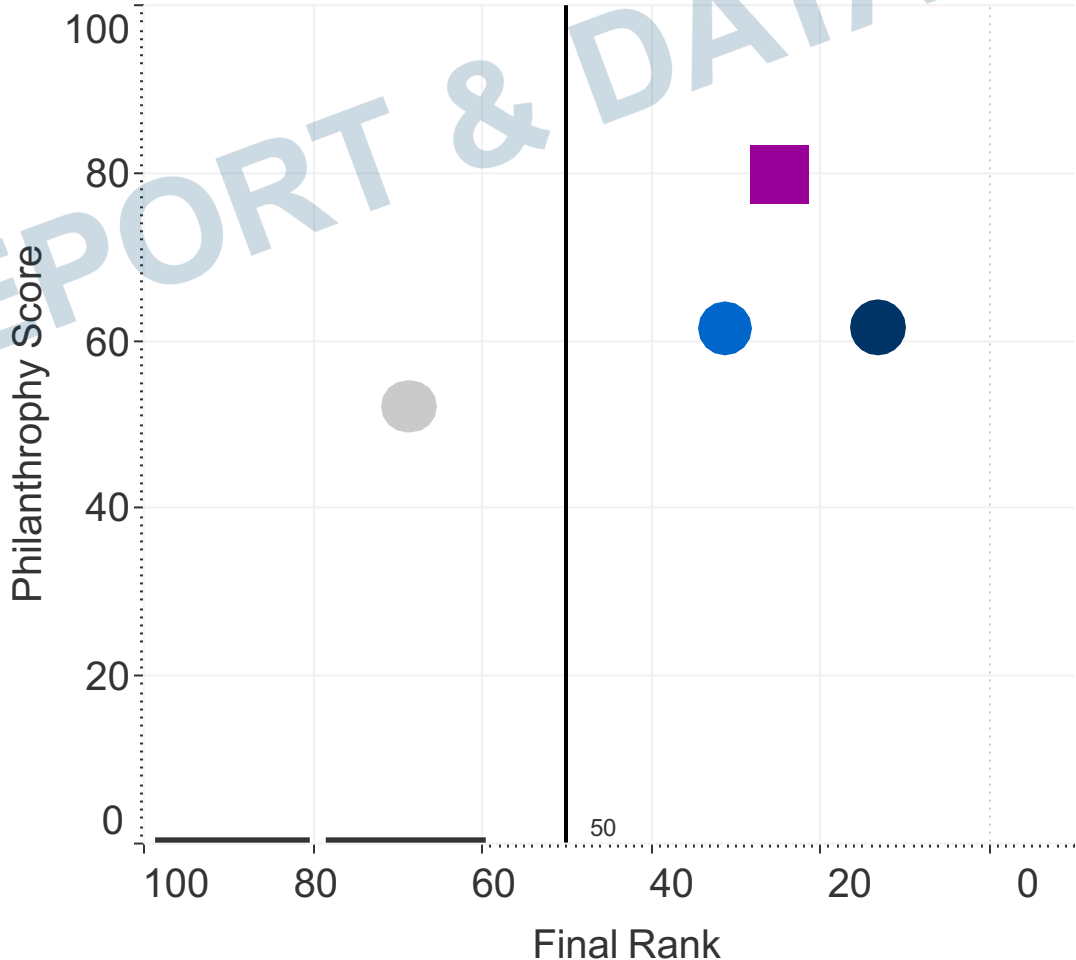
YOUR COMPANY	DI TOP 10 MEAN + HOF INDEX*	DI TOP 50 MEAN + HOF INDEX*	ALL PARTICIPATING COMPANIES MEAN
80	63	63	51

**Y-Axis**  
The **y-axis** shows the relative position of your company's composite score for Philanthropy.

**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.



SAMPLE REPORT & DATA

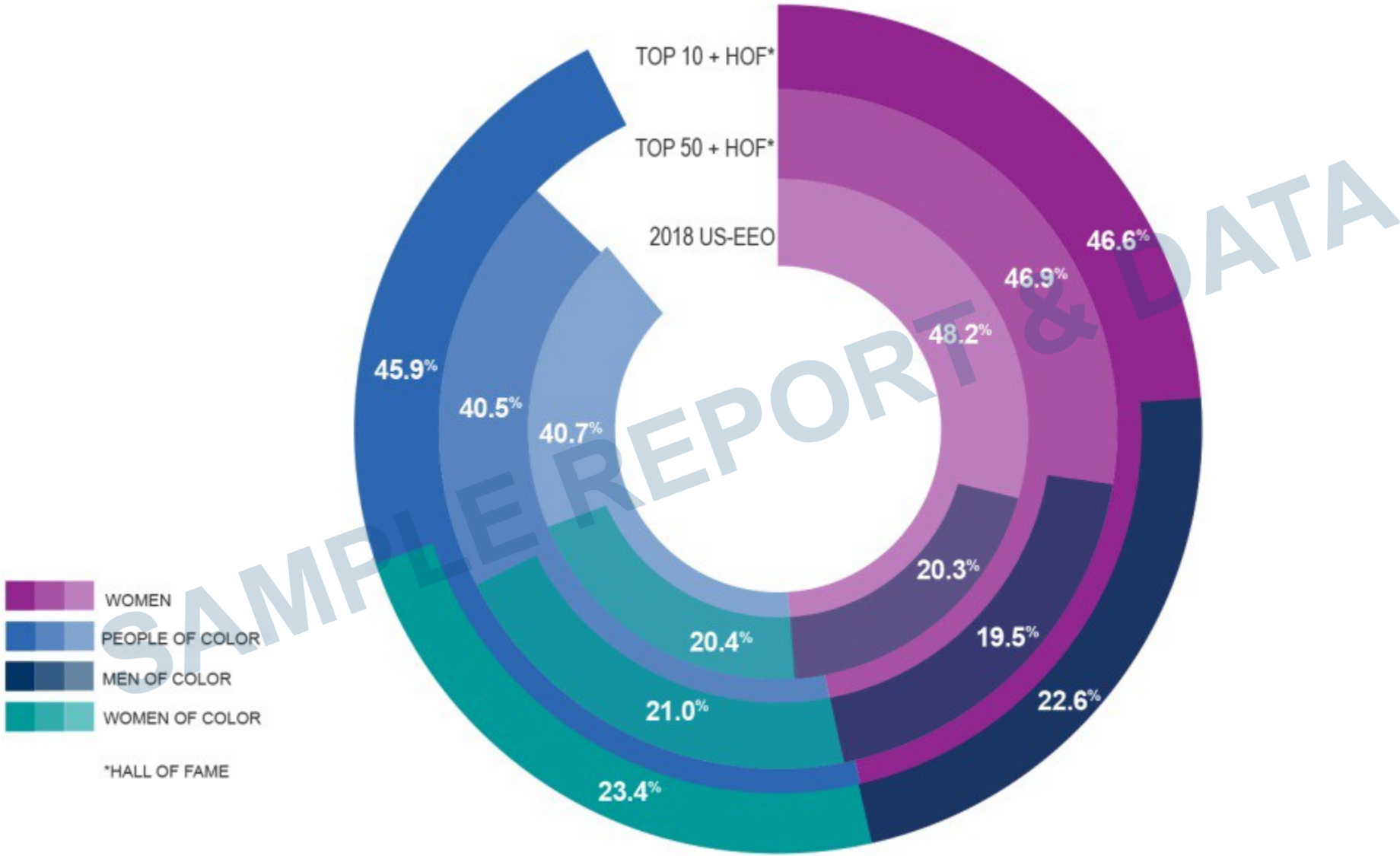




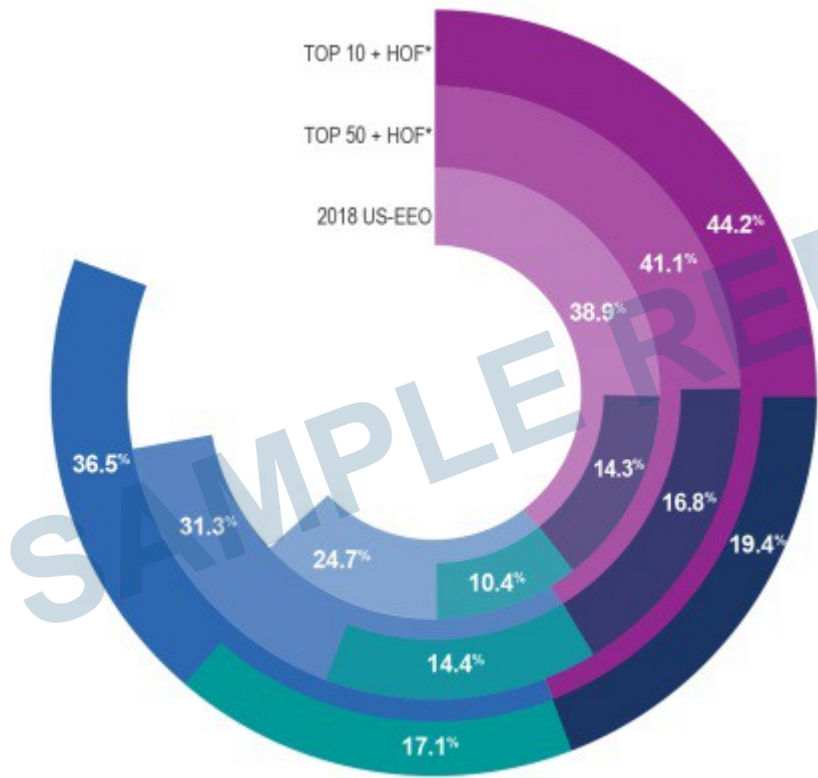
# 2020 FACTS & FIGURES

SAMPLE REPORT & DATA

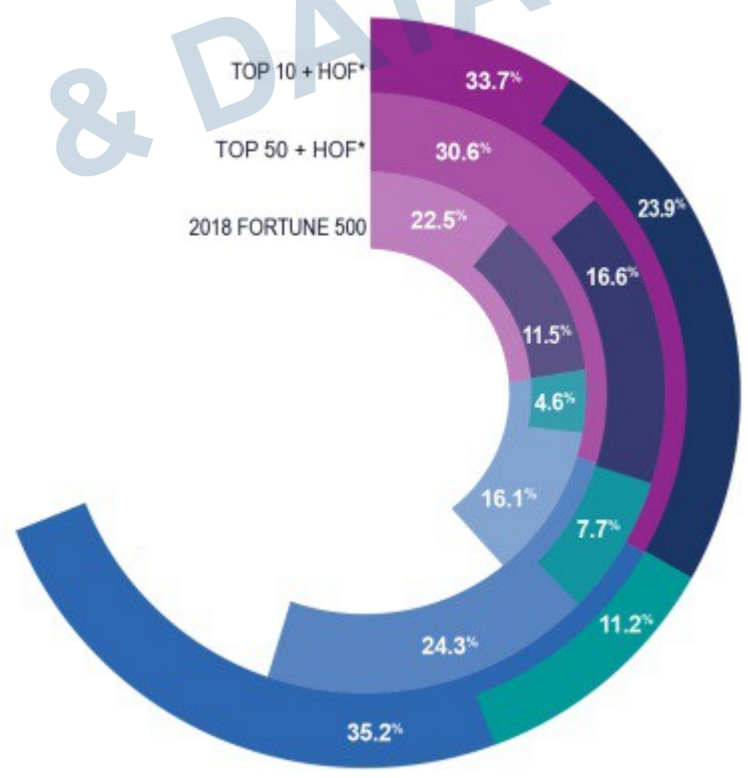
2020 Overall Workforce



## 2020 Overall Management

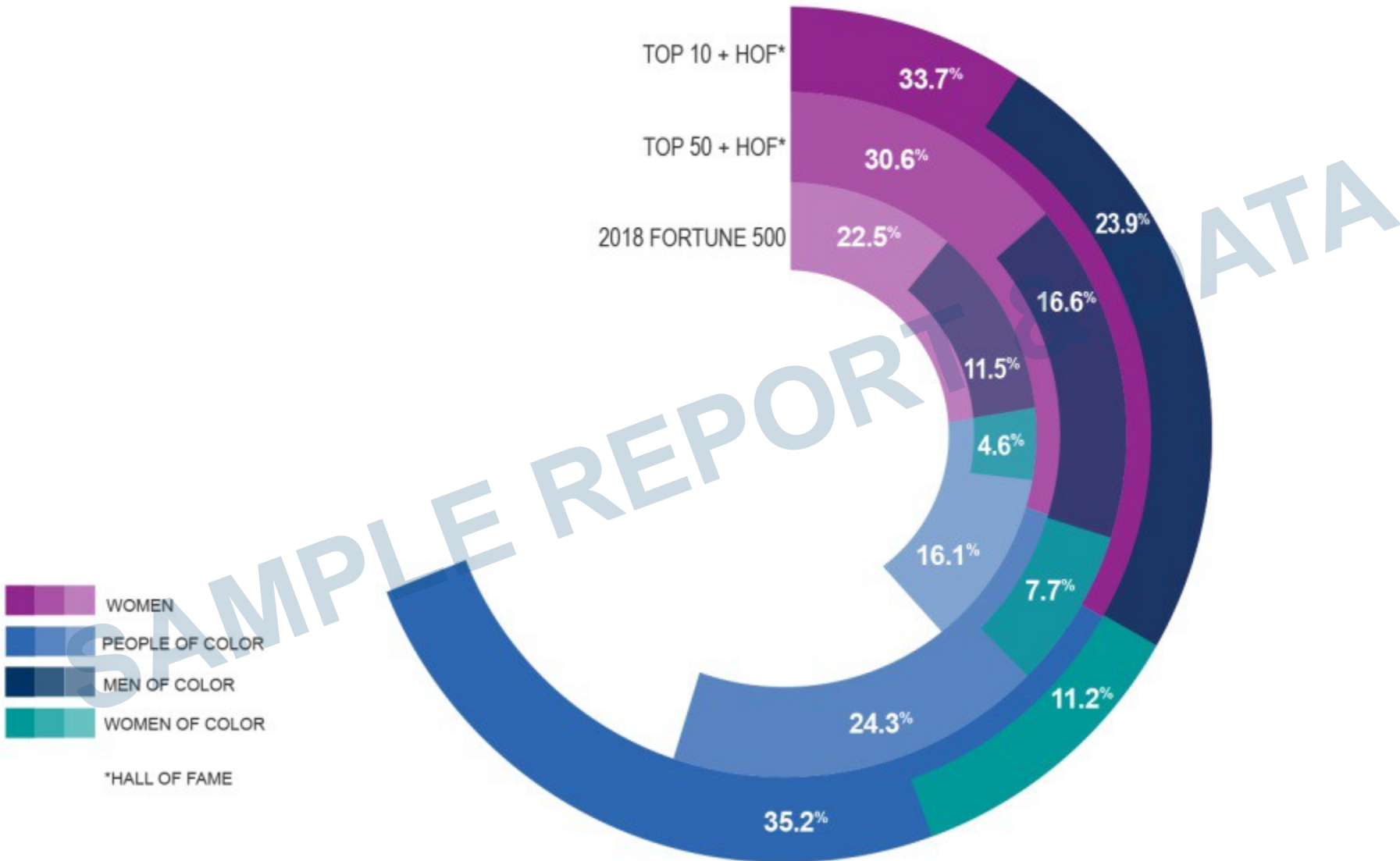


## 2020 Senior Management



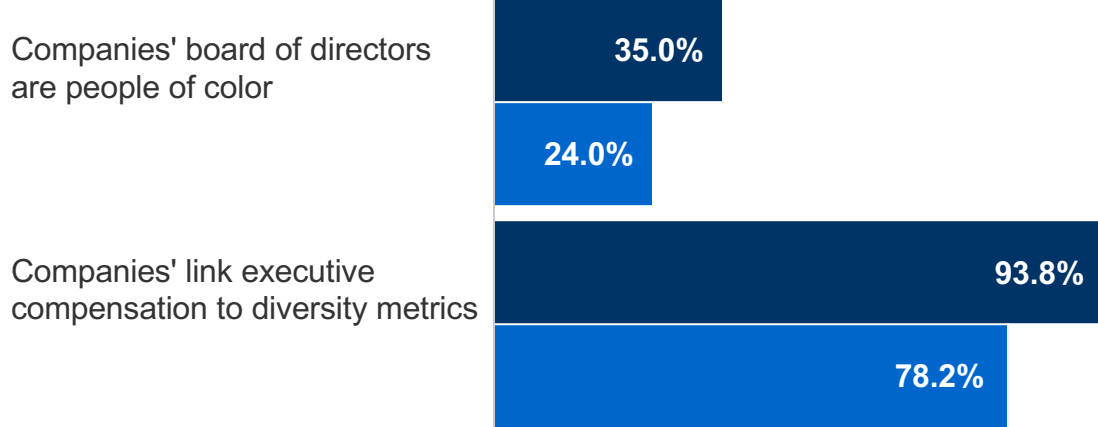
■ WOMEN  
■ PEOPLE OF COLOR  
■ MEN OF COLOR  
■ WOMEN OF COLOR  
 \*HALL OF FAME

2020 Board Of Directors

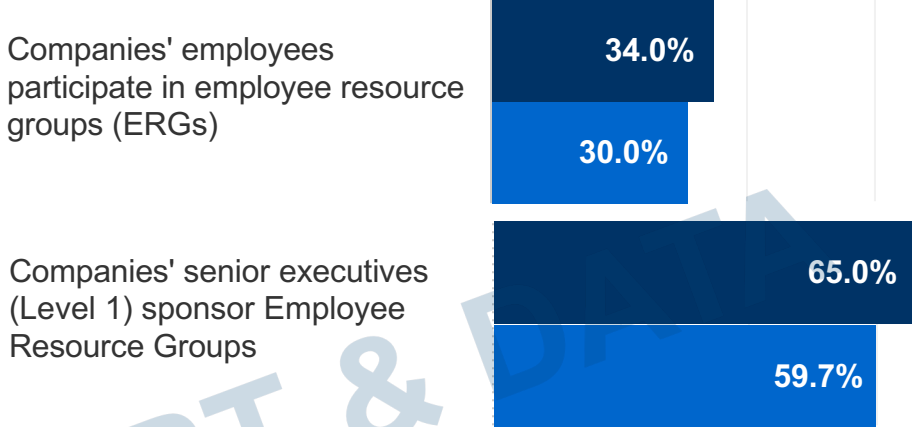


# 2020 FACTS & FIGURES

## Leadership Accountability



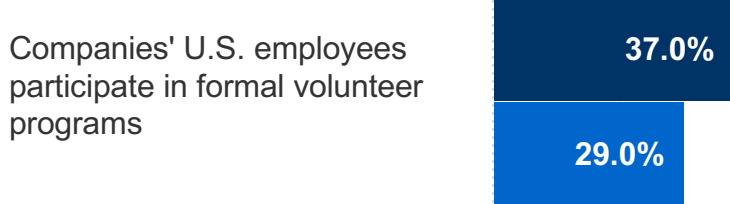
## Talent Programs - ERG



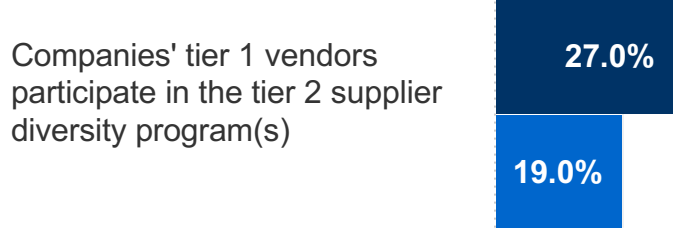
## Talent Programs - Mentoring



## Philanthropy



## Supplier Diversity



■ Top 10 + HOF\*    ■ Top 50 + HOF\*





# GLOSSARY OF KEY TERMS

SAMPLE REPORT & DATA

# GLOSSARY OF KEY TERMS

## **Total Employees**

Your total U.S. employees (including U.S. territories) as of December 31, 2019.

## **New Hires**

U.S. employees (including U.S. territories) hired externally after December 31, 2018 who are still active employees on December 31, 2019.

## **Promotions**

Management employees in the U.S. (including U.S. territories) promoted within and into management between December 31, 2018 who are still active management employees on December 31, 2019.

## **Executive/ Senior Leadership**

Your CEO and their direct reports (Level 1) and one level down from your CEO and their direct reports (Level 2), excluding administrative staff.

## **Management**

U.S. employees (including U.S. territories) in entry level management positions up to and including the CEO.

New Hires: employees hired externally into management after December 31, 2018 who are still active management employees on December 31, 2019.

Promoted into management: non-management employees promoted into management between December 31, 2018 who are still active management employees on December 31, 2019.

# GLOSSARY OF KEY TERMS

## Management Level 1

Includes CEO + their Direct Reports (does not include administrative staff, except for Chief Administrative Officer)

## Management Level 2

One level below Level 1

## Management Level 3

Two levels below Level 1

## Management Level 4

Three levels below Level 1

## 2020 DI Index

## Top 50 Competition

This index represents the aggregated (mean) results for companies ranked in the Top 10 for 2020 and those in the Hall of Fame.

## Specialty List Competitions

These indices represent the aggregated results for companies participating in the specific competition cohort.

SAMPLE REPORT & DATA

# SPECIALTY LISTS

The Specialty Lists are based on metric-driven evaluations that do not have a predetermined number of companies on each list.

The evaluation considers group performance, and the cutoff takes place where there is a significant difference between the top companies and the next runner-up. As a result, there may be fewer than or more than 10 companies on a list.

## INDUSTRY & REGIONAL LISTS

Hospital/Health Care Systems, Regional, Utilities

## LEADERSHIP ACCOUNTABILITY LISTS

Board of Directors, Environmental Social Governance (ESG), Diversity Council, Supplier Diversity, Philanthropy

## TALENT MANAGEMENT LISTS

Mentoring, Sponsorship, Talent Development

## TALENT DIVERSITY LISTS

Talent Acquisition, Talent Acquisition for Women of Color (WOC), Executive Women, Diverse (POC) Leaders

## TALENT INCLUSION LISTS

Employee Resource Groups, LGBTQ, Military/Veterans, People with Disabilities

SAMPLE REPORT & DATA



# SPECIALTY LISTS

SAMPLE REPORT & DATA



## 2020 SPECIALTY LISTS

### Industry, Regional Lists (Ranked)

#### Hospital/Health Care Systems

1. Northwell Health
2. Henry Ford Health System
3. Cleveland Clinic
4. Wellstar
5. Moffitt Cancer Center
6. OhioHealth
7. Mayo Clinic
8. Yale New Haven Health System
9. NYU Langone Health

#### Regionals

1. Blue Shield of California
2. MGM Resorts
3. Comerica Bank
4. Ameren Corporation
5. The American Heart Association
6. CSAA Insurance Group

#### Utilities

1. Sempra Energy
2. Ameren Corporation
3. DTE Energy
4. FirstEnergy
5. National Grid
6. Consolidated Edison Company of New York

## 2020 SPECIALTY LISTS

### Leadership Accountability Lists

#### Board of Directors

1. Eli Lilly and Company
2. Accenture
3. Kaiser Permanente
4. Marriott International
5. Mastercard
6. Southern Company
7. Nielsen
8. FirstEnergy
9. Ameren Corporation
10. Target
11. HP

#### Diversity Council

1. EY
2. Marriott International
3. AT&T
4. Hilton
5. ADP
6. Northrop Grumman
7. Johnson & Johnson
8. Kaiser Permanente
9. KPMG
10. Abbott
11. PwC
12. The Hershey Company
13. Mastercard
14. Cox Communications
15. Dow
16. Comcast NBCUniversal
17. Sanofi US
18. BASF
19. AIG
20. Humana
21. Eli Lilly and Company
22. Moody's Corporation
23. KeyBank
24. AstraZeneca
25. Allstate Insurance Company

# 2020 SPECIALTY LISTS

## Leadership Accountability Lists Continued

### Supplier Diversity

1. Hilton
2. Sodexo
3. Dow
4. Henry Ford Health System
5. Marriott International
6. EY
7. Southern Company
8. Wells Fargo
9. Exelon Corporation
10. Accenture
11. Cox Communications
12. AT&T
13. CVS Health
14. Kaiser Permanente
15. MGM Resorts

### Philanthropy

1. Eli Lilly and Company
2. Wells Fargo
3. Marriott International
4. Hilton
5. AbbVie
6. The Hershey Company
7. Humana
8. U.S. Bank
9. Johnson & Johnson
10. Target
11. Sanofi US
12. Dow
13. KPMG
14. Ecolab
15. Sodexo
16. Accenture
17. Exelon Corporation
18. AIG
19. CVS Health
20. HSBC
21. Cleveland Clinic
22. Cox Communications
23. Northrop Grumman
24. KeyBank
25. McCormick & Company
26. HP
27. Aramark
28. Nielsen
29. Boeing Company
30. Abbott

## 2020 SPECIALTY LISTS

### Talent Management Lists

#### Mentoring

- |                          |                            |
|--------------------------|----------------------------|
| 1. Eli Lilly and Company | 12. Northrop Grumman       |
| 2. Abbott                | 13. Marriott International |
| 3. AT&T                  | 14. Wells Fargo            |
| 4. EY                    | 15. Mastercard             |
| 5. PwC                   | 16. The Hershey Company    |
| 6. ADP                   | 17. Ecolab                 |
| 7. Boeing Company        | 18. Sodexo                 |
| 8. Hilton                | 19. Comcast NBCUniversal   |
| 9. AbbVie                | 20. TD Bank                |
| 10. Johnson & Johnson    | 21. Accenture              |
| 11. General Motors       | 22. Humana                 |

## 2020 SPECIALTY LISTS

### Talent Management Lists

#### Sponsorship

1. Eli Lilly and Company
2. Abbott
3. Mastercard
4. AT&T
5. PwC
6. HP
7. Hilton
8. Johnson & Johnson
9. EY
10. ADP
11. Ecolab
12. KeyBank
13. Accenture
14. Marriott International
15. The Hershey Company
16. Procter & Gamble
17. Comcast NBCUniversal
18. Medtronic
19. Moody's Corporation
20. Boeing Company
21. KPMG



## 2020 SPECIALTY LISTS

### Talent Inclusion Lists

#### Employee Resource Groups

1. AT&T
2. Dow
3. EY
4. Northrop Grumman
5. Hilton
6. HSBC
7. Wells Fargo
8. Southern Company
9. Boeing Company
10. Asurion
11. Medtronic
12. Nielsen
13. Humana
14. Eli Lilly and Company

#### People with Disabilities

1. Wells Fargo
2. Northrop Grumman
3. Dow
4. Hilton
5. Sodexo
6. Eli Lilly and Company
7. Mastercard
8. Accenture
9. Humana
10. KeyBank
11. Vectrus
12. AbbVie
13. U.S. Bank
14. United Airlines
15. General Motors

#### Military/Veterans

1. Vectrus
2. Southern Company
3. Leidos
4. Northrop Grumman
5. Comcast NBCUniversal
6. Boeing Company
7. Sempra Energy
8. The Hershey Company
9. General Motors
10. Capital One Financial
11. Ultimate Software
12. KeyBank
13. Hilton

## 2020 SPECIALTY LISTS

### Talent Inclusion Lists Continued

#### LGBTQ

(in alphabetical order, this list is not ranked)

- Accenture
- AstraZeneca
- AT&T
- Capital One Financial
- Comcast NBCUniversal
- Cox Communications
- Dow
- Ecolab
- Eli Lilly and Company
- EY
- Exelon Corporation
- General Motors
- Hilton
- Humana
- Johnson & Johnson
- KeyBank
- KPMG
- M&T Bank
- Marriott International
- Mastercard
- Moody's Corporation
- National Grid
- Northrop Grumman
- PwC
- The Hershey Company
- TIAA
- U.S. Bank
- Walmart
- Wells Fargo

## 2020 SPECIALTY LISTS

### Remaining Lists

Executive Women

Talent Acquisition

Talent Acquisition for Women  
of Color (WOC)

Diverse (POC) Leaders

Environmental, Social &  
Governance (ESG)

Talent Development

SAMPLE REPORT & DATA