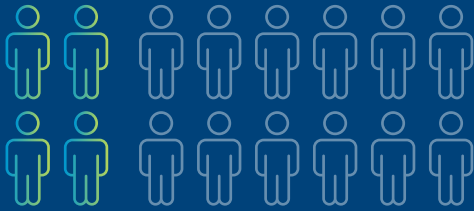


Diversity & Inclusion National Benchmark

STAKEHOLDER EXPECTATIONS



One quarter of employees believe their company recognizes diversity, equity and inclusion as a competitive advantage to the business

GOALS



59%
of companies set diversity goals or targets

AMONG THESE COMPANIES:



58%
make their goals public

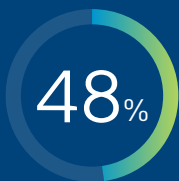


35%
say they are internal goals only

ACCOUNTABILITY

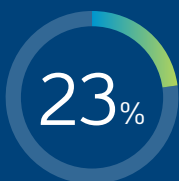


2 in 5 companies have a Chief Diversity / Inclusion officer who is responsible for diversity, equity and inclusion at the company



48%

In nearly half of these companies (48%), the Chief Diversity / Inclusion Officer reports directly into the CEO



23%

Roughly one quarter (23%) report into HR

BOARDS



57% of Boards have a committee that is responsible for diversity



Employees are largely unaware if their Board of Directors is diverse



17% of employees who know the composition of the Board say the Board is entirely white