<u>**Template Type**</u>

Employer Anti-Racism & Gender Equality Scorecard (standard version)

Employer Anti-Racism & Gender Equality Scorecard					
		Indicator	**Measure**	**Weight**	**Total Score**
Employer Anti-Racism & Gender Equality Scorecard	People & Inclusive Leadership Perspective	Employee Workforce Demographics	Rubric #1	Optional	Measure * Weight
		Management & Leadership Demographics	Rubric #2	Optional	Measure * Weight
		Succession Management Demographics	Rubric #3	Optional	Measure * Weight
	Retention & Advancement Perspective	Career Pathing Programs	Rubric #4	Optional	Measure * Weight
		Employee Engagement & Well-Being	Rubric #5	Optional	Measure * Weight
		DEI Accountability & Training	Rubric #6	Optional	Measure * Weight
	Employer Branding & Recruitment Perspective	Onboarding Strategy	Rubric #7	Optional	Measure * Weight
		Recruitment Strategy	Rubric #8	Optional	Measure * Weight
		Talent Engagement Strategy	Rubric #9	Optional	Measure * Weight
	Community & Social Impact Perspective	Volunteer & Pro-Bono Programs	Rubric #10	Optional	Measure * Weight
		Supplier Diversity Programs	Rubric #11	Optional	Measure * Weight
		Philanthropy & Pledges	Rubric #12	Optional	Measure * Weight

Template Type

Employer Anti-Racism & Gender Equality Dashboard (standard version)

		Employer Anti-Racism & Gender Equality Dashboard			
		Organization (user input)	**Indicators & Criteria** (user input)	**Data Output Level 1** (transparency)	**Data Output Level 2** (accountability)	**Reports & Insights** (performance, trends)

Employer Anti-Racism & Gender Equality Dashboard	Perspective	Organization (user input)	Indicators & Criteria (user input)	Data Output Level 1 (transparency)	Data Output Level 2 (accountability)	Reports & Insights (performance, trends)
	People & Inclusive Leadership Perspective	Company, Industry, HQ Location	**Employee Workforce Demographics** (Total Workforce, Professionals, New Hires/Entry Level)	• Women • Black/African American • Hispanic/Latinx • Indigenous Americans	• Qualitative • Quantitative • Comparative Analyses • Benchmark Targets	• DEI Research Snapshot • Campus Engagement • Recent Minority Alumni Feedback (1-3 years out)
		Company, Industry, HQ Location	**Management & Leadership Demographics** (Board of Directors, Executives/Senior Managers, First/Mid-level Managers)	• Women • Black/African American • Hispanic/Latinx • Indigenous Americans	• Qualitative • Quantitative • Comparative Analyses • Benchmark Targets	• DEI Research Snapshot • Campus Engagement • Recent Minority Alumni Feedback (1-3 years out)
		Company, Industry, HQ Location	**Succession Management Demographics** (Leadership Program Employees, High-Potential Employees, Promoted Employees)	• Women • Black/African American • Hispanic/Latinx • Indigenous Americans	• Qualitative • Quantitative • Comparative Analyses • Benchmark Targets	• DEI Research Snapshot • Campus Engagement • Recent Minority Alumni Feedback (1-3 years out)
	Retention & Advancement Perspective	Company, Industry, HQ Location	**Career Pathing Programs** (Promotion Bias, Pay Equity Bias, Performance Bias)	• Women • Black/African American • Hispanic/Latinx • Indigenous Americans	• Qualitative • Quantitative • Comparative Analyses • Benchmark Targets	• DEI Research Snapshot • Campus Engagement • Recent Minority Alumni Feedback (1-3 years out)
		Company, Industry, HQ Location HQ	**Employee Engagement & Well-Being** (Turnover Rate, Culture & Climate Surveys, Stay & Departure Interviews)	• Women • Black/African American • Hispanic/Latinx • Indigenous Americans	• Qualitative • Quantitative • Comparative Analyses • Benchmark Targets	• DEI Research Snapshot • Campus Engagement • Recent Minority Alumni Feedback (1-3 years out)
		Company, Industry, HQ Location	**DEI Accountability & Training** (Anti-Harassment & Bullying Policies, Diversity Education, CEO/Board Commitment)	• Women • Black/African American • Hispanic/Latinx • Indigenous Americans	• Qualitative • Quantitative • Comparative Analyses • Benchmark Targets	• DEI Research Snapshot • Campus Engagement • Recent Minority Alumni Feedback (1-3 years out)
	Employer Branding & Recruitment Perspective	Company, Industry, HQ Location	**Onboarding Strategy** (Culture & Work Environment Training, Mentoring Program, Peer/Buddy Program)	• Women • Black/African American • Hispanic/Latinx • Indigenous Americans	• Qualitative • Quantitative • Comparative Analyses • Benchmark Targets	• DEI Research Snapshot • Campus Engagement • Recent Minority Alumni Feedback (1-3 years out)
		Company, Industry, HQ Location	**Recruitment Strategy** (Selection Process, Sourcing Channels, Job Descriptions)	• Women • Black/African American • Hispanic/Latinx • Indigenous Americans	• Qualitative • Quantitative • Comparative Analyses • Benchmark Targets	• DEI Research Snapshot • Campus Engagement • Recent Minority Alumni Feedback (1-3 years out)
		Company, Industry, HQ Location	**Talent Engagement Strategy** (Employee Resource Groups, Inclusive Workplace Recognition, Marketing & Communications)	• Women • Black/African American • Hispanic/Latinx • Indigenous Americans	• Qualitative • Quantitative • Comparative Analyses • Benchmark Targets	• DEI Research Snapshot • Campus Engagement • Recent Minority Alumni Feedback (1-3 years out)
	Community & Social Impact Perspective	Company, Industry, HQ Location	**Volunteer & Pro Bono Programs** (Education Institutions, Non-Profits & Empowerment Programs, Small Businesses)	• Women • Black/African American • Hispanic/Latinx • Indigenous Americans	• Qualitative • Quantitative • Comparative Analyses • Benchmark Targets	• DEI Research Snapshot • Campus Engagement • Recent Minority Alumni Feedback (1-3 years out)
		Company, Industry, HQ Location	**Supplier Diversity Programs** (Procurement, Distribution, Shelf-Space)	• Women • Black/African American • Hispanic/Latinx • Indigenous Americans	• Qualitative • Quantitative • Comparative Analyses • Benchmark Targets	• DEI Research Snapshot • Campus Engagement • Recent Minority Alumni Feedback (1-3 years out)
		Company, Industry, HQ Location	**Philanthropy & Pledges** (Anti-Racism/Sexism & Social Causes, Government Agencies, Non-Profits & Empowerment Programs)	• Women • Black/African American • Hispanic/Latinx • Indigenous Americans	• Qualitative • Quantitative • Comparative Analyses • Benchmark Targets	• DEI Research Snapshot • Campus Engagement • Recent Minority Alumni Feedback (1-3 years out)

Employer Anti-Racism & Gender Equality Scorecard – Strategy Map (standard version)

Employer Anti-Racism & Gender Equality Scorecard			
Benchmark	Measure	Weight	Total Score

Employer Anti-Racism & Gender Equality Scorecard

- People & Inclusive Leadership Perspective
- Retention & Advancement Perspective
- Employer Branding & Recruitment Perspective
- Community & Social Impact Perspective

Leading Question:

How?

Leading Question:

If_Then_?

Link to presentation given on December 15th at the Southern Association of Colleges and Employers Annual Conference

Title

Operationalizing Equity: Developing a Diversity Scorecard for Employers
URL: https://youtu.be/UjmVICRrptk