



# DIVERSITY

## BENCHMARK INITIATIVE



# Agenda

- Participating Businesses
- Process Overview
- Demographics
- Policies & Practices
- Inclusion Culture



RELIAS

 pendo



Deutsche Bank



commercetools



TERRADOTTA



NC

*Spredly*





**INMAR**  
intelligence

renci

RESEARCH \ ENGAGEMENT \ INNOVATION



**Dude Solutions**



**ELON**

Information  
Technology

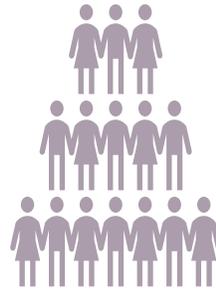
# Diversity Benchmark Initiative Method



**12**  
**companies**



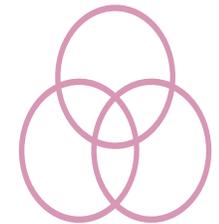
**33**  
**policies**



**2,100**  
**employees**

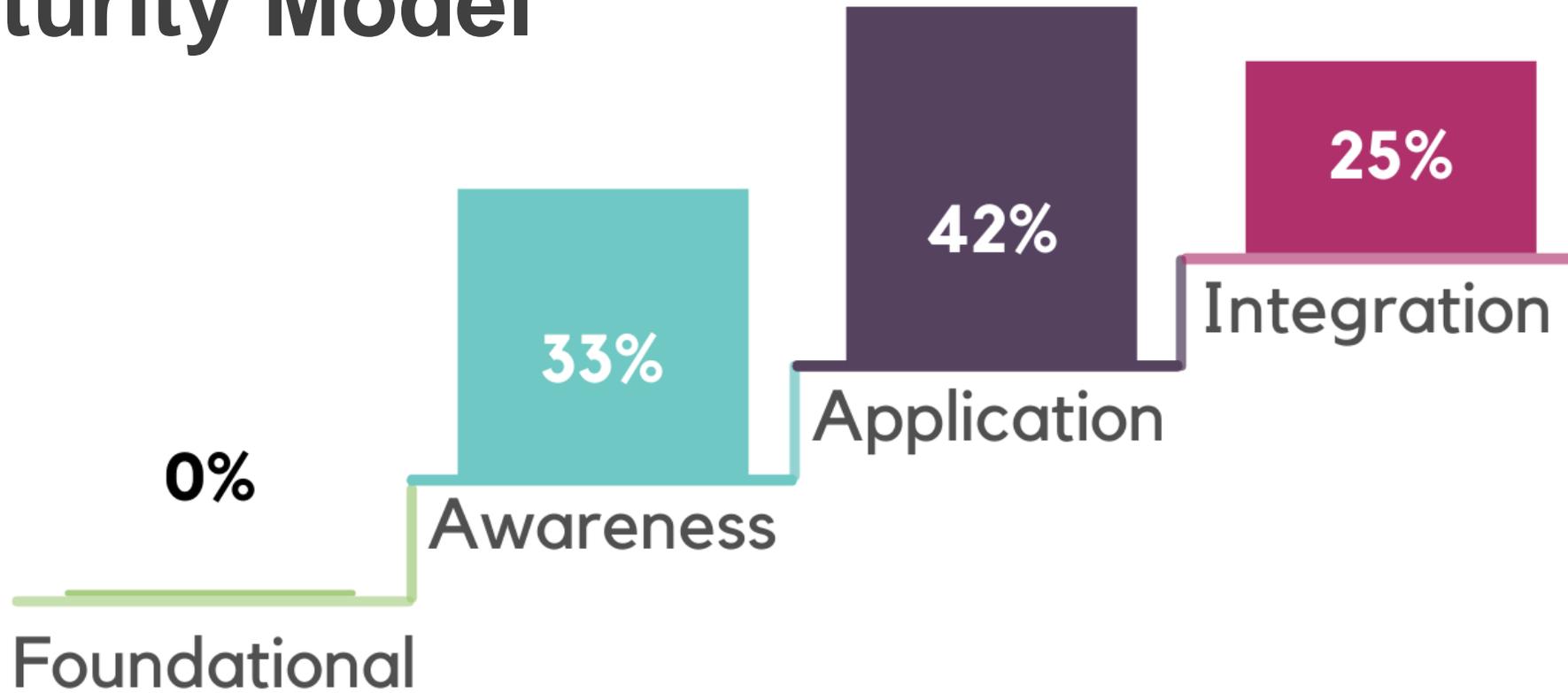


**3**  
**weeks**



**20**  
**inclusion**  
**questions**

# Company Distribution on Maturity Model

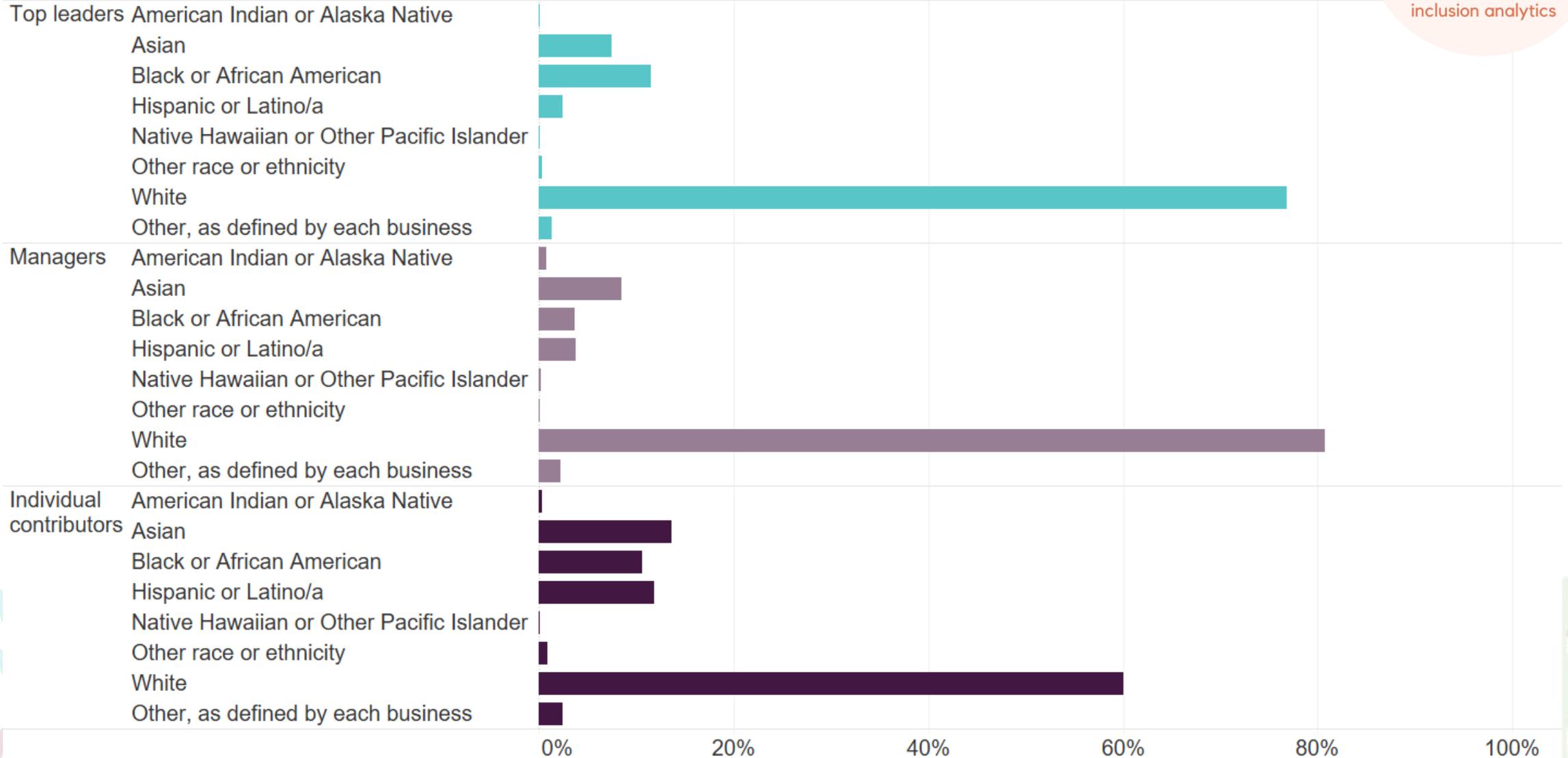




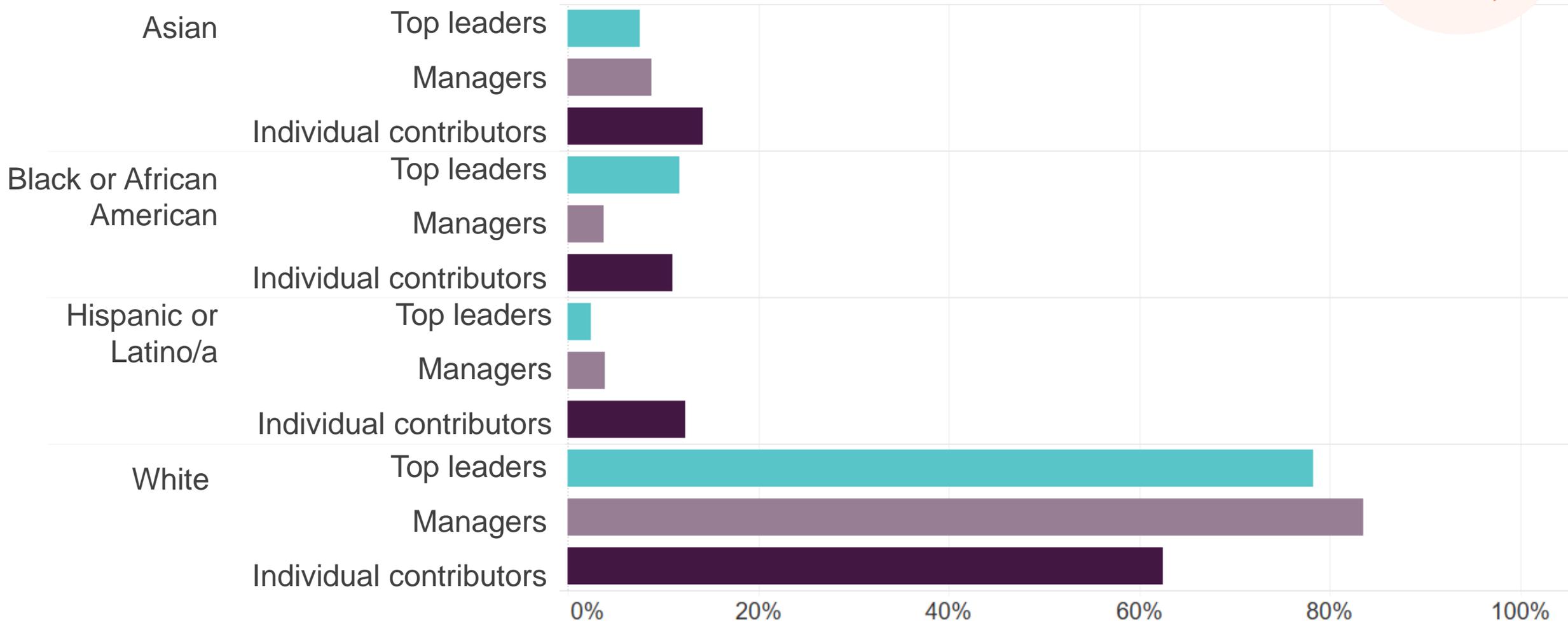
# Demographic Overview



# The largest percentage of employees at each job level are White.

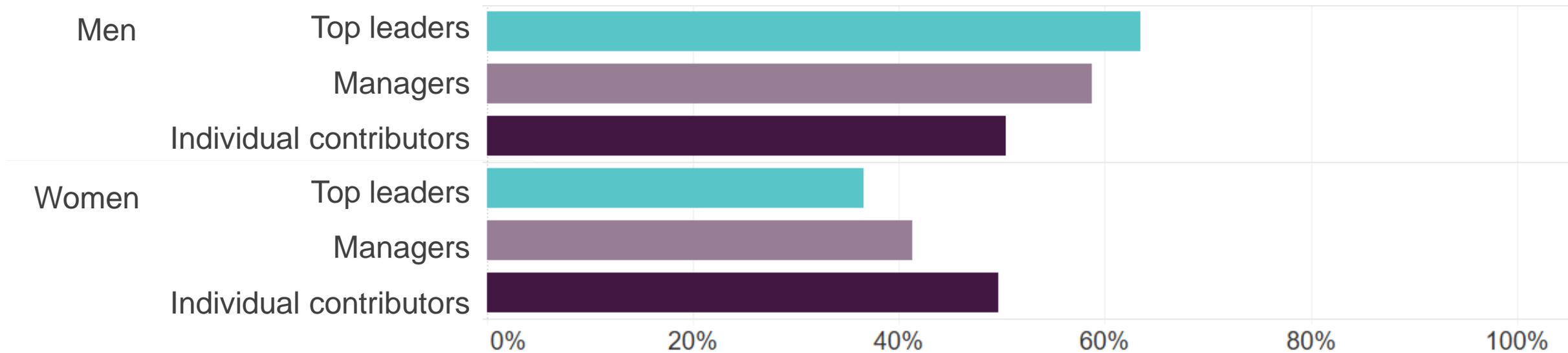


# Access to leadership positions varies by race/ethnicity.

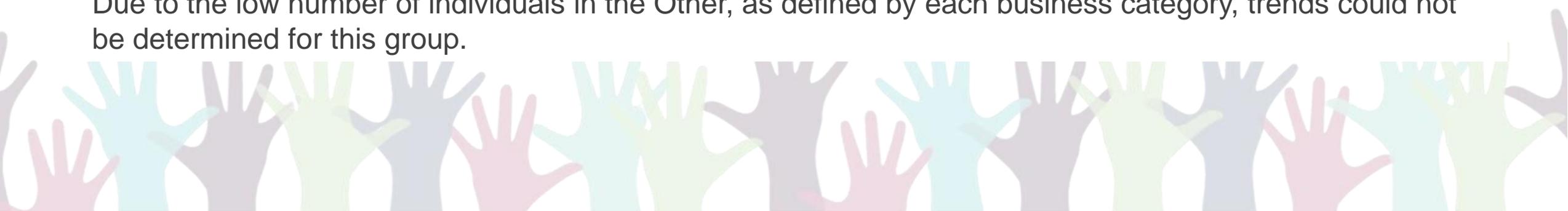


Due to the low number of individuals, trends could not be determined for employees in the American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, Other race/ethnicity, or Other, as defined by each business categories.

# Women are underrepresented in management and top leadership positions.



Due to the low number of individuals in the Other, as defined by each business category, trends could not be determined for this group.



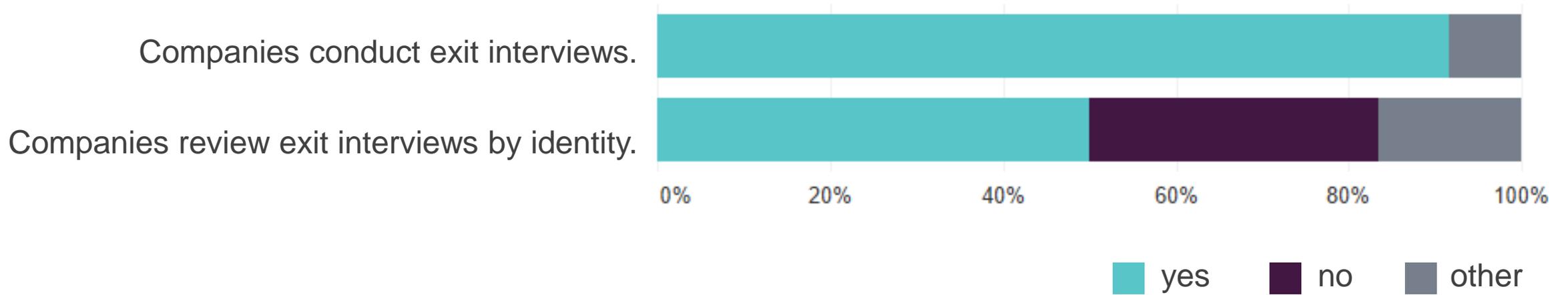


# Policies & Practices

## Key Findings



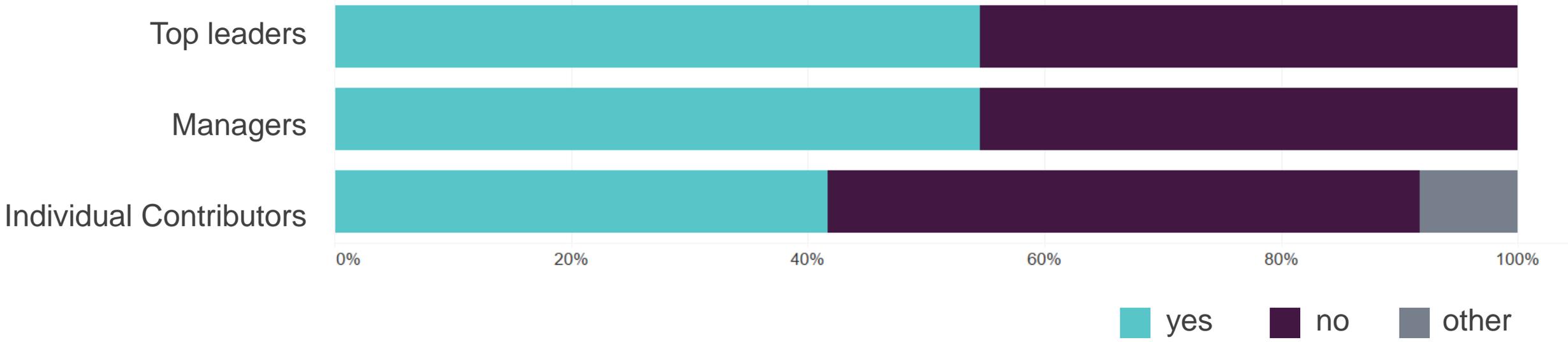
# Exit interviews can become part of your company's DEI efforts.



# Performance competencies convey that DEI is everyone's responsibility.



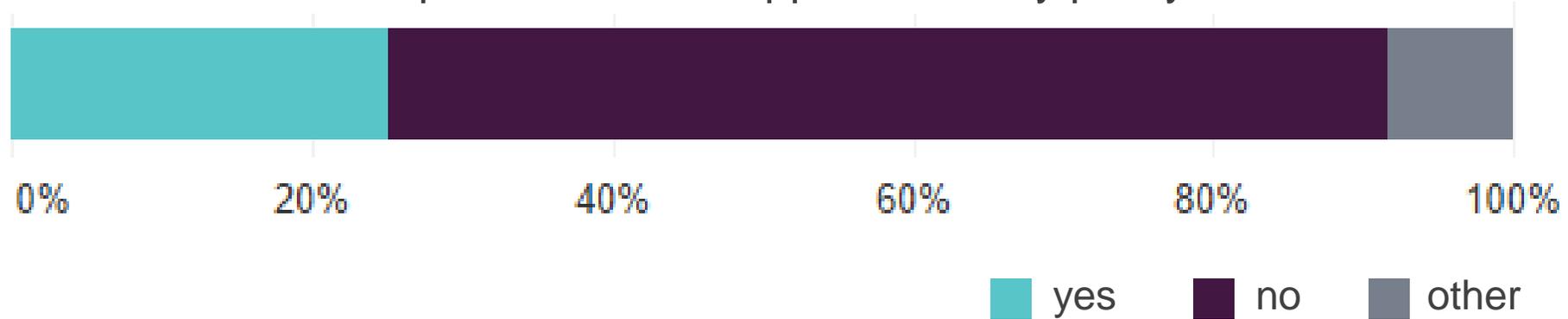
Inclusion competencies are included in performance evaluations for



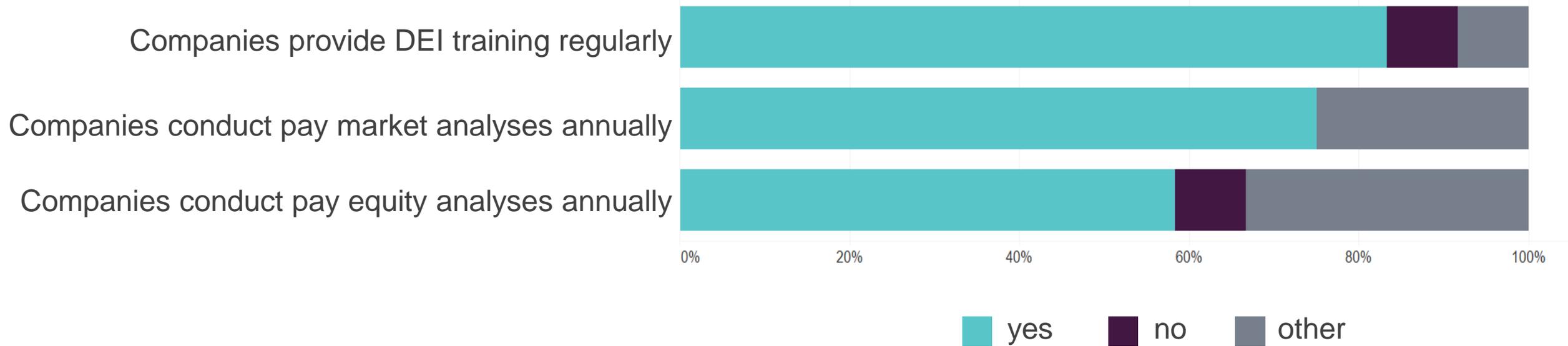
# Supplier diversity policies expand DEI impact beyond your company's walls.



Companies have a supplier diversity policy.



# Policy Accomplishments

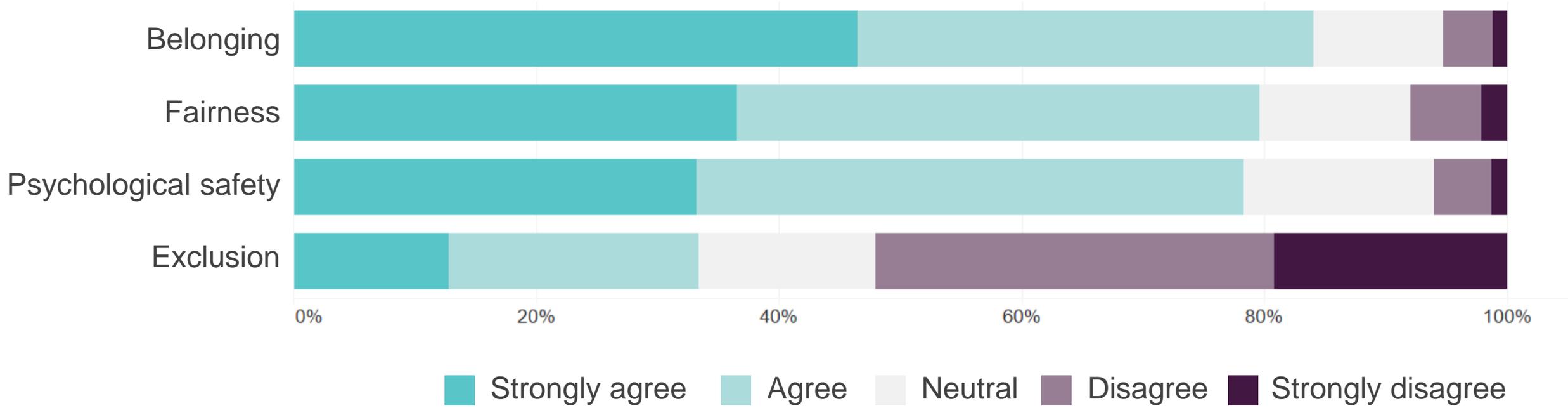


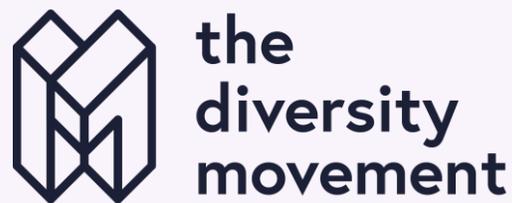


# Inclusion Culture Key Findings



# Inclusion Culture Results





**Create workplaces that work for all.**

[www.inclusion-analytics.com](http://www.inclusion-analytics.com)

