



DIVERSITY

BENCHMARK INITIATIVE



Agenda

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



RELIAS

 pendo



Deutsche Bank



inclusion analytics



commercetools



TERRADOTTA

Spreedly



NC

 sas



INMAR
intelligence

renci

RESEARCH \ ENGAGEMENT \ INNOVATION



Dude Solutions



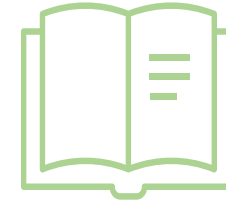
ELON

Information
Technology

Diversity Benchmark Initiative Method



12
companies



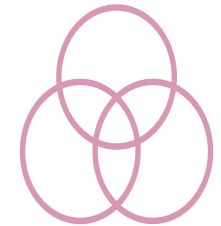
33
policies



2,100
employees

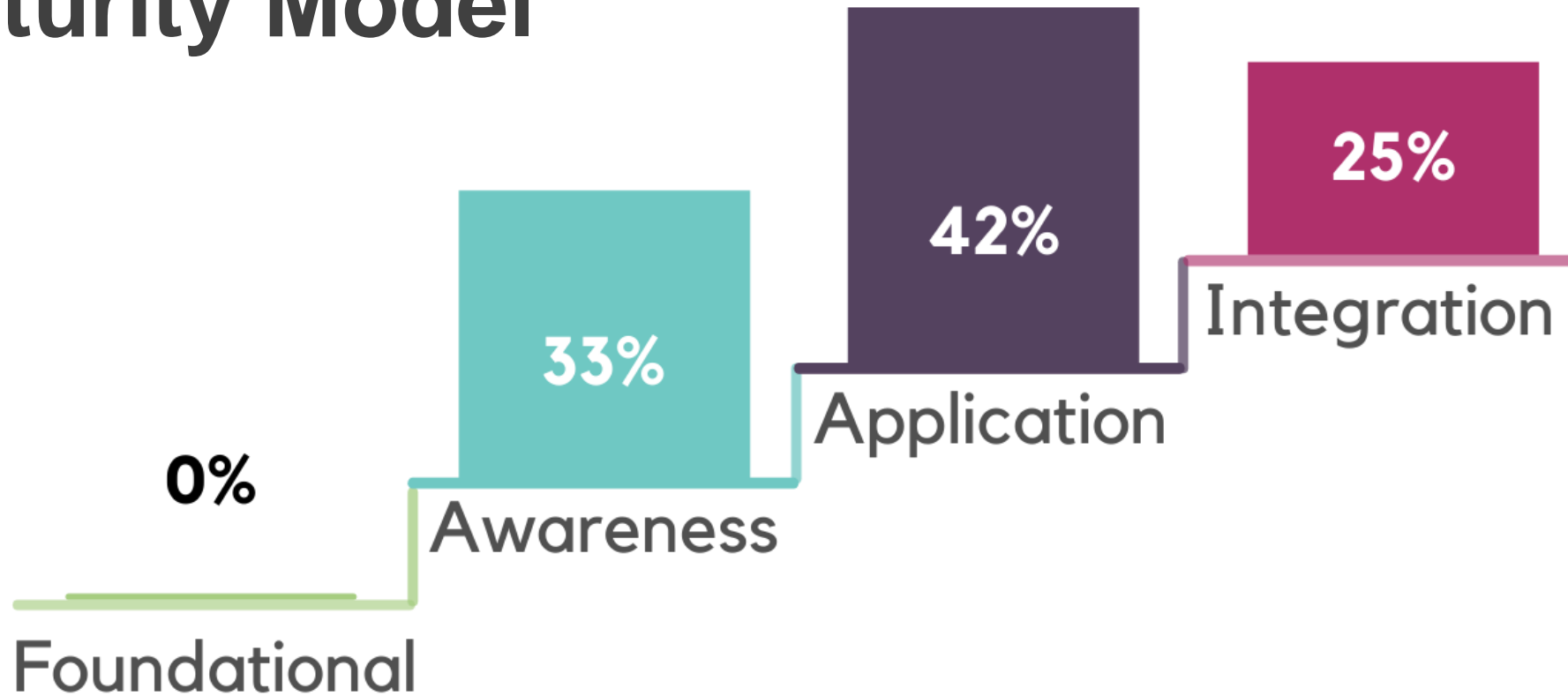


3
weeks



20
inclusion
questions

Company Distribution on Maturity Model

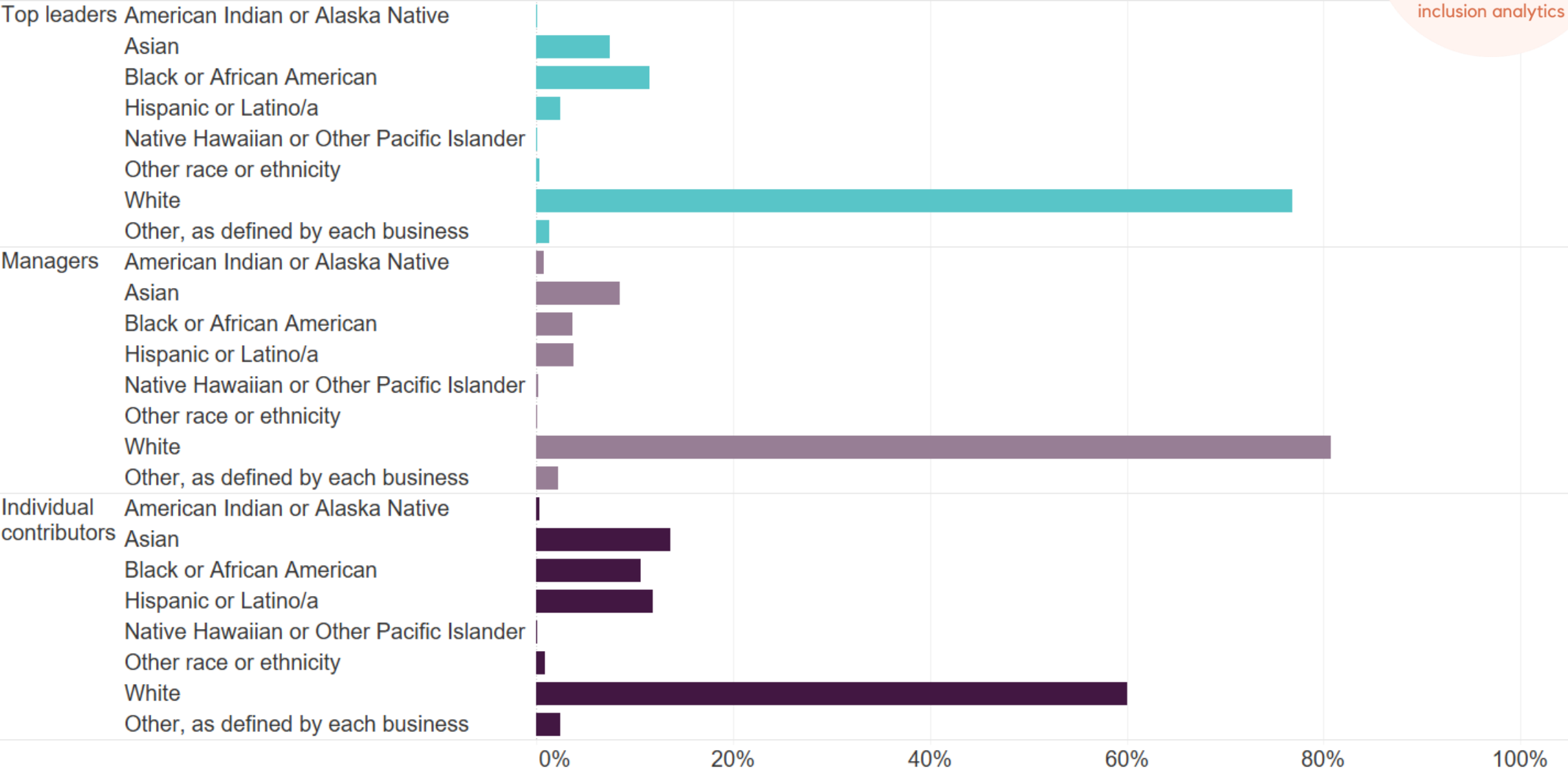




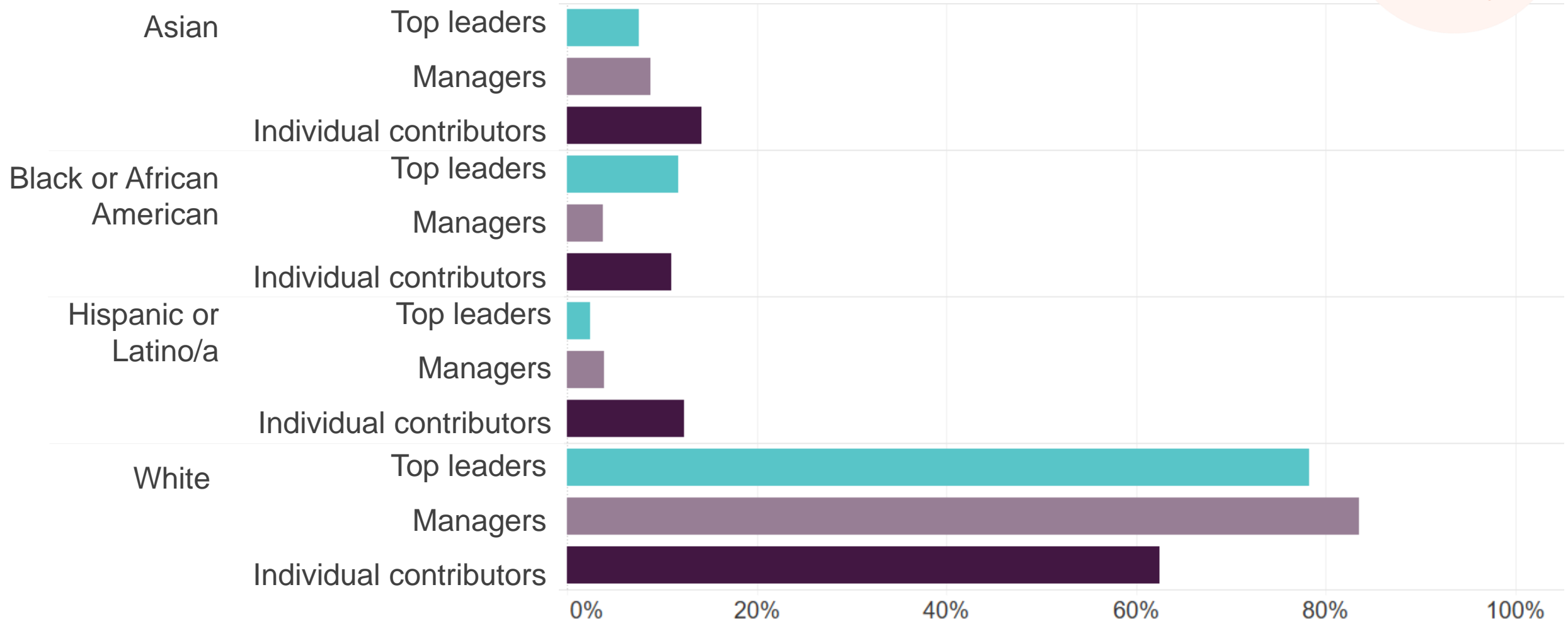
Demographic Overview



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

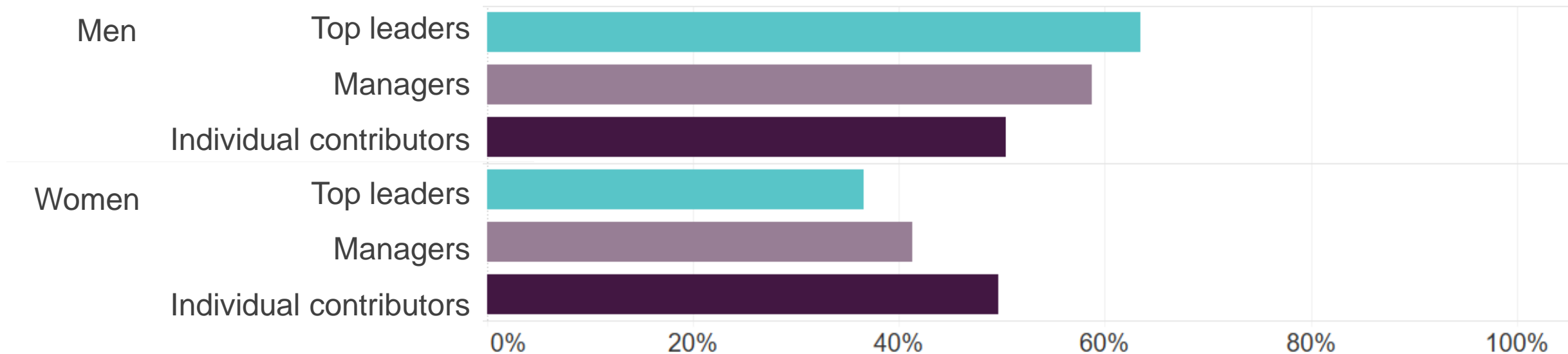


Access to leadership positions varies by race/ethnicity.

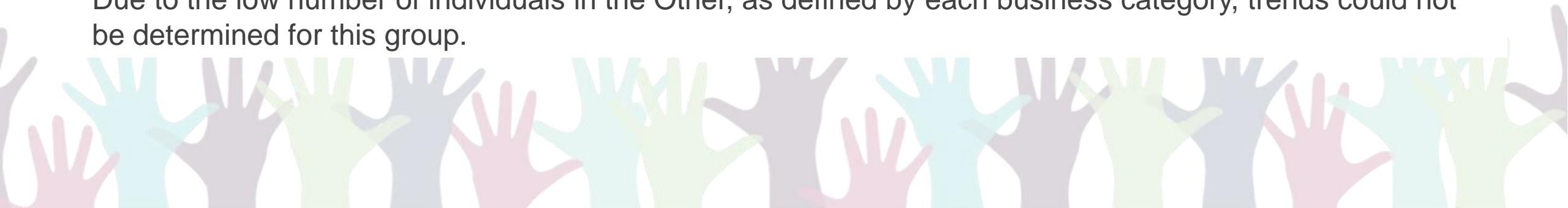


Due to the low number of individuals, trends could not be determined for employees in the American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, Other race/ethnicity, or Other, as defined by each business categories.

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.



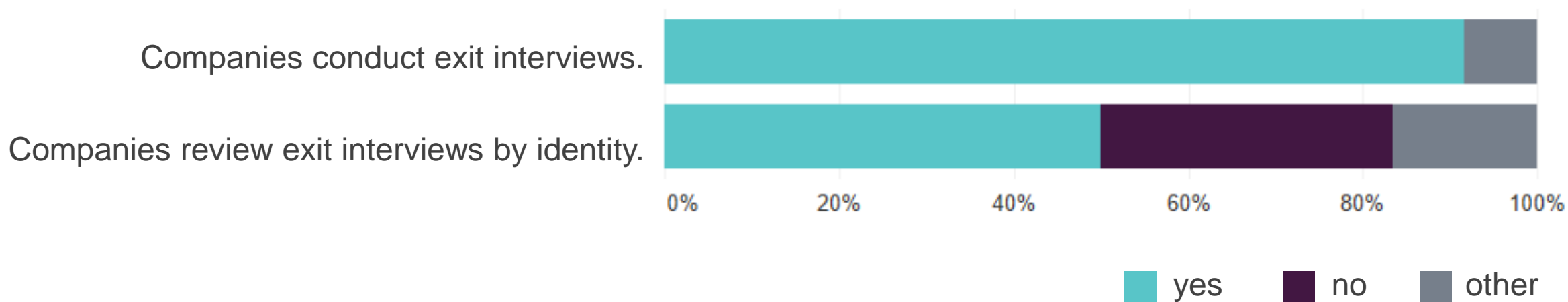


Policies & Practices

Key Findings



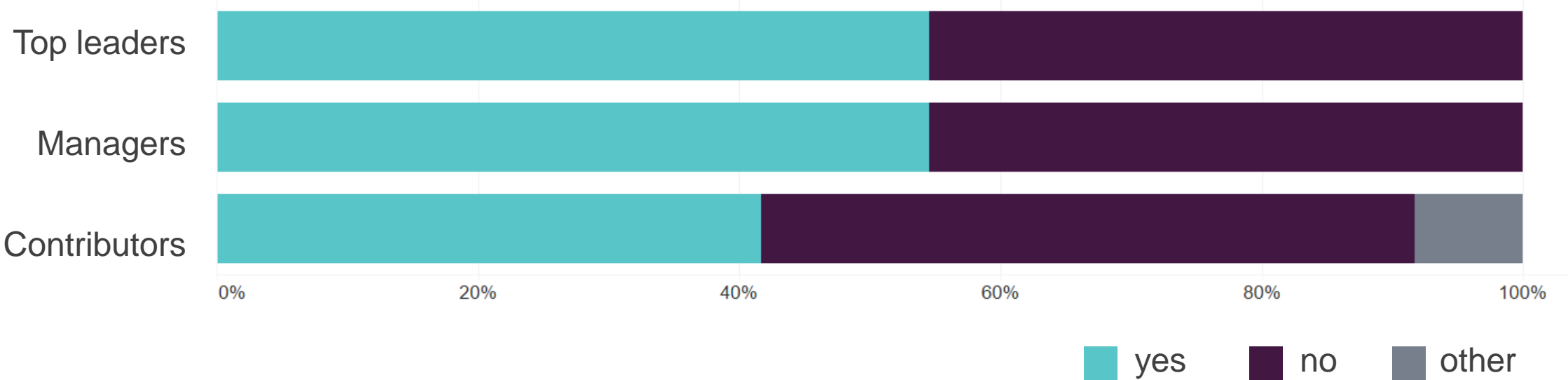
Exit interviews can become part of your company's DEI efforts.



Performance competencies convey that DEI is everyone's responsibility.



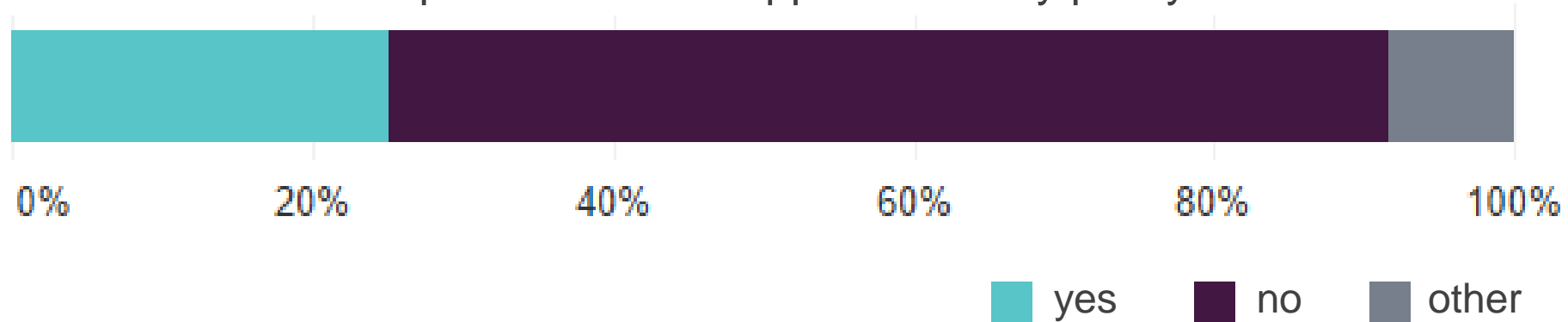
Inclusion competencies are included in performance evaluations for



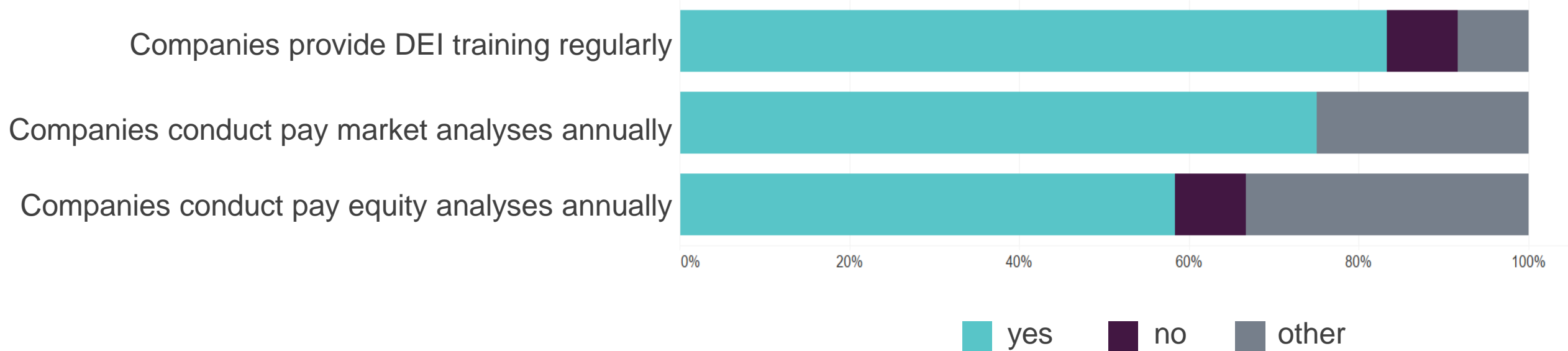
Supplier diversity policies expand DEI impact beyond your company's walls.



Companies have a supplier diversity policy.



Policy Accomplishments

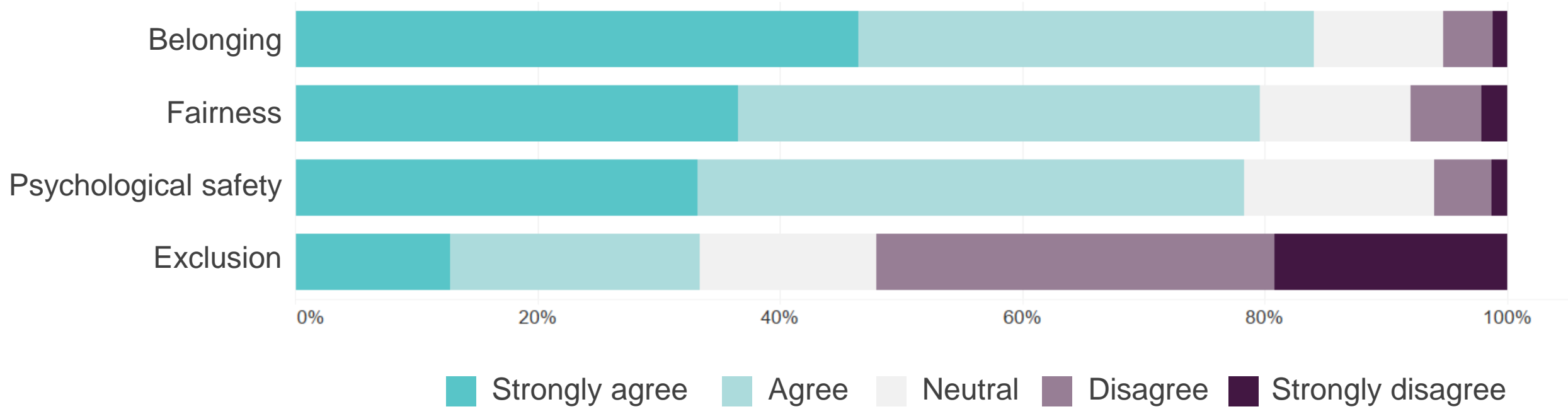




Inclusion Culture Key Findings



Inclusion Culture Results





Create workplaces that work for all.

www.inclusion-analytics.com

