

# Diversity Score Card

## Purpose:

'The Diversity Scorecard' is designed to provide step-by-step instructions, worksheets, and examples to help diversity executives and managers analyze and track the impact of their diversity initiatives to mobilize the organizations for strategic culture change.

<https://www.sciencedirect.com/book/9780750674577/the-diversity-scorecard>

Diversity scorecards used to be all about representation. They would measure gender and racial percentages for the workforce, management, and top executives. Today's successful scorecards and dashboards, like today's diversity-management initiatives, link directly to business strategies and include more relevant variables, such as supplier diversity, engagement, retention, talent development, and contributions to market growth.

<https://www.diversityincbestpractices.com/what-makes-a-good-diversity-scorecard-dashboard/>

## Rubric:

	0	1	2	3	4	Tip
Diversity and Inclusion Statement and Initiatives	Employer does not have diversity and Inclusion Statements or Initiatives	Statement is found but does not seem to be all-encompassing and not easy to find	Statement is found but does not seem to be all-encompassing	Statement is found and is not all-encompassing but was easy to find	Statement is all-encompassing and was easy to find	Review their careers pages and job postings. Make sure they are naming specific groups within their EEO statement. Specifically look for ""gender identity" and "sexual orientation". Do their values, mission, and/or vision mention diversity, equity, belonging, and/or inclusion?
Representation in leadership positions	Employer has no mention or visible diversity in top leadership roles	Employer has 1-2 leaders either mentioned or visible who is from a historically underrepresented population	Employer has 2-3 leaders either mentioned or visible who is from a historically underrepresented population	Employer has 3-4 leaders either mentioned or visible who is from a historically underrepresented population	Employer has 4+ leaders either mentioned or visible who is from a historically underrepresented population	These can be challenging to find. First, start with the company website and review their leadership roles. You can also use LinkedIn: Find their company profile, then click on the "People" tab and scroll through trying to note any diversity among their leadership positions.

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Gender Neutral Restrooms	0 gender neutral restrooms available at the company	Employer has at least 1 gender neutral restrooms available at the company	Employer has at least 2 gender neutral restrooms available at the company	Employer has at least 3 gender neutral restrooms available at the company	Employer has 4+ gender neutral restrooms available at the company	<p>The law requires employers to provide a clean, safe restroom for their employees.</p> <p>"Prompt access to appropriate sanitary facilities. The core belief underlying these policies is that all employees should be permitted to use the facilities that correspond with their gender identity."</p> <p>"Regardless of the physical layout of a worksite, all employers need to find solutions that are safe and convenient and respect transgender employees." - OSHA, 2015</p> <p><a href="https://www.osha.gov/sites/default/files/publications/OSHA3795.pdf">https://www.osha.gov/sites/default/files/publications/OSHA3795.pdf</a></p>
Pronoun Usage	Pronoun usage does not appear to be a part of company culture		Pronoun usage is somewhat interwoven throughout company culture (e.g., pronouns are featured on website, in email signatures, on business cards, they asked your pronouns on the job app or during the the interview, etc.)		It is apparent that pronoun usage is interwoven throughout company culture (e.g., pronouns are featured on website, in email signatures, on business cards, they asked your pronouns on the job app or during the the interview, etc.)	<p>"Disclosing one's pronouns communicates that our gender is not assumed, and that a binary status is not the only way either." -ADP, 2021. A company that has cultivated a culture of normalizing others to share their pronouns, ask others for their pronouns, and not making assumptions about someone's pronouns or gender identity likely have a high employee retention rate, particularly of employees with marginalized identities, and likely have a climate that is warm, inclusive and welcoming.</p>
Website and Social Media	Website and social media does not display diversity through content (pictures, post etc)	Employer website/ social media has minimal (less than 15%) display of diversity through their content	Employer's display of diversity through content on website and social media is somewhat apparent (~25-35%)	Employer's display of diversity through content on website and social media is somewhat apparent (~40-50%)	Employer's display of diversity through content on website and social media exceptionally exceed 50% (pictures, posts etc.)	<p>Social media accounts and websites are an extension of the company and communicate the company's values, priorities, mission, products, and/or brand with consumers and potential consumers. Integrating DEI-related topics on their website and social media allow for a company to clearly communicate that they value diversity to their audience. A company's social media accounts and website are usually a pretty good indicator of the climate of the company.</p>

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Retention of those with Historically Under-represented Identities	Employer retention rate of under-represented identities is or below 10%.	Employer retention rate of under-represented identities is at least 30%.	Employer retention rate of under-represented identities is at least 50%.	Employer retention rate of under-represented identities is at least 60%.	Employer retention rate of under-represented identities is at least 75%.	If you're interested in calculating employee retention rates yourself, use this formula: total # of employees minus total # of employees who left divided by total number of employees multiplied by 100. (e.g., ((30-3)/30) x 100= 90%). The company's HR department should have this data on their website. Factors that impact employee retention include work-life balance, work climate, recognition, and opportunities for growth-- it may be beneficial to connect with current employees, particularly with employees of historically excluded identities, to ask them their thoughts on the work climate, work-life balance, etc. to gain a better sense of company culture/climate.
Employee Training and Development for Inclusive Initiatives	Employer does not offer training and development for inclusive initiatives and/or have a DEI Committee	Employer offers yearly training and development for inclusive Initiatives	Employer offers bi-annual (Twice a Year) training and development for Inclusive Initiatives and/or has a dedicated DEI committee	Employer offers quarterly (Four Times A Year) training and development for inclusive initiatives and/or has a dedicated DEI Committee	Employer offers monthly training and development for inclusive initiatives and/or has a dedicated DEI Committee	A list of the best places to work for LGBT+ people: <a href="https://hrc-prod-requests.s3-us-west-2.amazonaws.com/CEI-2021-BPTW.pdfmtime=20210127130834&amp;focal=none">https://hrc-prod-requests.s3-us-west-2.amazonaws.com/CEI-2021-BPTW.pdfmtime=20210127130834&amp;focal=none</a> Other things to consider/look for: Does this company acknowledge and/or celebrate heritage/identity months (e.g., Latinx Heritage Month, LGBTQ+ History Month, etc.)? Is their DEI committees prominently posted on their company webpage and/or easy to locate?
Company Participation in Social Issues	Employer does not participate in social issues or does not acknowledge social issues		Employer only participates in social issues for history months or when an identity is directly represented by employee.		Employer takes every opportunity to participate in social issues locally, during history months and year-round.	A study shows "three-quarters of employees expect their employer to take a stance on current societal or cultural issues, even if those issues have nothing to do with their employer." Demands have only become more urgent during recent protests demanding social equity and justice.

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Healthcare Options that are Trans-Inclusive and Inclusive of Same-Sex Couples	Employer does not offer healthcare options that are Trans-Inclusive and Inclusive of Same-Sex couples		Employer offers some coverage of healthcare options that are Trans-Inclusive and of Inclusive of Same-Sex couples		Employer offers full coverage healthcare options that are Trans-Inclusive and Inclusive of Same-Sex couples; holistic approach to health	<p>A list of companies that offer trans-inclusive health insurance:  <a href="https://www.thehrcfoundation.org/professional-resources/corporate-equality-index-list-of-businesses-with-transgender-inclusive-health-insurance-benefits">https://www.thehrcfoundation.org/professional-resources/corporate-equality-index-list-of-businesses-with-transgender-inclusive-health-insurance-benefits</a></p> <p>"If you are married to someone of the same sex who has employer-provided insurance, you are entitled to the same health insurance benefits offered under the plan that are provided to opposite-sex couples; however, employers are not obligated to offer benefits to domestic partnerships" - Regions, 2021</p> <p><a href="https://www.regions.com/Insights/Personal/Personal-Finances/Insuring-people-and-property/employer-sponsored-health-insurance">https://www.regions.com/Insights/Personal/Personal-Finances/Insuring-people-and-property/employer-sponsored-health-insurance</a></p> <p>Additionally, more employers have started providing health insurance plans that allow for holistic care (e.g., mental health) by providing Employee Assistance Programs, health and wellness coaches, etc.</p> <p>Here are a list of employers who are active in supporting their employees' mental health:  <a href="https://mhanational.org/blog/8-employers-supporting-employee-mental-health-during-covid-19">https://mhanational.org/blog/8-employers-supporting-employee-mental-health-during-covid-19</a></p>
Healthcare Options that cover Reproductive Rights	Employer does not offer healthcare options that cover reproductive rights		Employer offers some coverage of healthcare options that cover reproductive rights.		Employer offers full healthcare options that cover reproductive rights; holistic approach to health.	<p>A list of companies that cover reproductive rights:  <a href="https://fortune.com/2022/06/30/companies-supporting-abortion-rights-roe-v-wade-first-movers/">https://fortune.com/2022/06/30/companies-supporting-abortion-rights-roe-v-wade-first-movers/</a></p> <p><a href="https://mashable.com/article/companies-reimburse-abortion-travel">https://mashable.com/article/companies-reimburse-abortion-travel</a></p> <p>National Organization for Reproductive Rights:  <a href="https://reproductiverights.org/">https://reproductiverights.org/</a></p>

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Job Description Uses Inclusive Language	Gendered language and/or gender-coded language is used frequently; lots of unnecessary jargon throughout the description; inaccurate and exclusionary language (e.g., “must be able to lift 30 lbs” when that is something untrue for the role); no mention of diversity, equity, and/or inclusion				Gender neutral language used; dyslexia friendly fonts and formatting; doesn’t use unnecessary jargon; emphasizes company’s commitment to equity and inclusion; intentional about the language and wording used throughout the job description	A well-written job description that utilizes inclusive language is typically indicative of the climate and culture of a company. If a company takes the time to craft intentional, relevant, inclusive job descriptions more likely than not that means they are a company that values inclusion and retaining employers with historically underrepresented identities. Additionally, thoughtful, intentional, and accurate job descriptions give candidates a better idea of what would be expected of them and what they’re responsible for within the role they’re considering applying for which can help them make a more informed decision on if they wish to apply for the position or not.