The Conference Board ® Human Capital Benchmarking Service

Category: Diversity & Inclusion

Here is a sample of the kind of questions we will ask in in this category. This survey should be completed from the viewpoint of the head of the Diversity & Inclusion function. Please address all questions from that viewpoint. For each category, we will ask you to share:

- *Demographic information (your contact information; the company location/revenue size/employee count/HQ location/primary business; legal structure (state-owned, publicly traded, etc.); distribution of employees around the globe) and briefly describe (100 words or less) what products or services your organization provides and, if applicable, to whom*
- *Staffing distribution and budget data for the function*
- *Top issues you are facing*
- *Innovative approaches to solving business challenges following this format:*
  - *What people-related business challenge were you trying to solve? (200 word max)*
  - *What specifically did you do to address the challenge? (250 word max)*
  - *What specifically was innovative about the approach? (100 word max)*
  - *What were the positive business outcomes from your actions? (250 word max)*
  - *If applicable, what was the ROI for this initiative? (500 word max)*
- *Why should your organization be honored for excellence in this category? (1000 word max)*

Here are a few sample questions from this category:

1. What Diversity & Inclusion topics have come before the Board of Directors? (Select all that apply: Review of EEO/regulatory issues; D&I strategy review; etc.)
2. What types of D&I activities does the company currently have in place, across regions, if applicable? (Select all that apply)

	Asia-Pacific	EU	Latin America	MEA	North America
Hiring and recruitment initiatives (e.g., diverse slates, diverse interview panels, etc.)					
Formal relationship-building activities (e.g., ERGs, BRGs, taskforces, networking)					
Formal mentorship, reverse mentoring, and sponsorship initiatives					
High-potential leadership development					
Formal career development activities/training					
Unconscious bias training and/or activities					
Flexible and/or remote working options					
Return to work programs					
Formal allyship programs (e.g., engaging men)					
Other, please specify:					
We do not operate in this region					

3. Does your organization have formal Business Resource Groups (BRGs) specifically linked to D&I goals?
4. Do you track BRGs' impact on D&I metrics (e.g., retention, engagement, and promotion)?
5. Does your organization have diverse slates/scorecard for hiring? Diverse interview panels for hiring?
6. Are your organization's formal sponsorship programs linked to the D&I strategy and goals?
7. On average, what is the percentage of total procurement that your organization spends on diverse suppliers?
8. What was your FY19 turnover among racial/ethnic minorities?