Building Your Equity Scorecard



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What We'll Cover Today

- Core areas to Include in Your Equity Scorecard
- Setting goalposts and guardrails.
- Data Collection and Publication



Core Areas for Your Equity Scorecard

Human Resources

Supplier and Partner Relationships

Communications

Harassment, Discrimination, and Violence Prevention

Events and Products

Human Resources

Small	Medium	Large
 Recruitment Employee Experience 	RecruitmentEmployee ExperienceAdvancement	RecruitmentEmployee ExperienceAdvancementRetention

Supplier and Partner Relationships

Small	Medium	Large
Values Alignment	Values AlignmentOwnership	Values AlignmentOwnershipOutreach



Communications

Small	Medium	Large
Internal Updates	Internal UpdatesImagery Audits	 Imagery Internal Updates Platforms for Underrepresented/marginalized groups.



Harassment, Discrimination, and Violence Prevention

Small	Medium	Large
Ongoing Training/Learning	 Ongoing Training/Learning Incident reporting 	 Ongoing Training/Learning Incident reporting Onboarding Outcomes



Events and Products

Small	Medium	Large
Product Labels	Product LabelsEvent safety and inclusion	Product LabelsEvent safety and inclusionStakeholder feedback



Setting Goalpost and Guardrails

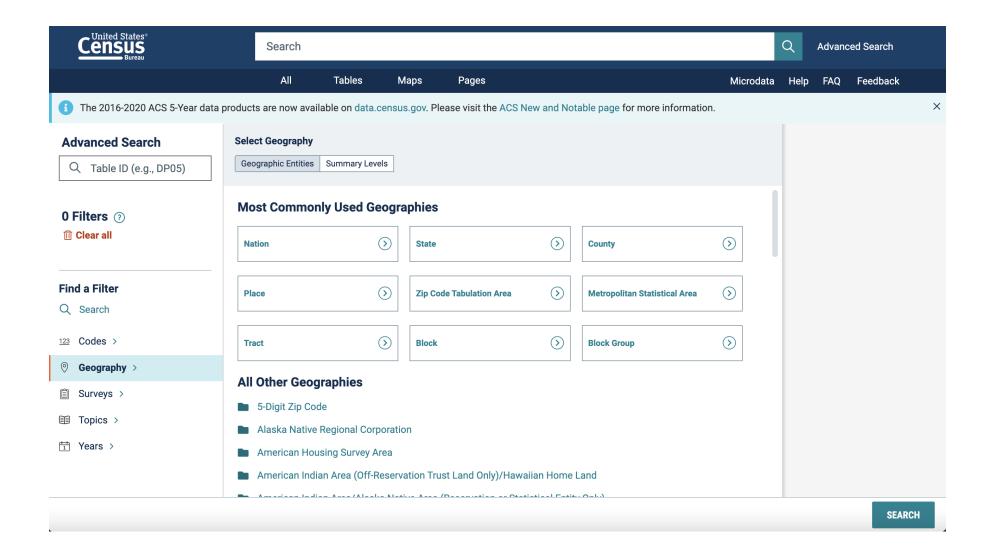
Threshold for Success

- Should be aspirational but achievable.
- Describes the state when DEI work is fully realized.

Threshold for Nonperformance

 Describes a state that poses a threat to the health and wellbeing of employees, the community, or the business.

Using Census Data to Benchmark Demographics



Data Collection and Publication

- **Utilization** How will the scorecard be tied into operations, incentive and remediation processes?
- Frequency How often will you collect data for and publish the score card?
- Audience How many audiences will the scorecard results have and what information will be shared?

Questions?

