

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
<ul style="list-style-type: none">• Recruitment• Employee Experience	<ul style="list-style-type: none">• Recruitment• Employee Experience• Advancement	<ul style="list-style-type: none">• Recruitment• Employee Experience• Advancement• Retention

Supplier and Partner Relationships

Small	Medium	Large
<ul style="list-style-type: none">• Values Alignment	<ul style="list-style-type: none">• Values Alignment• Ownership	<ul style="list-style-type: none">• Values Alignment• Ownership• Outreach

Communications

Small	Medium	Large
<ul style="list-style-type: none">• Internal Updates	<ul style="list-style-type: none">• Internal Updates• Imagery Audits	<ul style="list-style-type: none">• Imagery• Internal Updates• Platforms for Underrepresented/marginalized groups.

Harassment, Discrimination, and Violence Prevention

Small	Medium	Large
<ul style="list-style-type: none">• Ongoing Training/Learning	<ul style="list-style-type: none">• Ongoing Training/Learning• Incident reporting	<ul style="list-style-type: none">• Ongoing Training/Learning• Incident reporting• Onboarding Outcomes

Events and Products

Small	Medium	Large
<ul style="list-style-type: none">• Product Labels	<ul style="list-style-type: none">• Product Labels• Event safety and inclusion	<ul style="list-style-type: none">• Product Labels• Event safety and inclusion• Stakeholder 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

The screenshot shows the United States Census Bureau's Advanced Search interface. At the top, there is a search bar with the text "Search" and a magnifying glass icon, followed by a link to "Advanced Search". Below the search bar are navigation tabs for "All", "Tables", "Maps", and "Pages", and utility links for "Microdata", "Help", "FAQ", and "Feedback". A notification banner at the top states: "The 2016-2020 ACS 5-Year data products are now available on data.census.gov. Please visit the ACS New and Notable page for more information." The main content area is divided into two columns. The left column, titled "Advanced Search", contains a search input field with the placeholder "Table ID (e.g., DP05)", a filter count of "0 Filters" with a "Clear all" button, and a "Find a Filter" section with a search input and a list of filter categories: "Codes", "Geography" (highlighted), "Surveys", "Topics", and "Years". The right column, titled "Select Geography", has two tabs: "Geographic Entities" (selected) and "Summary Levels". Below the tabs is a section for "Most Commonly Used Geographies" with a grid of buttons for "Nation", "State", "County", "Place", "Zip Code Tabulation Area", "Metropolitan Statistical Area", "Tract", "Block", and "Block Group". At the bottom of the right column is a section for "All Other Geographies" with a list of categories including "5-Digit Zip Code", "Alaska Native Regional Corporation", "American Housing Survey Area", "American Indian Area (Off-Reservation Trust Land Only)/Hawaiian Home Land", and "American Indian Area/Alaska Native Area (Reservation Statistical Entity Only)". A "SEARCH" button is located at the bottom right of the interface.

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?

THRIVE