



RACIAL EQUITY DIVIDENDS INDEX

Transforming Tomorrow's Workforce, Today

A growing number of businesses are recognizing the value of prioritizing and advancing racial equity and inclusion in their workplaces for the many benefits that it brings, from increased productivity and innovation to improved employee retention and satisfaction.

But building a racially equitable and inclusive workplace requires intentional effort, clear action steps, and data to evaluate progress over time.

The Racial Equity Dividends Index for the private sector is designed to be a tool to help companies understand their current state, benchmark against peers, and identify opportunities for further growth in clear, quantifiable ways on an annual basis.

After completing the Index survey, participating companies will receive a customized score report featuring company scores, peer comparisons, recommendations, and case studies from leading companies. High-scoring companies will also be publicly recognized in the 2023 Racial Equity Dividends Index report.

WHAT DOES THE INDEX ASSESS?

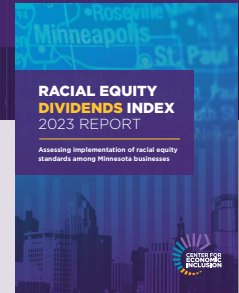
The Index measures 43 racial equity standards across seven categories:

1. Leadership
2. Hiring
3. Culture, retention and advancement
4. Procurement
5. Products and services
6. Philanthropy and investment
7. Public policy

WHAT'S NEW IN THE 2023 INDEX?

We are excited to share that the 2023 Racial Equity Dividends Index offers the following new features:

- Seven new racial equity standards based on discussions with racial equity thought leaders and research by the Center for Economic Inclusion
- An optional "organizational data" section to help companies to evaluate their progress over time on critical datapoints related to the racial demographics of their workforce and suppliers
- Improvements to existing standards to improve clarity and align with research-backed practices for supporting racial equity



Racial Equity Dividends Index - Private Sector 2023 Report

The 2023 Index report will feature a list of businesses at the forefront of racial equity practices.

What will the report include?

This report will highlight the progress that businesses have made toward implementing practices that demonstrate how to build a more racially equitable and inclusive workplace for Black, Indigenous, Latinx and Asian individuals.

How often will the report be produced?

The Racial Equity Dividends Index report will be produced annually and includes:

- Most frequently implemented standards in each Index category
- Highest scoring businesses in each Index category
- Promising practices and case studies from Index participants and national leaders

“Over the last two years, 3M has been on a journey to drive equity in our workplaces, communities, and business practices. Participating in the Index was a unique opportunity to assess how we were doing compared to companies in the region. It also provided great perspective which in turn served as increased motivation to continue this very important work with even greater focus. Thanks to the Center for providing this important comparative tool.”

— Garfield Bowen, Vice President of Social & Environmental Justice Strategy and Initiatives, 3M

WHAT HAPPENS IF MY COMPANY DOESN'T SCORE WELL? WILL MY SCORES BE MADE PUBLIC?

The Index is a tool designed to help companies self-assess and improve in building racially equitable and inclusive workplaces – not be blamed for what they haven't yet accomplished. All company scores in the Racial Equity Dividends Index will be kept confidential and non-identifiable. Furthermore, companies will only be named publicly if they score highly. These measures are intended to encourage all companies, regardless of their starting place on racial equity, to participate.

WHAT IS THE COST?

The Index uses a tiered pricing system to support participation by companies of all sizes. This pricing structure covers the administrative costs incurred by the Center.

- \$1,500 for companies with fewer than 500 full-time employees
- \$2,000 for companies with 500 and 5,000 full-time employees
- \$3,500 for companies with more than 5,000 employees

Companies can also elect to receive a briefing from leaders with the Center for Economic Inclusion to better understand their scores and consider opportunities for further progress. Additional details about pricing can be found on the registration page.

HOW CAN I PARTICIPATE?

Companies can register online at centerforeconomicinclusion.org until February 24, 2023. Registered companies will receive a link to the Racial Equity Dividends Index survey on February 27, and responses will be due by March 31. Score reports will be distributed to companies and overall results will be shared in June 2023.



“We don't often have the right tools to benchmark our work in the space of Diversity, Equity and Inclusion. The Index provided a powerful yet easy platform to assess the work we've done and align on the work we need to do. Organizations do not consistently know what 'good' looks like in the spaces of racial equity.

The Center helped define best-in-class racial equity practices and allowed us to quickly assess our efforts. This process helped inform practices we're working to put in place.”

— Joffrey Wilson, Vice President of Diversity, Equity and Inclusion, Mortenson