Employer Anti-Racism & Gender Equality Scorecard

Source: DEI Scorecard authored by Roderick Lewis, MBA, CPC
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As you begin to research potential employers, it's important to find a workplace which is a good cultural fit and a place where you feel seen, heard and valued. The following scorecard provides guidance on what to look for in a company to assess its level of commitment to diversity, equity and inclusion.

Also, be thoughtful about carefully examining the things that matter most to you: mentorship, leadership development programs, family leave, adoption assistance, dress codes, religious holidays, etc. Besides the company website, consider sourcing information from:

- Job postings
- Employer social media
- Company reviews on sites like Glassdoor, Indeed and Vault
- Networking: Word of mouth from current and former employees
- HR managers and hiring supervisors while interviewing

Scoring: For each indicator, determine a score based on what you learn and give that score a weight, meaning consider how much that indicator is important to you and aligns with your values. Tally these numbers to provide an overall score to help you make a broader assessment of the company's commitment to diversity, equity and inclusion.

Category	Indicator	Example	Score
People and Inclusion Leadership Perspective	Employee Workforce Demographics	Total Workforce, Professionals, New Hires/Entry Level	
	Management & Leadership Demographics	Board of Directors, Executives/Senior Managers, Fist/Mid-Level Managers	
	Succession Management Demographics	Leadership Program Employees, High-Potential Employees, Promoted Employees	
Retention & Advancement Perspectives	Career Pathing Programs	Promotion Bias, Pay Equity Bias, Race/Gender Bias	
	Employee Engagement & Well-Being	Turnover Rate, Culture & Climate Surveys, Stay & Departure Interviews	
	DEI Accountability & Training	CEO/Board Commitment, Diversity Education, Culture/Climate Surveys	
Employers Branding & Recruitment Perspective	Onboarding Strategy	Culture & Work Environment Training, Mentoring Program, Peer/Buddy Program	
	Recruitment Strategy	Selection Process, Sourcing Channels, Job Descriptions	
	Talent Engagement Strategy	Employee Resource Groups, Inclusive Workplace Recognition, Marketing & Communications	
Community & Social Impact Perspectives	Volunteer & Pro Bono Programs	Education Institutions, Non-Profits & Empowerment Programs, Small Businesses	
	Supplier Diversity Programs	Procurement, Distribution, Shelf-Space	
	Philanthropy & Pledges	Anti-Racism/Sexism & Social Causes, Government Agencies, Non-Profits & Empowerment Programs	