

# DIVERSIO CERTIFICATION



## REPRESENTATION (25%)

- Representation of women and minorities in leadership positions (scaled to global industry benchmarks)

## COMMITMENT (25%)

- Public commitment to diversity & inclusion, for example by signing on to an industry pledge or the UN Women Empowerment Principles
- Measurable diversity & inclusion targets in place

## INCLUSIVITY (50%)

- Presence or absence of barriers to advancement on six key performance indicators: Culture, Unbiased Feedback & Reviews, Access to Networks, Flexible Work Options, Safe Work Environment, and Recruiting & Hiring

## Certification Levels

For most organizations, Certification is a journey that begins with a commitment, followed by systemic changes to create a more inclusive workplace, and ultimately resulting in diversity in senior levels.



**Bronze** Certification tells stakeholders that senior leadership has made a public commitment to diversity & inclusion. Example commitments include an industry pledge, a CEO commitment promoted through your website, or signing the UN Women Empowerment Principles.



**Silver** Certification tells stakeholders that your organization has created a work environment with few barriers to advancement for women and minorities. Determined through anonymous employee feedback, it says that your workplace is free from harassment, ensures equal opportunity to advance, and provides critical supports for family care obligations.



**Gold** Certification tells stakeholders that your organization has made a commitment, set targets, and created an inclusive environment for all employees. It also indicates that you exceed industry average with respect to women and minorities in key decision-making roles.

## Spotlight: Platinum Certification

### BEST IN CLASS

A Platinum Certified organization not only demonstrates a diverse & inclusive culture, it actively supports Inclusive Businesses in its network or supply chain



### What qualifies as an Inclusive Business?

Platinum Certified organizations have committed to continually increasing their support for companies that:

- Are Silver or Gold Certified; or
- Create products or services that benefit women and minorities; or
- Have a legal mandate to advance one or more of the Sustainable Development Goals