



DEIMOTM

SCORECARD



OVERVIEW

This scorecard is designed to aid the Federal government and corporate enterprise in transparency and accountability measuring and managing mutual commitment to equity within their supply chain, and to assist organizations with how to measure, manage and report progress toward diversity, equity, inclusion and social impact.

Simply demanding that suppliers spend more with diverse companies may not provide the desired results; only accountability and ongoing transparency will. This Diversity, Equity, Inclusion Mutual Commitment DEIMC™ Scorecard and Verification is a tool to measure and manage progress towards equity, diversity, and inclusion across an operation by providing a standardized framework to track the business's commitment, action, and progress year over year (CAPY).

The DEIMC™ supports America's Fortune 1000 enterprises and the federal government with due diligence and quality control for Tier 1 and prime suppliers' shared values and mutual commitment to increasing equitable share of business opportunity across diverse (MBE, DBE) suppliers and leveraging procurement spend for social good in the area of racial equity. While there are a variety of goals and trends that may vary by industry, DEIMC™ is the premier tool to verify that a company meets established requirements and adheres to national guidelines and benchmarks across industry and sector.

The value of DEIMC™ for diverse and non-diverse prime suppliers is a competitive positioning status demonstrating a commitment to improving supply chain value and contributing to fair and equitable inclusion practices across five core areas. This framework meets minimum reporting and transparency guidelines across the top-tier reporting. This resource allows businesses to:

- **Assess** – Assess the company's current state as it pertains to a diverse and inclusive ecosystem as measured through five dimensions: workforce culture, leadership, board, supply chain, and community investment.
- **Improve** – Offer clarity on critical areas for improvement, what to prioritize, where to implement, and how to maintain a commitment to ongoing action.

The goals for this DEIMC™ include:

- Engage suppliers and contractors, and encourage them to spend more with diverse companies;
- Promote increased spend targets with key business communities, specifically Black, Hispanic, and Latino;
- Bring industry leaders to generate shared, incremental value for both publicly traded and privately held entities; and
- Create subcontractor and pipeline programs to build capacity for microbusinesses and small and disadvantaged businesses.



The target for DEIMC™ includes:

This tool is not designed for start-ups and diverse-owned and operated businesses as it would potentially damage the equitable course correction of systemic barriers that require equalizing. This resource is for emerging, established, and mature businesses as follows:

- **Corporate Enterprise Suppliers** – Those businesses targeting Fortune 1000s as diverse-owned but majority controlled.
- **Government Contractor/Suppliers** – Those businesses pursuing contracts with the Federal Government.

I. DEIMC™ METHODOLOGY

DEIMC™ Methodology is based on FCHBG, a composite of global standards across industry, sector, government, and enterprise. The unique serving proposition and value are based on new methodology post The Diversity Tipping Point, which was the shift in equitable policies and processes for historically underrepresented individuals and groups.

- Federal Government Guidelines on Advancing Equity - Pursuant to Executive Order 13985 (January 20, 2021) on “Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.”
- Corporate Equity Measurements - Pursuant to the Corporate Racial Equity Tracker’s metrics based on in-depth accounting of the commitments and actions of the 100 largest U.S. employers across five of six specific dimensions of racial equity.
- Human Rights Benchmarking - Pursuant to the CEI Benchmarking Tool protecting the right of LGBTQ+ across equitable policies, benefits are beyond the letter of a policy and extend to additional programming and educational efforts.
- Business Impact Standards - Pursuant to B Corp Assessment of companies among the global top 5% creating the greatest impact in key areas (community, customers, environment, governance, and workers); competing to be the best in the world, but the best for the world, transforming the global economy to benefit all people, communities, and the planet.
- Government Contractor Performance Assessment Reporting (CPARS) – Pursuant to the Federal Acquisition Regulation (FAR) requires that contractor performance information be collected (FAR Part 42.15) and used in source selection evaluations (FAR Part 15). Source selection officials rely on clear and timely contractor performance evaluations to make informed business decisions when awarding government contracts and orders. This information is critical to ensuring that the Federal government only does business with companies that provide quality products and services supporting the agency’s missions.



II. DEIMC™ SCORING

- Quantitative Numeric Percentage Score between 0% - 100%: This is the critical performance indicator score to assess how far a company is along its journey from 0-100%. Ideally, a business should score between 45%-80% and report 10-20% progress over each report.
- Qualitative Letter Grade ranging A, B, C, D, F: This is the crucial integrity indicator capturing:
 - Equity:** This is based on the opportunity share between the prime and the subcontractors/Tier 2 suppliers over and above the standard. What percentage of the contract/award is contracted to historically underrepresented diverse-owned businesses? [NOTE: This requirement should be based on a sliding scale.]
 - Compliance:** This is based on whether the prime complies with The Federal Acquisition Regulation (FAR), which requires that contractor performance information be collected (FAR Part 42.15). Have you reported on CAPS in the last 12 months?
 - ESG:** This is based on the company's social mission that drives SASB or SDG. What social mission is your company driving?

DEIMC™

SCORE

SECTION 1: WORKPLACE CULTURE

20%

DEI is embedded in the organizational culture as a core value, a source of innovation, a means to growth and success, and actively promotes a sense of worth and belonging.

SECTION 2: LEADERSHIP

20%

Leadership accountability for implementing the organization's DEI vision, setting goals, achieving results, and being role models.

SECTION 3: BOARD

20%

The Board sets an example of inclusion, advocates for an inclusive culture, and holds management accountable for embedding a culture of inclusion throughout the organization.

SECTION 4: SUPPLIERS

20%

The organization has committed to being financially responsible, investing in other businesses by purchasing a significant percentage of goods and services from diverse-owned companies and those engaged in high standards of DEI, Sustainability, Fair Trade, and competing Equitably with other suppliers.

SECTION 5: COMMUNITY OUTREACH

20%

The organization proactively works with the community, public and private partnerships, government, charitable giving and/or philanthropy.



III. DEIMC™ PROCESS

The DEIMC™ Scorecard is a two-step quantitative and qualitative report.

- Step 1 is a qualitative self-report whereby the company's authorized representative will answer twenty-eight questions for a possible score of 100% and a quality/integrity letter grade of A, B, C, D, or F.
- Step 2 is an on-demand request for a deeper dive providing supporting documents, references, and receipts.

Blab "Impact Assessment" <https://kb.bimpactassessment.net/support/solutions/articles/43000626716-review-process-schedule-for-companies-on-the-medium-enterprise-approach>

Blab <https://www.bcorporation.net/en-us/standards/performance-requirements>

Equity Action Plan Summary U.S. Department of Labor <https://www.whitehouse.gov/wp-content/uploads/2022/04/DOL-EO13985-equity-summary.pdf>

Guidance for The Contractor Performance Assessment Reporting System (CPARS) <https://www.cpars.gov/documents/CPARS-Guidance.pdf>

Human Rights Campaign "2022 Corporate Equality Index" <https://www.hrc.org/resources/corporate-equality-index>

JPMorgan Chase "2022 The Gold Standard in Supplier Spend" <https://procurementmag.com/brochure/jpmorgan-chase-gold-standard-diverse-spend>

OPM Policy, Data, Oversight Diversity & Inclusion <https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/>



IV. DEIMC™ SCORECARD

Section 1: DEIMC™ WORKPLACE CULTURE—20%

Description: DEI is embedded in the organizational culture as a core value, a source of innovation, a pathway to growth and success, and actively promotes a sense of value and belonging.

		Description	Question	Y/N	Score
1	Policies	The degree to which the company has HR policies and they have been communicated.	Do you have an antidiscrimination policy?	<input type="checkbox"/>	<input type="checkbox"/>
2	Representation	The degree to which the company has a diverse representation of workforce beyond gender diversity focusing on historically excluded racial groups.	Does your workforce diversity match the U.S. population or your consumer?	<input type="checkbox"/>	<input type="checkbox"/>
3	Pay Equity	The degree to which the company has fair and equitable compensation and no evidence of variance in pay across diverse groups.	Has the organization conducted a pay equity review within the last 3 years? What actions were taken as a result?	<input type="checkbox"/>	<input type="checkbox"/>
4	Benefits	The degree to which the company provides health benefits for all.	Do you offer employee benefits for families including domestic and/or same-sex partners?	<input type="checkbox"/>	<input type="checkbox"/>
5	Organizational Competency	The degree to which the company provides training opportunities that include cultural competency.	Do you have education and awareness training on diversity, equity, and inclusion, bias, and cultural competence?	<input type="checkbox"/>	<input type="checkbox"/>



Section 2: DEIMC™ LEADERSHIP—20%

Description: Leadership accountability for implementing the organization's DEI vision, setting goals, achieving results, and being role models.

		Description	Question	Y/N	Score
1	Commitment	The degree to which the company made a commitment to stand for all people and against hate and racism.	Do you have a public statement of anti-racism or support for historically excluded groups?	<input type="text"/>	<input type="text"/>
2	Representation	The degree to which the company has a diverse representation of leadership beyond the inclusiveness of historically excluded racial groups.	Do you have a diverse representation of leadership comparable to the U.S.	<input type="text"/>	<input type="text"/>
3	Pay Equity	The degree to which the company has fair and equitable compensation and no evidence of variance in pay across diverse leadership.	Has the organization conducted a pay equity review of leadership positions within the last 3 years? What actions were taken as a result?	<input type="text"/>	<input type="text"/>
4	Authority	The degree to which the company's leadership holds fair and equitable authority/agency of resources including FTEs, Budget, P&L Responsibility, and signing authority.	Do all leaders have equitable resources to perform their job (i.e., FTEs, Budget, and Signing Authority)?	<input type="text"/>	<input type="text"/>
5	Accountability	The degree to which all leaders are responsible for diversity, equity, and inclusion i.e., representation and inclusive culture.	Do all leaders have diversity and inclusion KPIs/requirements tied to their compensation and/or bonus?	<input type="text"/>	<input type="text"/>



Section 3: DEIMC™ BOARD/GOVERNANCE—20%

Description: The Board sets an example of inclusion, advocates for an inclusive culture, and holds management accountable for embedding a culture of inclusion throughout the organization.

		Description	Question	Y/N	Score
1	Accountability	The degree to which the company is openly committed to and publicly states its position to stand for all people and/or	Do all board members contribute time, talent, or resources to historically excluded groups?	<input type="text"/>	<input type="text"/>
2	Representation	The degree to which the company has a diverse representation of leadership inclusive of historically excluded groups and avoids focusing only on gender or one ethnic group.	Do you have an equitable diverse representation of leaders in leadership and on the board (i.e., minimum of three women and three individuals from a historically excluded group)?population or your consumers?	<input type="text"/>	<input type="text"/>
3	Organizational Competency	The degree to which the leadership is committed to self-awareness of bias that may interfere with governance and oversight.	Have the leaders had cultural competence training in the last year?	<input type="text"/>	<input type="text"/>
4	Commitment	The degree to which the leadership is aligned and personally committed to mutual responsibility for a diverse, equitable, and inclusive company.	Have all board agreed to DEIMC?	<input type="text"/>	<input type="text"/>
5	Transparency	The degree to which the company practices transparency of oversight.	Are background profiles for all members of the Board posted to your website?	<input type="text"/>	<input type="text"/>



Section 4: DEIMC™ SUPPLIER DIVERSITY—20%

Description: The organization has committed to being financially responsible by investing in other businesses by purchasing a significant percentage of goods and services from diverse-owned businesses and those engaged in high standards in DEI, Sustainability, Fair Trade and competing Equitably with other suppliers.

		Description	Question	Y/N	Score
1	Spend	The degree to which the company tracks their annual spend with all suppliers and percentage of spend with diverse-owned business (formerly minority owned).	Do you track diverse spend dollars?	<input type="text"/>	<input type="text"/>
2	Suppliers	The degree to which the company tracks the totally number of suppliers and diverse-owned business (formerly minority owned).	Do you track the number of diverse suppliers?	<input type="text"/>	<input type="text"/>
3	Program	The degree to which the company has an ongoing processes and programs to diversify its supply chain and/or source and retain diverse-owned businesses (formerly minority owned).	Do you have a formal program for diverse suppliers?	<input type="text"/>	<input type="text"/>
4	Transparency	The degree to which the company tracks and reports the percentage of spend with diverse-owned businesses (WBE and formerly MBE) based on each historically excluded demographic.	Is your program easily located and accessible on your website?	<input type="text"/>	<input type="text"/>
5	Impact	The degree to which the company has a relationship, partnership, and ongoing commitment to help disadvantaged businesses grow and scale.	Can you provide the names of five suppliers for reference?	<input type="text"/>	<input type="text"/>



Section 5: DEIMC™ COMMUNITY OUTREACH—20%

Description: The organization proactively works with the community, public and private partnerships, government, and through charitable giving and/or philanthropy.

	Description	Question	Y/N	Score
1	Charitable Giving	The degree to which the company financially contributes to community-based organizations serving marginalized, underserved, at-risk, or historically excluded groups.	Does the organization given annually to a historically excluded group?	
2	Volunteer Hours	The degree to which the company contributes time and talent in volunteer hours to community-based organizations serving marginalized, underserved, at-risk, or historically excluded groups.	Does the organization have a formal volunteer program supporting community-based organizations?	
3	Program	The degree to which the company is committed to community outreach over performative Allyship.	Do you have an ongoing strategic partnership and/or commitment to a community-based organization?	
4	Transparency	The degree to which the company tracks and publicly acknowledges their partners.	Are your community partners posted on your website?	
5	Impact	The degree to which the company has a relationship, partnership and an ongoing commitment to community-based organizations growth and sustainability.	Can you provide the names of five references from your community partners?	

