



RACIAL EQUITY DIVIDENDS INDEX FOR THE PRIVATE SECTOR

Winning Businesses Are Racially Inclusive

Is yours one of the growing number of businesses recognizing the benefits of prioritizing and advancing racial equity and inclusion in the workplace? Getting results from your racial equity strategy requires giving your leaders a roadmap with clear action steps and data to evaluate progress over time.

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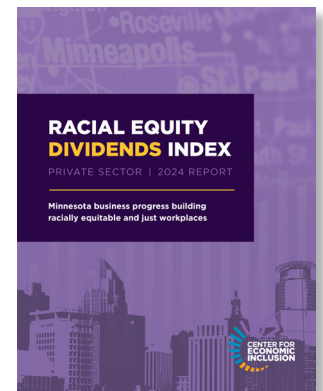
The Racial Equity Dividends Index for the Private Sector — developed by the Center for Economic Inclusion — is a tool to help companies understand their current state of racial equity and inclusion, benchmark that against peers, then identify annual opportunities for further growth in clear, quantifiable ways.

The dividends of a racially equitable and inclusive workplace are myriad:

- higher employee satisfaction
- greater employee and customer retention
- innovative and dynamic teams
- increased productivity
- access to new markets, and more

The standards measured by the Private Sector Index were developed by the Center for Economic Inclusion and draw from insights of expert practitioners and groundbreaking strategies at the forefront of racial wealth equity and inclusive economic growth work nationally.

The Center for Economic Inclusion is the nation's first organization dedicated exclusively to equipping companies with tools to catalyze economic growth by closing racial gaps in employment, income, and wealth.



WHAT GETS MEASURED GETS DONE

The Private Sector Index is a comprehensive analytical tool in survey form that measures 43 racial equity standards across seven categories:



- leadership
- hiring
- culture, retention and advancement
- procurement
- philanthropy and investment
- public policy
- products and services

After completing the Private Sector Index survey, participating companies will receive a confidential, customized report featuring company scores, peer comparisons, recommendations, and case studies from leading companies.

The Center for Economic Inclusion is available to help your company better understand your scores, identify future opportunities for action and support strategy development and implementation within your organization through additional consultation.

“Over the last two years 3M has been on a journey to drive equity in our workplaces, communities, and business practices ... The Index provided great perspective which in turn served as increased motivation to continue this very important work with even greater focus!”

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

WHO IS ELIGIBLE TO TAKE THE INDEX?

The Private Sector Index is designed for mid-sized and large private-sector businesses. Companies with at least 50 full-time employees will find the greatest value from this tool, though companies of all sizes are eligible to participate.

- The Index is also suited for healthcare organizations, regardless of their nonprofit or for-profit status.
- Organizations from other sectors — such as nonprofits and foundations — are welcome to complete the Racial Equity Dividends Index and will receive customized score reports. However, their results will not be included in the Racial Equity Dividends Index report.

The Center also has a Racial Equity Dividends Index for cities and counties that will be available again in April 2024.

HOW IS THE INDEX DISTINCT FROM OTHER TOOLS?

The Private Sector Index offers tangible actions that organizations can take to leverage their power to drive racially inclusive outcomes for their business and communities. Complementary to but distinct from existing tools, the Private Sector Index score reports also provide quantitative scoring, peer comparison and regional context to give leaders a clear sense of their current progress and future opportunities for inclusive, anti-racist action.

WHAT IS THE PRICE?

The Center offers tiered pricing based on company size. New this year, the fee also includes a briefing of the results and recommendations for senior executives, Diversity, Equity and Inclusion (DEI) leaders, DEI councils or employee resource group sponsors, from experienced executives at the Center for Economic Inclusion.

Please register at centerforeconomicinclusion.org according to your company size:

Companies with fewer than 500 FTEs: \$2,000

Companies with 500-5,000 FTEs: \$3,500

Companies with more than 5,000 FTEs: \$5,000



About the Center for Economic Inclusion

The Center for Economic Inclusion, based in St. Paul, Minnesota, is the nation's first organization dedicated exclusively to equipping employers with tools to catalyze economic growth by closing racial gaps in employment, income, and wealth. Founded by Tawanna Black in 2017, The Center is a think-and-do tank that accelerates systemic change.