

CECP Pulse Survey

Topic: Changes to companies' Diversity, Equity and Inclusion budgets

June 2020



CECP Pulse Survey Results

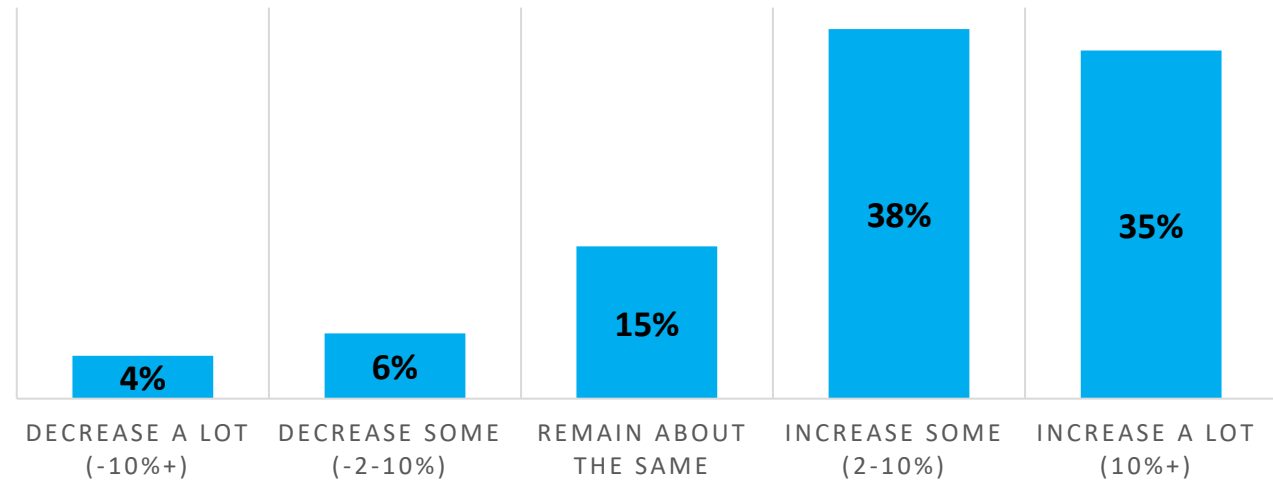
Topic: Changes to companies' Diversity, Equity and Inclusion budgets

CECP's Pulse Question focused on understanding changes to companies' Diversity, Equity and Inclusion budgets in light of recent events.

44 respondents participated in the Pulse question below, the results are as follows:

Do you predict there will be changes to your company's 2021 Diversity, Equity, and Inclusion budget?

PERCENTAGE OF COMPANIES WITH CHANGES IN DEI BUDGET FOR 2020-21



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"Results reflect data pulled on June 16, 2020. These results are drawn from a representative sample of our affiliated companies. When referencing this finding, please list the source as: Chief Executives for Corporate Purpose, Pulse Survey, June 2020. Topic: Actions taken by companies against racism, field dates: June 16 – June 22 2020."



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A few detailed examples of the actions companies have taken:

- \$100 M commitment to social justice and advancing equity.
- Our company's c-suite leadership team held a companywide virtual town hall entitled the "The Power of Transparent Conversations." It was a raw, honest and powerful discussion about race and equality in light of current national events and steps that we are taking as a company to address these challenges.
- Committed to a \$10 million fund to provide scholarship assistance over the next five years for college-bound Black and African American students.
- Made stated commitments to increase % of diverse employees including at senior management levels (gender, sexual orientation, race); expanding team to manage additional efforts by ERGs representing diverse interests; scheduled additional webinars to raise awareness/educate employees on racial issues and social injustice; discussions underway on other programs TBD

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