

CECP Pulse Survey

Topic: Internal Workforce Development
August 2020



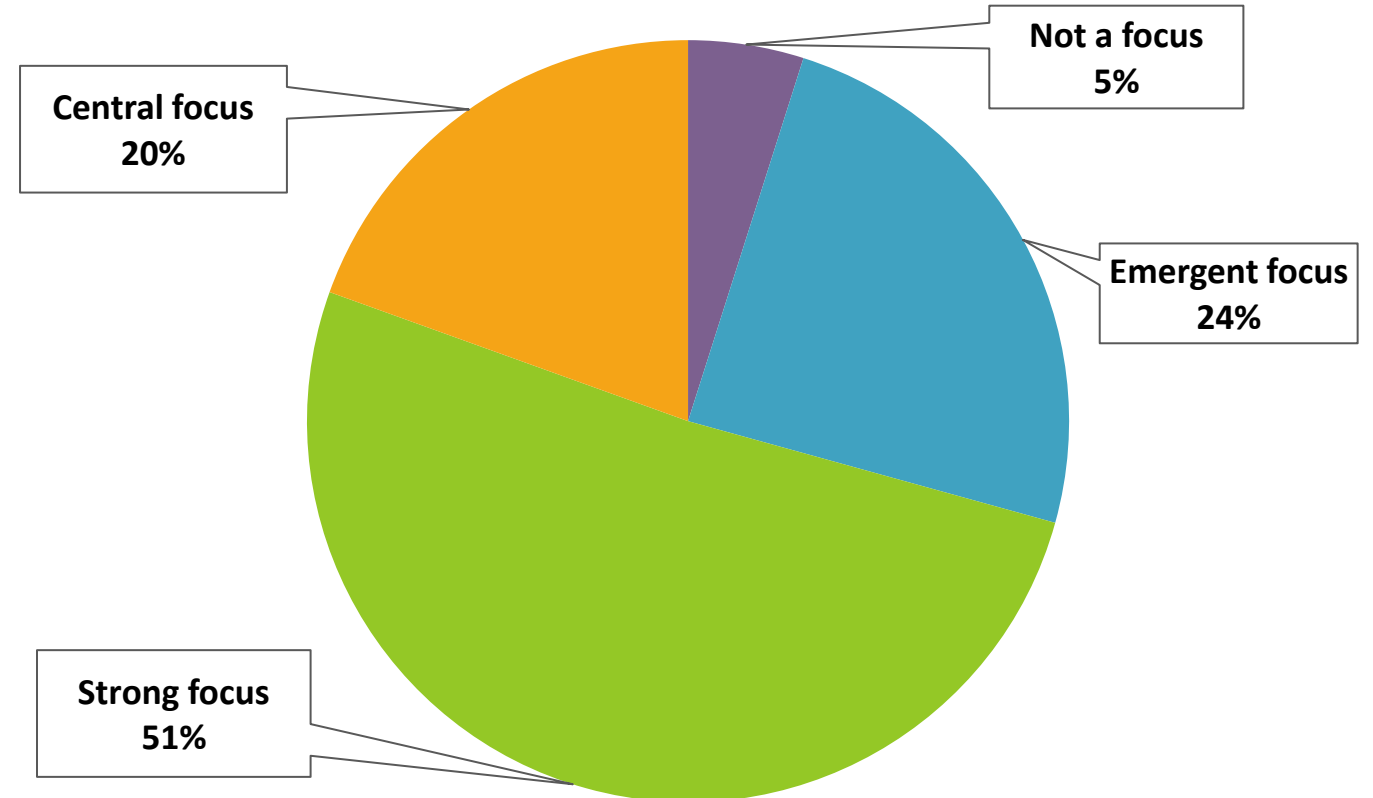
CECP Pulse Survey Results

Topic: Internal Workforce Development

CECP's Pulse Question focused on understanding how the of companies' internal workforce development strategies, through a lens of equity.

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

To what extent does your company focus on equity (the ability for all people regardless of race, ethnicity, sexual orientation, or gender to reach their full potential) in your internal workforce development strategies?



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"Results reflect data pulled on August 11, 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, July 2020. Topic: Actions taken by companies against racism, field dates: August 11 – August 18, 2020."

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A few detailed examples of responses companies had:

- We 8 employee resource groups, called People and Business Resource Groups, that are very active across the global enterprise. Each group has a leader, focusing on creating an inclusive community, education, leadership & job skills development, philanthropic partnerships with the Foundation and more.
- HR led initiative is underway and philanthropic elements are being considered.
- Inclusion is one of our core values.
- Workforce development is critical in developing diverse talent.

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