

## **Corporate Diversity Council 2003 Diversity Standards**

### ➤ **Accountability**

- All Businesses to develop a plan to drive accountability for scorecard performance at a minimum of 3 levels down from the Executive Committee (may vary based on business unit size).
- Set a three-year demographic target for senior level women and employees of under-represented groups.

### ➤ **Communication**

- Diversity Commitment Statement: Create and define a business level diversity statement that reinforces commitment and communicates business level planned objectives.
- Leadership Communication: Include diversity as an agenda item into all large group meetings such as Town Halls, All Hands, etc.

### ➤ **Education**

- Managers: Required training on key aspects of diversity management, role in employment law and sexual harassment within 90 days of assignment.
- New Hires: Required training on key aspects of diversity and sexual harassment within 90 days of hire.
- All Employees: On-Going training expected to participate in a diversity learning experience at least once within 12 months.

### ➤ **Recruitment/Selection**

- Senior Level Candidate Slates - Internal/External  
Candidate slates should include a minimum of two women and one person from an under-represented group for all such positions filled.
- MD/SVP Succession Planning and Promotions  
Ensure identification and development of women and employees from under-represented groups prior to the MD/SVP selection process.