

In **GOOD** Company

Lancaster's Good Business Partnership

13 Questions to Ask of Your Business When It Comes to Diversity, Equity & Inclusion Efforts

1. Is your company majority-owned or led by women or individuals from racial or ethnic minority backgrounds?
2. How many of your company's **executives** identify as women? As being from a racial or ethnic minority? As individuals from *other* underrepresented groups (e.g., individuals with disabilities, LGBTQ+ individuals, formerly incarcerated individuals, etc.)?
3. How many of your company's **managers** identify as women? As being from a racial or ethnic minority? As individuals from other underrepresented groups?
4. How many of your **employees** identify as women? As being from a racial or ethnic minority? As individuals from other underrepresented groups?
5. How many of your company's **Board of Directors** members identify as women? As being from a racial or ethnic minority? As individuals from other underrepresented groups?
6. How does your company create an inclusive recruiting and hiring process?
 - We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
 - We don't ask about incarceration history during our application process
 - We conduct anonymous or "blind" reviews of applications and resumes without attaching names or identifiable characteristics
 - We actively recruit through organizations or services that serve individuals from underrepresented groups
 - We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
7. How does your company create an equitable and inclusive workplace for employees?
 - We offer trainings for all employees on topics related to diversity, equity, and inclusion
 - We have voluntary employee resource or affinity groups
 - We have programs in place to provide mentorship, apprenticeships, or internships for individuals from underrepresented groups
 - Our facilities are designed to meet accessibility requirements for individuals with physical disabilities
 - We accommodate learning or emotional disabilities in work processes and workplace policies
 - Our facility's restrooms are gender-neutral or gender-inclusive

In GOOD Company

Lancaster's Good Business Partnership

8. How does your company manage and improve your workplace diversity and inclusivity?
 - We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
 - We have set specific, measurable diversity improvement goals that are reviewed by senior executives and/or our Board of Directors
 - We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, have implemented equal compensation improvement plans or policies
 - We analyze job categories, satisfaction, promotion, retention rates, and/or benefits by different demographic groups, and if necessary, have implemented corrective actions for inequitable results
 - We specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups

9. What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?
 - Race/ethnicity
 - Gender
 - Age
 - Other

10. Does your company have the following policies or programs in place to promote diversity within your supply chain?
 - We track diversity of ownership among our suppliers
 - We have a policy to give preference to suppliers with ownership from underrepresented groups
 - We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
 - We have a formal program to purchase and provide support to suppliers with diverse ownership

11. What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented groups?

12. What percentage of your workforce lives in low- to moderate-income areas? (Use [this tool](#) to look up addresses to find census demographic data, including income levels)

13. What multiple is the highest-compensated individual paid at your company (inclusive of bonus) as compared to the lowest paid full-time worker?

These questions were modified from the B Impact Assessment, a comprehensive business impact assessment tool created by B Lab, the organization behind the B Corp movement and a global leader in inclusive business efforts.