Commitment to Diversity & Inclusion in the Fortune 500/1000

July, 2017
Current State of Fortune 500 Diversity

- The C-suites and boardrooms of Fortune 500 companies are overwhelmingly white and male; what is less clear is the makeup of the 28 million employees who work for them.
- Only 3% of Fortune 500 companies release complete data for the race and gender of their employees in each job category and management level; 75% of those few companies are in the tech space.
- Only 12 Fortune 500 companies made the 2016 50 Best Workplaces For Diversity list; none honored on the list have fully disclosed their EEO-1 data.
- Out of 2017 Fortune 500 companies, 400 companies share no data about the gender or ethnicity of their employees.
- Only 20% release data about race and gender of their employees.
- Only 1 in 5 companies provide any information to show that they measure progress toward achieving diversity.

To view company specific diversity data for all Fortune 500 companies (or lack thereof) visit these sites Fortune.com, on GitHub, at data.world, and in a Google Sheets document.

Source: Fortune 2017
Current State of *Fortune 1000* Diversity

- A SHRM report found that one in five Fortune 1000 organizations have very informal diversity efforts
- 41% of Fortune 1000 respondents specified they’re “too busy” to implement diversity initiatives
- There isn’t a single openly gay chief executive officer in the Fortune 1000
- Poor succession planning wipes an estimated $8.4 billion from the stock market value of the top Fortune 1000 companies every year
- Changing workforce demographics means that leadership and management skills, which are often developed as talent moves up through the lower levels in a company, are in devastatingly short supply

Source: [Vitru Study](#); [Deloitte Report](#); [Prism](#)
Gender Diversity in the *Fortune 1000*

- Merely **1% of** board members of Fortune 1000 companies are women
- 93% of *Fortune 1000* Companies are led by men
- Only **7% of** chief executives are women
- Women make up less than **10%** of the four most senior-level roles at a typical *Fortune 1000* company - Chairman of the Board, CEO, COO, and CFO

Source: [Fortune](https); [Discoverorg](https)
Talent Demands for Diversity & Inclusion

- 67% of job seekers said a diverse workforce is important when considering job offers (Glassdoor)
- 57% of employees think their companies should be more diverse. (Glassdoor)
- 83% of millennials are more actively engaged when they believe their company fosters an inclusive culture – and in 10 years millennials will comprise nearly 75% of the workforce. (Deloitte)
- The US will no longer have any single ethnic or racial majorities by the year 2065 (Pew)
- The working class (18-64 years old) is projected to become majority people of color in 2032, 11 years sooner than the Census Bureau projection
Financial Returns on Diversity Investments

- For every 10% increase in the rate of racial and ethnic diversity on Senior Executive teams, EBIT rises 0.8% (McKinsey)
- Ethnically diverse companies are 35% more likely to outperform their respective national industry medians (McKinsey)
- Gender diverse companies are 15% more likely to outperform their respective national industry medians (McKinsey)
- Women are more likely to have a 4-year college degree than a man (30.2% to 29.9%) according to a 2015 report by the US Census Bureau
- Companies reporting highest levels of racial diversity in their organizations bring in nearly 15 times more sales revenue than those with lowest levels of racial diversity (American Sociological Review)
Workplace Equality: Return on Talent and Customer Investment

A Salesforce Research survey of over 1,500 business professionals on workplace equality and values-driven leadership trends found:

- Employees who feel their voice is heard at work are nearly five-times (4.6X) more likely to feel empowered to perform their best work.
- Employees who say their company provides equal opportunities are nearly four times (3.8X) more likely to say they are proud to work for their company.
- 80% of customers and employees believe businesses have a responsibility to make a positive impact on society.
- 11 out of 14 C-level and senior executives surveyed said that it’s become more important to their company culture to promote equality.
- Only approximately one-third of business professionals (36%) say their company is actively working to be more diverse, and less than half (44%) say their company is engaged in community service.

Source: Salesforce
The Business Imperative of Equality and Values

Salesforce Research surveyed over 1,500 business professionals in a special report, “The Impact of Equality and Values Driven Business.” The research shows that the modern professional wants to work for and do business with companies that lead with their values, create social impact, and commit to workplace equality. Here are key findings:

**A MAJORITY OF BUSINESS PROFESSIONALS EXPECT SOCIAL IMPACT**

- 80% of business professionals believe businesses have a responsibility to look beyond profit and make a positive impact on society.

**MILLENNIALS WANT GREATER ADVOCACY FROM COMPANIES**

- Millennials, the rising workforce and consumer power, are 1.5x more likely than baby boomers to want companies to stand up for equal rights.

**COMMITMENT TO EQUALITY DRIVES EMPLOYEE ENGAGEMENT**

- Employees who say their company cares about closing the gender pay gap are 2.2x more likely than those who don’t to say they’re proud to work for their company.

**CUSTOMERS ARE MORE LOYAL TO COMPANIES THAT GIVE BACK**

- 51% of consumers say that investing in or giving back to the community influences their loyalty to a company they plan to purchase from.

**EXECUTIVES RECOGNIZE THE GROWING NEED FOR ACTIVE LEADERSHIP**

- **...IN SOCIETY**
  - 10 out of 14 senior executives say looking beyond profit to make an impact on society is more important than it was two years ago.

- **...IN WORKPLACE EQUALITY**
  - 11 out of 14 senior executives say promoting equality in their company is more important than it was two years ago.

Credit and Source: [Salesforce.com/equalityreport](http://Salesforce.com/equalityreport)
Change Ahead:  
Trend Toward Increased D&I Investment

- In 2016, approximately 60% of Fortune 500 companies had diversity programs and/or officers
- Fortune 500 CEOs have begun to regularly talk about diversity at mainstream conferences, and diversity goals are being integrated into performance review and compensation systems
- Fortune 500 CEO’s are committing more employee time and resources to volunteerism, non-profits, and communities

- Executives and boards are holding their teams accountable for employee diversity and engagement, climate risk, cyber security and building deep partnerships with the community, and investors are including them in their investment criteria
- Communications related to diversity have been elevated to the Fortune 500 C-suite, with the realization that what is said, by whom, how, where, when and to whom can directly, severely, and quickly impact the bottom line

Source: Huffington Post 2016; Fortune 2017
Gender Diversity Pays Off

- **Quantopian**, a Boston-based trading platform based on crowdsourced algorithms, pitted the performance of *Fortune* 1000 companies that had women CEOs between 2002 and 2014 against the S&P 500’s performance during that same period.

- The comparison showed that the 80 women CEOs during those 12 years produced equity returns 226% better than the S&P 500. (Global nonprofit women’s issues researcher **Catalyst** compiled the list of women CEOs used in the simulation.)

- A 2015 report found that women CEOs in the *Fortune* 1000 drive **three times the returns** of S&P 500 enterprises predominantly run by men.

Source: *Fortune* 2016
CEO Action for Diversity & Inclusion

- The CEO Action for Diversity & Inclusion™ is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. A unique collaborative of more than 275+ CEOs have signed on to this commitment, agreeing to take action to cultivate environments where diverse experiences and perspectives are welcomed and where employees feel comfortable and encouraged to discuss diversity and inclusion.

- All the signatories of the commitment serve as leaders of their companies and will commit to implementing the pledge within their workplaces or, where companies have already implemented one or several of the commitments, will support other companies in doing the same.

- The CEO Action for Diversity & Inclusion™ was collectively formed and is led by a steering committee of CEOs and leaders from Accenture, BCG, Deloitte US, The Executive Leadership Council, EY, General Atlantic, KPMG, New York Life, P&G, and PwC

Source: CEO Action website
CEO Commitments: 
CEOAction for Diversity & Inclusion™

Accenture North America CEO Julie Sweet: “The need for innovation to grow, compete, and transform has never been greater – and we believe diversity is essential to driving this innovation. Our commitment is unwavering and we remain laser-focused on speeding the pace of our progress to continue creating an environment where everyone feels they belong.”

BCG Senior Partner and Managing Director Joe Davis: “Diversity is not a ‘nice-to-have’ – it is key to delivering superior results for our clients. Coming together with other CEOS and leaders to share our efforts and learn from one another through collaboration will drive the cultivation of more diverse and inclusive workplaces and enhance economic growth.”

Deloitte US CEO Cathy Engelbert: “We believe in the importance of building strength through diversity and cultivating an inclusive environment where all of our people feel valued for who they are. By breaking down barriers, finding common ground, and providing a platform for shared experiences, employees will be empowered to be their authentic selves and express their greatest talents to do their best work and reach their full potential in every aspect of their life.”

Source: CEOAction.com
CEO Commitments: 
CEO Action for Diversity & Inclusion™

The Executive Leadership Council President and CEO Ronald C. Parker: “Diversity and inclusion in the workplace are key drivers of business innovation and economic growth. We must ensure that our workplaces keep pace with the constantly changing demographics of our country and open pathways for diverse experiences, perspectives and talent to drive growth opportunities and an even stronger set of leaders in business and beyond.”

EY US Chairman and Americas Managing Partner Steve Howe: “EY’s longstanding commitment to D&I is paramount, especially in today’s social climate. We recognize that our strength comes from our diversity. The CEO Action for Diversity & Inclusion™ pledge enables us to work with other business leaders who are also committed to creating inclusive cultures that value people’s unique perspectives to drive innovative solutions — and a better working world for us all.”

General Atlantic CEO Bill Ford: “As industry leaders, we are seizing the opportunity to help drive meaningful change in the communities we serve. Acting now and having open conversations about diversity and inclusion in the workplace will empower our people to deliver their best work which will undoubtedly lead to greater business.”

Source: CEOAction.com
CEO Commitments: 
CEO Action for Diversity & Inclusion™

KPMG US Chairman and CEO Lynne Doughtie: “Inclusion and diversity are an intrinsic part of who we are and we are committed to ensuring that our inclusive culture remains in place so that all of our people have the opportunity to succeed and achieve their full potential. This cultivates an environment of dialogue and action, spurs innovation, and empowers our talent to drive quality for the capital markets, our clients and in our communities.”

New York Life CEO and Chairman Ted Mathas: “Fostering a work environment that supports diversity and inclusion is a responsibility every business leader shares. But embracing different perspectives and opening ourselves to new ways of seeing the world is a responsibility we all share. The CEO Action for Diversity & Inclusion™ provides an opportunity to learn from each other, engage more people, and strengthen our society as a whole.”

Procter & Gamble Chairman of the Board, President and CEO David Taylor: “We have a proud and growing tradition of advocating for dialogue and action that drives progress – and issues of diversity and inclusion are no different. By working side-by-side with others to address these challenges head on, we believe we can create better workplaces and stronger communities where all people are welcome, valued, and respected.”

Source: CEOAction.com
Companies Taking the Pledge

✓ The CEO Action [website](#) provides detailed information for the original 150 companies that signed the pledge and committed to advance D&I within their organization; the list of companies that have committed is updated as new companies join the initiative
✓ Although the effort was launched as a Fortune 500 endeavor, any company that is committed to fulfilling the elements of the pledge can join, including Fortune 1000 companies
✓ Current signatories—and others who are interested—can use this website as a hub for information sharing, idea generation, and program development

Source: [CEO Action Pledge Signatories](#)
Paradigm for Parity

The Paradigm for Parity® movement is a coalition of business leaders dedicated to addressing the corporate leadership gender gap. The coalition is made up of CEOs, senior executives, founders, board members, and business academics representing 46 companies and institutions who are committed to achieving a new norm in the corporate world: one in which women and men have equal power, status, and opportunity.

The ultimate goal is to achieve full gender parity by 2030, with a near-term goal of women holding at least 30% of senior roles.

To accelerate the pace of gender equity in senior executive roles and on corporate boards, the coalition created the Paradigm for Parity® 5-Point Action Plan. Companies that have pledged to implement the Paradigm for Parity® 5-Point Action Plan are publicly committing to make real changes inside their companies to establish gender equality.

Source: Paradigm for Parity
Paradigm for Parity CEO Commitment

"Paradigm for Parity® has an audacious mission: to achieve gender parity in corporate leadership positions by 2030. MetricStream stands with Paradigm for Parity® in our pledge to support gender parity, and we are taking steps to achieve our inclusivity and diversity goals across our headquarters in Palo Alto, operations center in Bangalore, as well as sales and operations support offices in 12 other cities globally." – Shellye Archambeau, CEO, MetricStream

"The economic and business case for women achieving parity in the workplace and in society is clear. We also know that gender inequality is a multi-faceted, entrenched issue and that there is no silver bullet solution. What is critical is for organisations to prioritise the issue and actively experiment with solutions – so that we can learn and scale what works as rapidly as possible.”
– Dominic Barton, Global Managing Partner, McKinsey & Company

“Burson-Marsteller has long been an advocate for gender parity and women’s empowerment. In 2016, we introduced a new offering, Burson-Marsteller Advantage Women, focused on helping clients take full advantage of the benefits associated with closing the gender gap and creating more opportunities for women to rise as leaders. We are pleased to continue working toward addressing the gender imbalance prevalent in corporate leadership positions through our partnership with the Paradigm for Parity Movement.”
– Don Baer, Worldwide Chair & CEO, Burson-Marsteller

"We all know the powerful impact that great leadership teams can have. With a conscious commitment and concrete action, we can make meaningful progress in increasing the representation of women in leadership—and more fully leverage our diverse strengths.”
– Kevin Connelly, CEO, Spencer Stuart

“As a member of the Paradigm for Parity® coalition and a CEO who has pledged to advance its roadmap, I appreciate the implications of implementation for CEOs, both male and female. Paradigm for Parity® addresses the gender gap by defining simple, actionable steps that will create change. By taking these steps, we will advance the leadership and the success of our businesses.”
– Ann Drake, CEO, DSC Logistics

Source: Paradigm for Parity
Paradigm for Parity CEO Commitment

“Diversity in leadership and on boards of directors makes a company function better and succeed. Women and men have different perspectives that together lead to better plans and execution. We aim to achieve gender parity at HealthHelp through setting up formal mentoring programs for women and providing continuing education programs for emerging women leaders within the company.”
– Cherrill Farnsworth, CEO, HealthHelp

"Signing the Paradigm for Parity® pledge expands on Monsanto’s efforts to not only promote inclusion and diversity in STEM (science, technology, engineering and math) careers, but also within our company’s leadership. While we’re proud to join this growing coalition of companies committed to gender parity in leadership, we recognize there is still much to be done. Through face-to-face and virtual workshops, we’ll continue training employees on how to overcome unconscious bias, and by leaning on our professional networks and mentorship programs dedicated to supporting women scientists, engineers and rising corporate leaders, we’ll significantly increase the number of women in senior operating roles."
– Hugh Grant, Chairman & CEO, Monsanto

"Gender parity is critical for companies’ continued success and growth. Including more women, especially in senior leadership roles, adds diversity of opinion and leads to better decision-making and stronger financial performance. Bloomberg continues to focus on gender parity through our leadership of the U.S. 30% Club, the launch of a gender-equality index and other company and industry initiatives. We are proud to sign the Paradigm for Parity® pledge and look forward to our work with the organization."
– Peter Grauer, Chairman, Bloomberg

“Gender-balanced leadership is a priority for Willis Towers Watson. Not only do companies with inclusive leadership have higher financial returns, it’s the right thing to do, and it reflects an ongoing commitment to our core values. For Willis Towers Watson to achieve our goals, we have to draw from and engage a talent pool that includes everyone, not just half the population.”
– John Haley, CEO, Willis Towers Watson

"UTC is counting on our ability to attract, develop and retain a diverse workforce to fuel the innovation and growth of the future. UTC is committed to the advancement of women in leadership positions—and we are proud to join the Paradigm for Parity coalition to put this commitment into action."
– Greg Hayes, Chairman & CEO, United Technologies Corp

Source: Paradigm for Parity
Paradigm for Parity CEO Commitment

“We support this initiative not only because it’s the right thing to do, but because we know we can’t reach our full potential as a business unless we recruit, hire, develop and retain women leaders as part of a diverse leadership team that represents the markets we serve. While we’ve made good progress in recent years, we are committed to pressing toward parity and believe the learning we gain through this network will help us scale our work even faster.”
– Muhtar Kent, Chairman & CEO, The Coca-Cola Company

"Ingersoll Rand is a long-time advocate of creating and fostering gender equality throughout our organization and we are proactively implementing programs to accelerate the pace of increasing representation of women in our leadership roles. The Paradigm for Parity® coalition furthers our commitment to gender equality and signals to the business community that gender-balanced leadership teams bolster employee engagement and are smart for business."
– Michael W. Lamach, Chairman & CEO of Ingersoll Rand

“One of our Core Values is to ‘Celebrate the Power of Individual Differences’,” says TDIndustries’ CEO Harold MacDowell. “By being a part of the Paradigm for Parity® movement, we hope to encourage others in the construction industry to create a culture of diversity and understanding with numerous opportunities to build long, successful careers.”
– Harold MacDowell, CEO, TDIndustries

“Cargill is proud to be among the first to sign on to the Paradigm for Parity®. We believe inclusive teams deliver value, and we are committed to doing the important work to make gender parity a reality. Whether it’s diversifying the board room or providing opportunities for women working on the frontlines of food, agriculture and nutrition, we are taking action to build a company where employees thrive.”
– Dave MacLennan, Chairman & CEO of Cargill

“At Voya, we believe that diversity and inclusion is a competitive advantage and an enabler of business success. We are proud to partner with a movement that aligns with our company culture—and we look forward to continuing to advance gender balance in corporate leadership positions.”
– Rodney O. Martin, Jr., Chairman & CEO of Voya Financial

Source: Paradigm for Parity
Paradigm for Parity CEO Commitment

“We invest in women at all levels of our company because it is the only way to ensure we have the most talented teams we need to work with our clients and to operate in the communities we serve. We have strong representation of women, including more than 50% of our employees, nearly 40% of our management team, and nearly 30% for our board of directors. We share the objectives of Paradigm for Parity® and will continue to build on the progress we’ve made.”
– Brian Moynihan, CEO, Bank of America

“Inclusion and diversity are essential for success and relevance in today’s world, and I am driven by the belief that diversity makes organizations stronger, smarter and more innovative. As part of Paradigm for Parity® coalition, we are proud to work with other leading companies to achieve gender parity in business.”
– Pierre Nanterme, Chairman & CEO, Accenture

“Edison International is pleased to support the Paradigm for Parity® coalition efforts to strengthen gender balance in senior corporate leadership positions. I am proud to join CEOs across major industries in this commitment to advancing gender equity and expanding the numbers of women in leadership.”
– Pedro Pizarro, President & CEO of Edison International

“A culture built on inclusiveness is essential to a high-performance organization. At NeoGenomics, we are committed to expand leadership opportunities for women as a way to help us cultivate the dynamic and healthy organization we need to perform at the highest levels for our clients and all stakeholders.”
– Doug VanOort, CEO, NeoGenomics Laboratories

“Paradigm for Parity® is a call to action for enabling a mindset shift that will drive towards more diverse and inclusive executive leadership at the top of organizations in the US, and around the world.”
– Rajeev Vasudeva, CEO, Egon Zehnder

"Empowering women is a smart thing for business. Profitability, ROI, innovation—all increase when women are part of an organization’s senior leadership. Building a pipeline of female talent—within EY and in business at large—is an economic imperative. We can’t grow our businesses, jobs and the global economy if we leave 50 percent of the workforce behind. We are proud to support the Paradigm for Parity® coalition to advance this agenda."
– Mark Weinberger, Global Chairman & CEO, EY

Source: Paradigm for Parity
Tech Inclusive Pledge

- In 2016, 33 technology companies signed a commitment at the behest of the Obama White House, pledging to make their workforces reflect the diversity of the US population.

- Among the companies were Airbnb, Box, GitHub, Intel, Lyft, Medium, Pinterest, Spotify, and Zynga. (Since then, more businesses have added their names to the pledge, bringing the total number to eighty.)

- While benchmarks were left up to the individual companies, part of the agreement was to release diversity data on an annual basis.

- In an update published on the one year anniversary of the pledge, Fortune found that only seven of the original 33 companies published any information at all, and only two released the complete EEO-1 data that companies provide to the U.S. government.

Source: Tech Inclusive Pledge
Links to Companies Recognized for D&I

50 Best Workplaces For Diversity
Human Rights Campaign Best Places to Work
DiversityInc. Top 50 Companies for Diversity
Working Mother 100 Best Companies
Catalyst Award Winners
Disability Equality Index Best Places to Work
Bloomberg Gender Equality Index
SHRM Best Places to Work
DIVERSITY REPORTING AT FORTUNE 500 COMPANIES

All the firms on the Fortune 500 list collect data on the race and gender of their employees which they are required to report to the Department of Labor each year. Only 20% of companies on the 2017 list release any numbers about the race or gender of their employees and less than 4% share the full data reported to the DOL.

Source: Fortune reporting
GRACE DONNELLY/FORTUNE

Source: Fortune 2017
Diversity at the *Fortune* 500 CEO Level

- Men comprise approximately 95% of *Fortune* 500 CEOs; women just 5%
- Only 2% of *Fortune* 500 CEOs are Hispanic; 2% are Asian, and 1% are Black
- Only 15 Black executives have ever made it to the Chairman or CEO position of a *Fortune* 500 listed company; in 2016 only 5 of the 15 were active
- Apple CEO Tim Cook is the *only* openly gay CEO of a Fortune 500 company

Source: DiversityInc. 2015
Board Diversity in the *Fortune* 500

- **In 2016**, 80% of *Fortune* 500 Board members were men
- 69% of board members were white men and 16% white women
- Representation of white women on Fortune 500 boards increased the most between 2012 and 2016, with 156 new seats added
- Women and minorities combined occupied 31% of total board seats
- Approximately 4% of seats were held by minority women and 11% by minority men
- Overall, 86% of seats were held by whites; 8% Blacks; 3% Asians, and approximately 4% Hispanics
- Blacks have the highest rate of serving on multiple boards, and studies show that companies go to the same individuals instead of expanding the pool of Black board candidates

*At the current pace of change, it will take another decade before 40% diverse board representation is reached*

Source: Deloitte and Alliance for Board Diversity Report
Equilar released a study showing that women now hold 21% of board seats of S&P 500 companies, an increase from 17% in 2012.

In 2012, nearly one in eight S&P 500 boards was all male, and that figure has decreased to just 1.4% in 2016.

These trends show that while progress overall has been slow, companies have taken note and are building toward greater gender diversity.

Source: Equilar
Women in the *Fortune 500*

- Nearly 90% of Fortune 500 CFOs are male.
- There are fewer Fortune 500 CEOs who are women (4.1%) than CEOs who are named David (4.5%) or John (5.3%) – two single male names outnumber an entire gender among Fortune 500 CEOs ([NY Times](#)).

Source: [Catalyst](#); **Fortune 2015**
Women in the *Fortune* 1000

- Of the 9,976 executives currently employed at Fortune 1000 companies, only 1,835 are women
- 49% of Fortune 1000 companies have one or no women on their top teams
- 45% have one or no women on their top teams
- There are 27 women CEOs in the *Fortune* 1000

- Most boards have too few women to be engines for change: it would take an additional 1,400 women for all Fortune 1000 boards to have at least three female members

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**Women's share of executive roles, %**

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Women's representation on boards

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1 Figures do not sum to 100%, because of rounding.

Source: [Fortune](https://fortune.com); [McKinsey Report](https://www.mckinsey.com); [DiscoverOrg](https://www.discoverorg.com)
Women in the *Fortune 1000*

- *Fortune* 1000 companies with female chiefs outperformed the S&P 500 index over their respective tenures.

- Only 5% of *Fortune* 1000 companies have female CEOs, but those giants generate 7% of the *Fortune* 1000’s total revenue.

- Specialty retailers lead the list of companies with women chiefs.

Source: *Fortune 2014*
Women in the *Fortune 1000*

Women are severely underrepresented in *Fortune 1000* leadership categories:

- 18% of overall executive positions
- 7% of CEOs
- 7% of Board Chairpersons

However, women are reasonably represented in a few executive categories:

- 32% of Chief Legal Officers
- 36% of Chief Compliance Officers
- 48% of Chief Marketing Officers
- 62% of Chief Human Resource Officers

Source: [Fortune; Forbes 2016](#)
Fortune 500 companies have made significant strides in advancing equal protections and benefits for LGBTQ workers. The more successful the company (and the higher the rank on the Fortune list), the more likely the company is to have these protections and benefits in place:

- In 2016, 165 of the Fortune 500-ranked businesses achieved a 100% rating
- 93% include sexual orientation” in their nondiscrimination policies
- 75% include “gender identity” in their US nondiscrimination policies
- 40% offer transgender-inclusive health care benefits, including surgical procedures
- 89% prohibit discrimination on the basis of sexual orientation
- 66% prohibit discrimination based on gender identity, compared to just three in 2000
- 66% provide domestic partner health insurance benefits to their employees

Source: HRC
General Counsel Diversity Setbacks

- In 2015, the Fortune 500 lost a quarter of its black general counsel.
- Diversity among all minorities saw a backslide despite the fact that more than 60 of the largest US companies appointed new top lawyers, according to a survey from the Minority Corporate Counsel Association.
- The MCCA's annual survey of general counsel found that there were 51 GCs of color in the Fortune 500, down from 54 the previous year, which was the first time the number had exceeded 50.

Source: Law360
Supplier Diversity in the *Fortune 500*

- 60% of companies reported they established supplier diversity programs because “our customers are diverse, so we need to be too”
- Only the category of federal reporting requirements drew a slightly greater response – 61%
- In a CAPS Research [2015 survey](#), 41% of respondents said they increased the number of diverse suppliers in their supply chains between 2012 and 2014

Source: [CVM Solutions](#)
Diversity in Texas *Fortune 1000*

Texas is headquarters to more than 100 Fortune 1000 companies, and therefore an interesting case study for understanding diversity among the top 1000.

The [National Diversity Council](#) released the inaugural issue of its *Texas Fortune 1000 Diversity & Inclusion Annual Report*, which tallied executive leaders and board members of 100 Texas-based Fortune 1000 companies.

In terms of gender, the report reveals that women in these Texas-based companies lag the national averages found by DiscoverOrg in terms of executive positions (14.3%), while holding 16% of board seats (the report did not measure chairpersons).

The report also shows that minorities fare poorly, especially Hispanics, who hold 2.4% of board seats.

This statistic is lower than the national average of 3.1%, which is particularly surprising given that Hispanics make up 39% of the Texas population, nearly twice the national average.

Visit this [link](#) to view the full report of diversity and demographics of Fortune 1000 companies headquartered in the state.