THE DBP INCLUSION INDEX

The DBP Inclusion Index has been developed to help companies target efforts to understand gaps and provide tools and resources to help raise the bar on D&I strategies. The survey results will:

Identify best practices and opportunities to leverage D&I efforts to achieve strategic business goals.

Provide data to help assess your company’s current position across multiple dimensions of diversity.

Provide information to index current D&I policies, procedures and activities vs. other participants and target interventions for maximum impact.

ABOUT THE DBP INCLUSION INDEX

Companies will be recognized on the DBP Inclusion Index as meeting standards of excellence in three areas:

COMPANY CULTURE
Best practices in promoting a company culture that values D&I.

BEST PRACTICES: RECRUITMENT, RETENTION & ADVANCEMENT
Adherence to best practices for fostering diversity and inclusion in recruitment, retention and advancement.

DEMOGRAPHICS/TRANSPARENCY
Demographics/Transparency, as indicated by willingness to share specific representational data and progress made in hiring, retaining and promoting women, people of color and other minority groups.

To learn more about the DBP Inclusion Index, visit diversitybestpractices.com/inclusionindex

Application for the 2021 Inclusion Index will be open from December 2020 - March 2021 via the Working Mother Media Annual Application.
## BENEFITS & PRICING

<table>
<thead>
<tr>
<th>STATUS SHEET</th>
<th>DBP MEMBERS</th>
<th>NON MEMBERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highlights your topline score in each of the three DBP Inclusion Index categories.</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td><em>All companies who apply to the Inclusion Index receive gratis</em></td>
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<tr>
<th>INCLUSION INDEX COMPANY ANALYSIS</th>
<th>DBP MEMBERS</th>
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<tr>
<td>Benefits of the Inclusion Index Master Report PLUS a specific comparison of your company’s current position across the multiple dimensions of diversity. A one-hour advisory call with a DBP subject matter expert is included to review your results.</td>
<td>✓</td>
<td>$15,000</td>
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<tr>
<th>INDUSTRY SPECIFIC BENCHMARKING</th>
<th>DBP MEMBERS</th>
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<td>Customized Inclusion Index Report to compare your company’s results to a specific industry of your choice. Or you may choose 8-10 companies named to the Inclusion Index to create your own custom sort. A one-hour advisory call with a DBP subject matter expert is included to review your results.</td>
<td>$12,000</td>
<td>$20,000</td>
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*For the 2021 Inclusion Index, data on the following industries is available:*
- Consumer Products (including Cosmetics, Food and Beverages)
- Financial services
- Insurance
- Manufacturing
- Media, Internet, and Advertising
- Pharmaceutical
- Professional Services, Management Consulting, Accounting
- Science, Technology, Engineering, Aerospace, Medical Devices
- Hospitals/Healthcare
- Retail/Apparel

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<tr>
<th>STRATEGY AND SOLUTIONS BENCHMARKING</th>
<th>DBP MEMBERS</th>
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<td>This is the next step in understanding the implications and impact of your DBP Inclusion Index results, offering a deep dive to analyze your data and determine a focused strategy with you. It comes with solutions and next steps for implementing that strategy.</td>
<td>$25,000</td>
<td>$35,000</td>
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*The Strategy and Solutions Benchmarking includes:*
- Introductory call to understand your company’s current strategy and objectives
- Deep-dive analysis of your results by a DBP diversity executive who will use their experience to assess your diversity situation
- Turnkey presentation of strategies and solutions that is ready to share with senior leadership
- One two-hour session to review findings and discuss strategies and next steps
- Up to two one-hour follow-up calls to advise and answer questions

*Benefits marked with ✓ are complementary benefits of participating in our survey*

*For more information about DBP membership, contact donnice.peterson@diversitybestpractices.com*
Inclusion Index

FREQUENTLY ASKED QUESTIONS

What is the cost to participate in the DBP Inclusion Index?

There is no cost to participate in the DBP Inclusion Index.

If my company completes the DBP Inclusion Index application but does not earn a place on the index, will our participation be publicized?

DBP does not publicly share the identities of participant companies that do not earn a place on the index.

Who completes the DBP Inclusion Index application?

Due to the nature and depth of the data we collect in this survey, this application is typically registered for and completed by a representative from your company’s HR, Diversity, Work/Life, Corporate Communications or PR department.

Is there an employee survey component to the DBP Inclusion Index?

We do not survey your employees as part of the application process.

Who is eligible to participate in the DBP Inclusion Index?

The DBP Inclusion Index is open to all U.S. companies (You do NOT need to be a DBP member to participate). Global companies are also welcome to apply, but only data pertaining to your U.S. workforce is collected. While there is no size threshold to apply, smaller companies may not be able to furnish complete answers for every question and may therefore find the application results slightly less useful in meeting their D&I information needs.
DBP INCLUSION INDEX ORDER FORM

YOUR COMPANY

YOUR NAME

ADDRESS

CITY STATE ZIP

TITLE

PHONE

EMAIL

FAX

SALES REPRESENTATIVE

SIGNATURE DATE

SELECT A PRODUCT

Inclusion Index Company Analysis  □ Non Members: $15,000
Industry Specific Benchmarking  □ Members: $12,000 □ Non Members $20,000
Strategy and Solutions Benchmarking  □ Members: $25,000 □ Non Members $35,000

Please email the completed form to your salesperson at benchmarking@workingmother.com.

Bonnier/Working Mother Media requires credit card payments for all orders of $3,000 and under.

NOTE: This data is for use by the company’s HR department and is not available for use by any consultant or consulting company. By signing this order form, the company agrees not to share this information with any third parties.