



RACIAL EQUITY PERFORMANCE STANDARDS (ADVANCED)

	Excellent	Good	Satisfactory	Needs Improvement
Executive Leadership	75% of our executive leadership team consists of people of the global majority/ American racial or ethnic minorities.	50% of our executive leadership team consists of people of the global majority/ American racial or ethnic minorities.	25% of our executive leadership team consists of people of the global majority/ American racial or ethnic minorities.	Less than 25% of our executive leadership team consists of people of the global majority/ American racial or ethnic minorities.
Employee Satisfaction	75% of employees of the global majority/ American racial or ethnic minorities report feeling included.	50% of employees of the global majority/ American racial or ethnic minorities report feeling included.	25% of employees of the global majority/ American racial or ethnic minorities report feeling included.	Less than 25% of employees of the global majority/ American racial or ethnic minorities report feeling included.
Compensation Transparency	100% of the time, staff ensure that starting salaries are fair and equitable for every new hire.	75% of the time, staff ensure that starting salaries are fair and equitable for every new hire.	50% of the time, staff ensure that starting salaries are fair and equitable for every new hire.	Less than 25% of the time, staff ensure that starting salaries are fair and equitable for every new hire.
Supplier Diversity	100% of our procurement budget is spent with businesses owned by people of the global majority/ American racial or ethnic minorities.	75% of our procurement budget is spent with businesses owned by people of the global majority/ American racial or ethnic minorities.	50% of our procurement budget is spent with businesses owned by people of the global majority/ American racial or ethnic minorities.	Less than 25% of our procurement budget is spent with businesses owned by people of the global majority/ American racial or ethnic minorities.