

Hispanic Association on Corporate Responsibility



The HACR Corporate Inclusion Index 2021 Outcomes and Results

A Presentation for the
Hispanic Leadership Summit hosted by
We Are All Human Foundation
December 7, 2021



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About HACR

- Founded in 1986, the Hispanic Association on Corporate Responsibility (HACR) is one of the most influential advocacy organizations in the nation representing 14 national Hispanic organizations in the United States and Puerto Rico.
- Our mission is to advance the inclusion of Hispanics in Corporate America at a level commensurate with our economic contributions.
- HACR focuses on four areas of corporate social responsibility and market reciprocity:



Employment



Procurement



Philanthropy



Governance

The HACR Board of Directors



HACR 2021 Corp. Inclusion Index

The HACR Research Institute (HRI):

The HACR Research Institute (HRI) is the research arm of HACR and is devoted to objective research, analysis, and publication of Hispanic-related issues in Corporate America. The goal of the HRI is to assess current Hispanic trends and stimulate discussion on Hispanic inclusion.



HACR 2021 Corp. Inclusion Index



About the HACR Corporate Inclusion Index (CII):

- *What is it?* The HACR CII is an annual survey of business practices and strategies around the diversity and inclusion outcomes of participating companies.
- *Who takes it?* Companies interested in engaging in a dialogue around diversity and inclusion metrics in order to improve their practices and outcomes.
- *What is the benefit to participants?* The HACR CII can help companies understand the inclusion needs of the organization in the areas of Employment, Procurement, Philanthropy, and Governance.

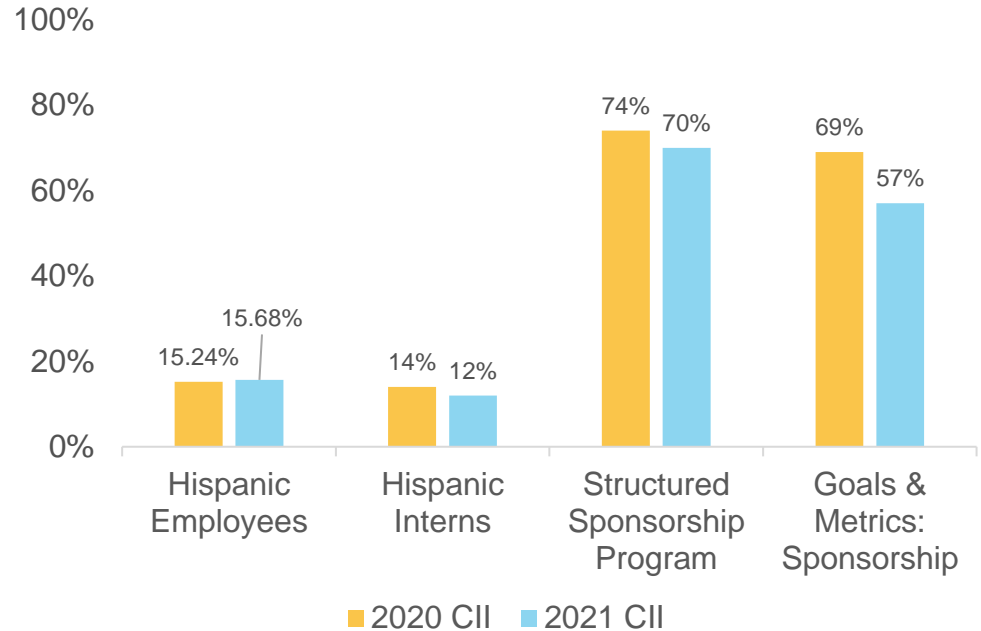
HACR 2021 CII - Employment

PRACTICE + OUTCOMES ASSESSMENTS



This year's outcomes indicate that there are opportunities around tracking outcomes metrics.

EMPLOYMENT 2021 OUTCOMES:



Poorly performing programs could be hindering progress and, during times of difficulty and hardship, have a negative effect on the Hispanic pipeline to leadership positions.

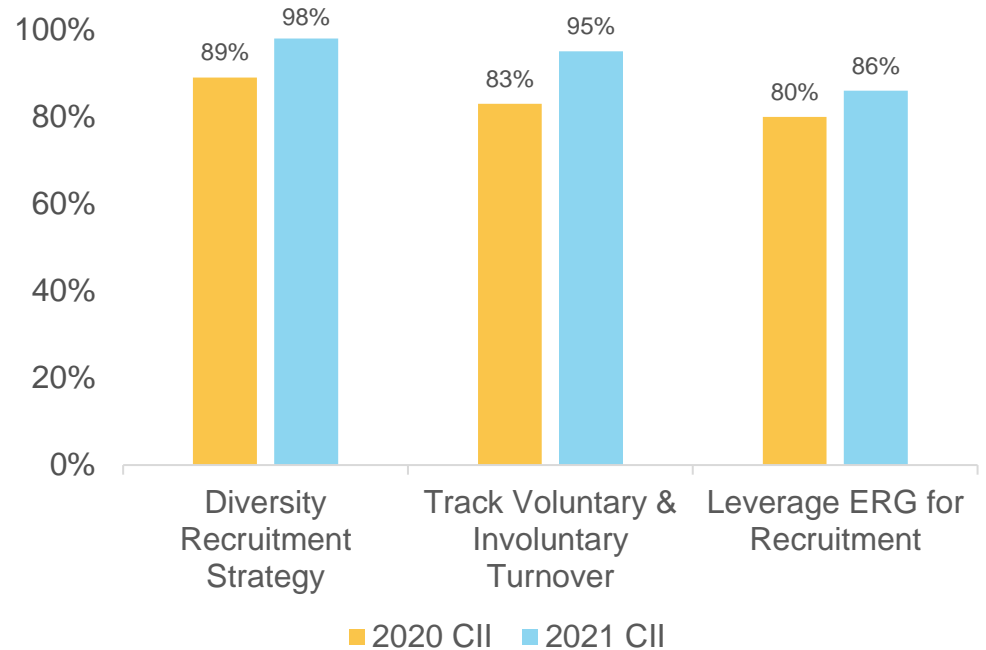
HACR 2021 CII - Employment

PRACTICE + OUTCOMES ASSESSMENTS



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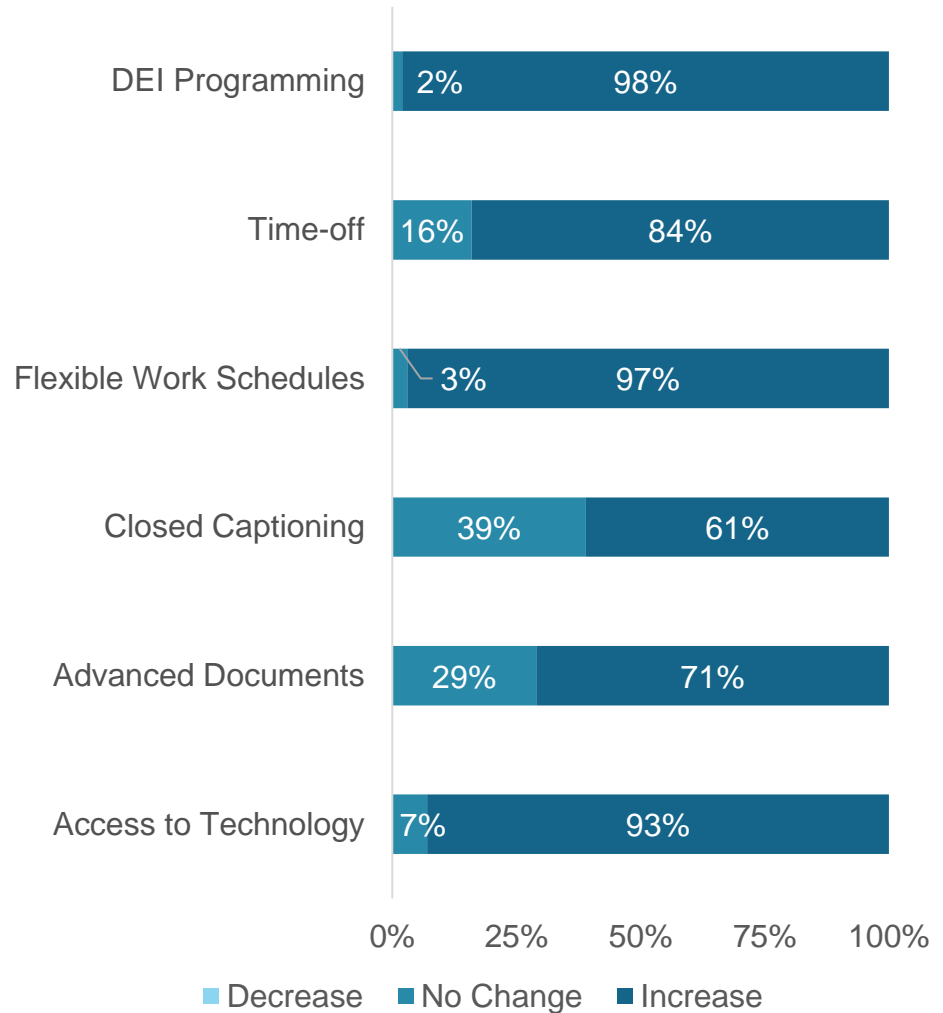


Participants did improve their practices in several areas, including tracking Hispanic voluntary and involuntary turnover.

HACR 2021 CII - Employment

Corporate Response to 2020: EMPLOYMENT

Overall, companies seem to have increased access to resources in order to make the shift to virtual workspaces.



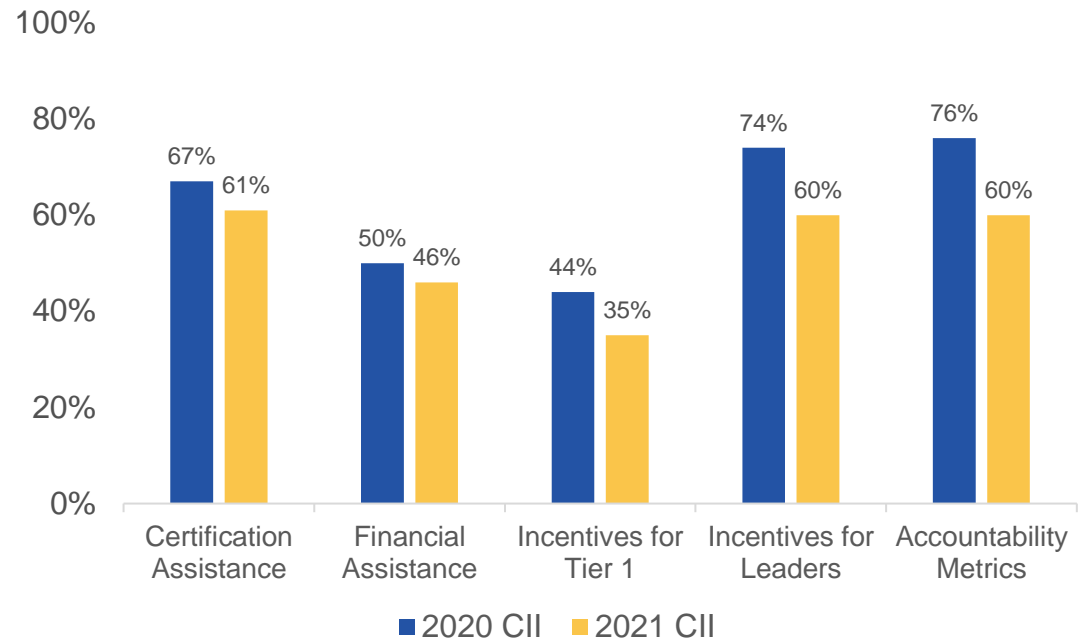
HACR 2021 CII - Procurement

PRACTICE + OUTCOMES ASSESSMENTS



Companies could make improvements to their diversity practices by continuing to develop and track outcomes for Hispanic suppliers.

PROCUREMENT 2021 OUTCOMES:



Companies could also improve outcomes in this area, particularly around diverse supplier recruitment, by leveraging the expertise and networks of their Hispanic Employee Resource Groups.

HACR 2021 CII - Procurement

PRACTICE + OUTCOMES ASSESSMENTS



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PROCUREMENT 2021 OUTCOMES:

Percent Hispanic Tier 2 Spend

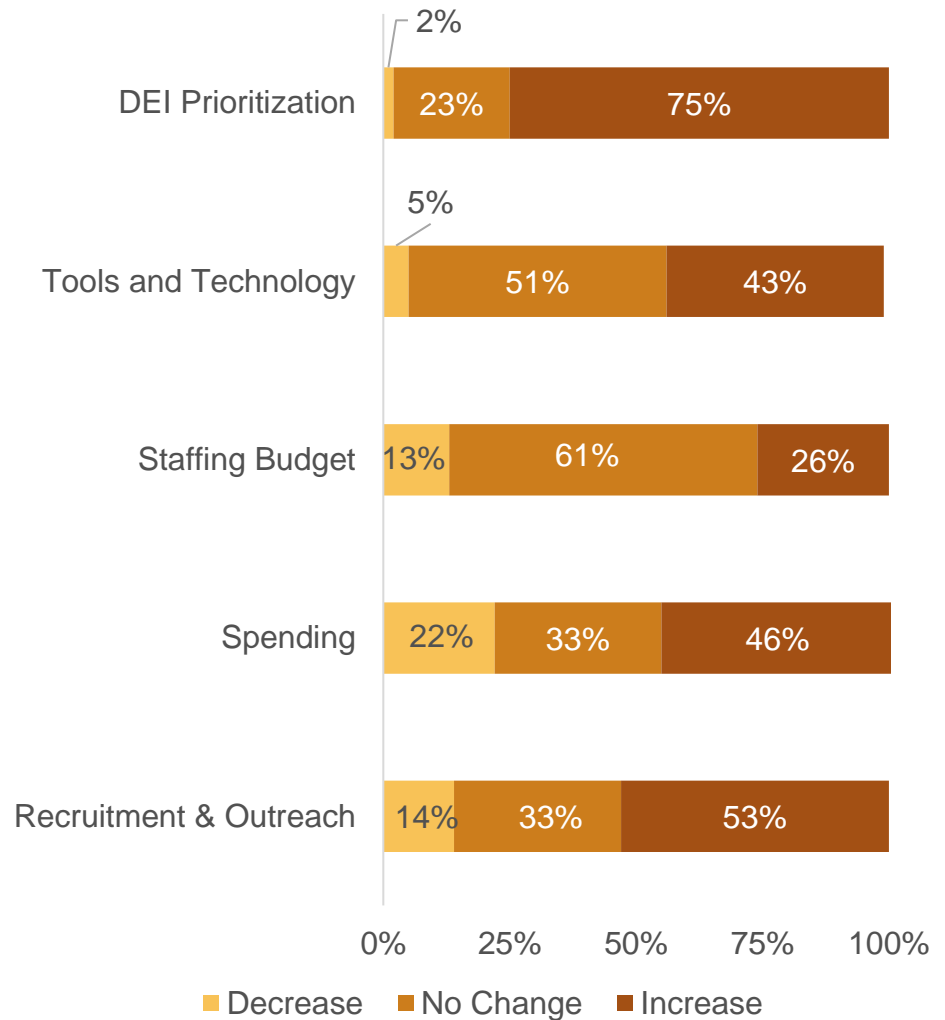
2020 CII	2021 CII
.33%	4.67%

Improved tracking in areas like Tier 2 spend will lead to improved reporting on the contributions and impact of Hispanic suppliers on participating companies' supply chain.

HACR 2021 CII - Procurement

Corporate Response to 2020: PROCUREMENT

Companies experienced fewer changes in their procurement practices due to the events of 2020 than they did in any of the other sections.



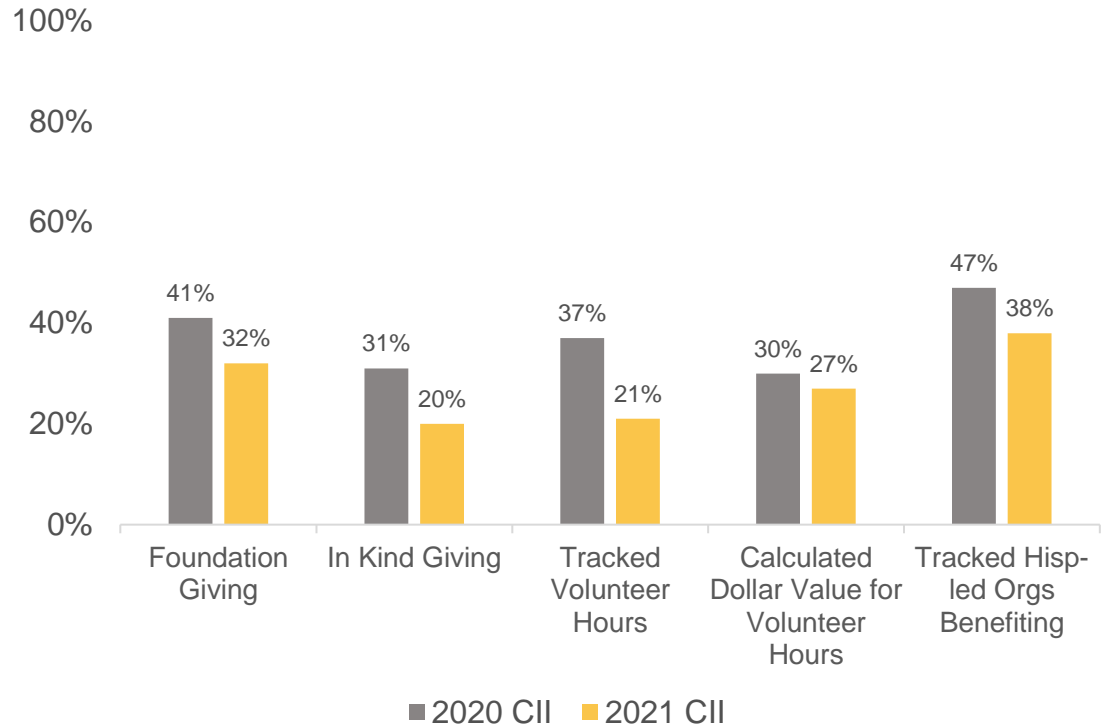
HACR 2021 CII - Philanthropy

PRACTICE + OUTCOMES ASSESSMENTS



Companies should increase their focus on tracking outcomes and performing impact evaluations for their philanthropic investments in Hispanic communities.

PHILANTHROPY 2021 OUTCOMES:



To maximize the efforts of leaders and other stakeholders, companies and communities need to be well informed about the impact of these initiatives.

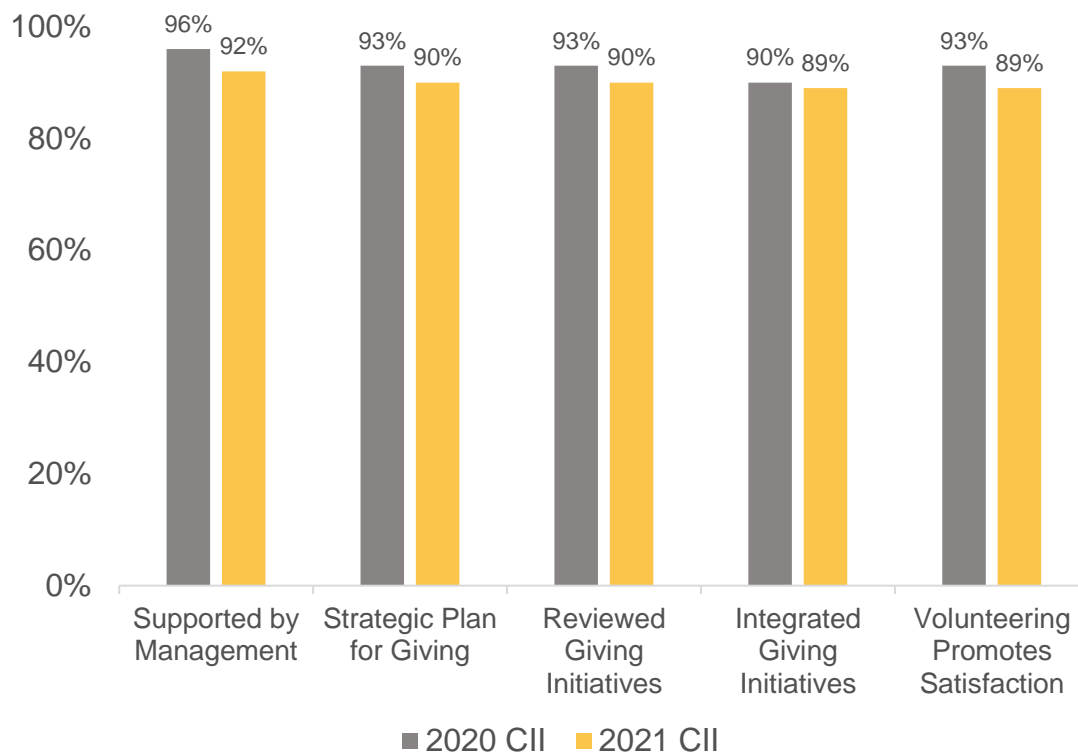
HACR 2021 CII - Philanthropy

PRACTICE + OUTCOMES ASSESSMENTS



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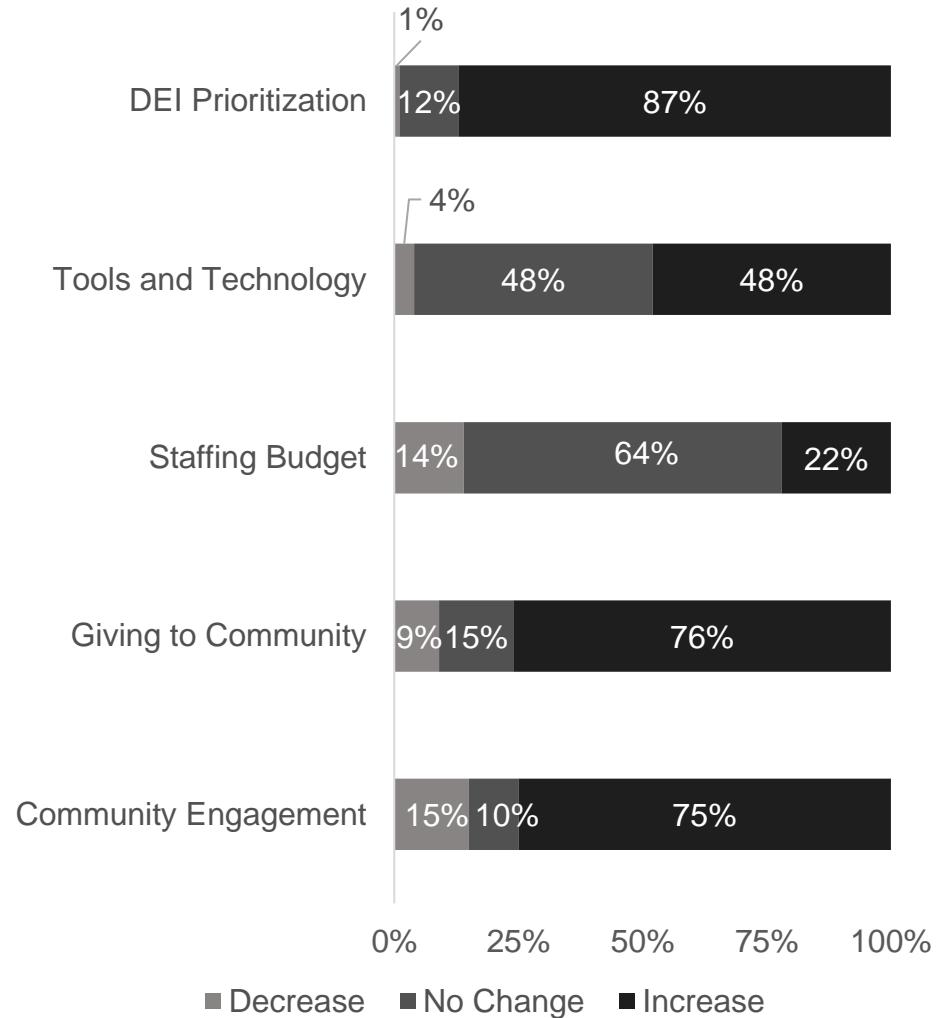


Companies are doing well providing structured support for their giving and volunteering programs.

HACR 2021 CII - Philanthropy

Corporate Response to 2020: PHILANTHROPY

With the same budgetary resources they had in 2019, participating companies' philanthropic teams were able to increase their activities during a difficult year.



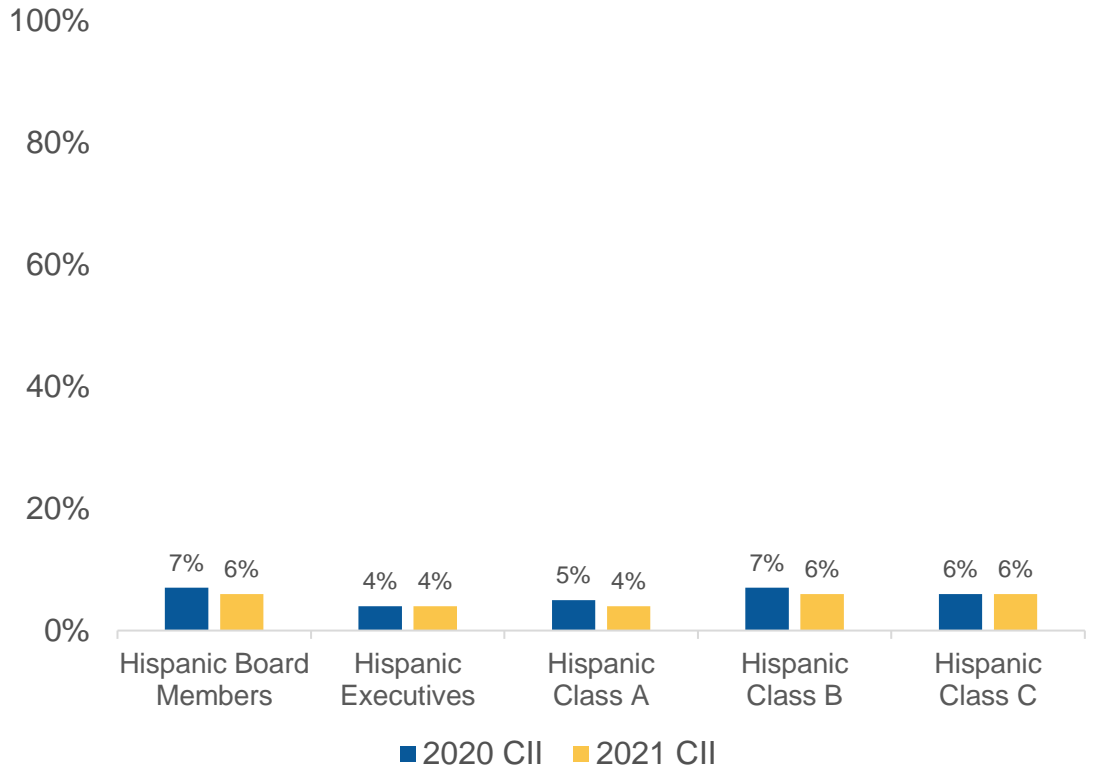
HACR 2021 CII - Governance

PRACTICE + OUTCOMES ASSESSMENTS



As corporations prepare to take their stakeholders, customers, and communities through recovery, it will be important to consider the role that diversity of thought will play in ensuring that the benefits of recovery are equitable.

GOVERNANCE 2021 OUTCOMES:



Hispanic representation among board members and executives remains low.

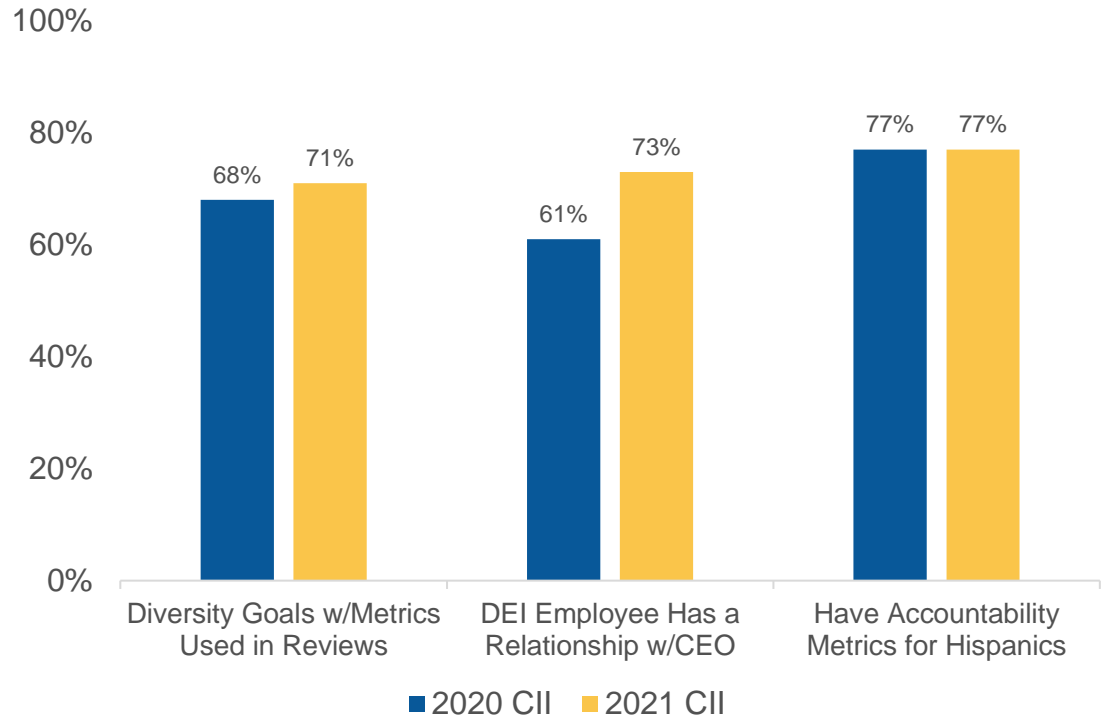
HACR 2021 CII - Governance

PRACTICE + OUTCOMES ASSESSMENTS



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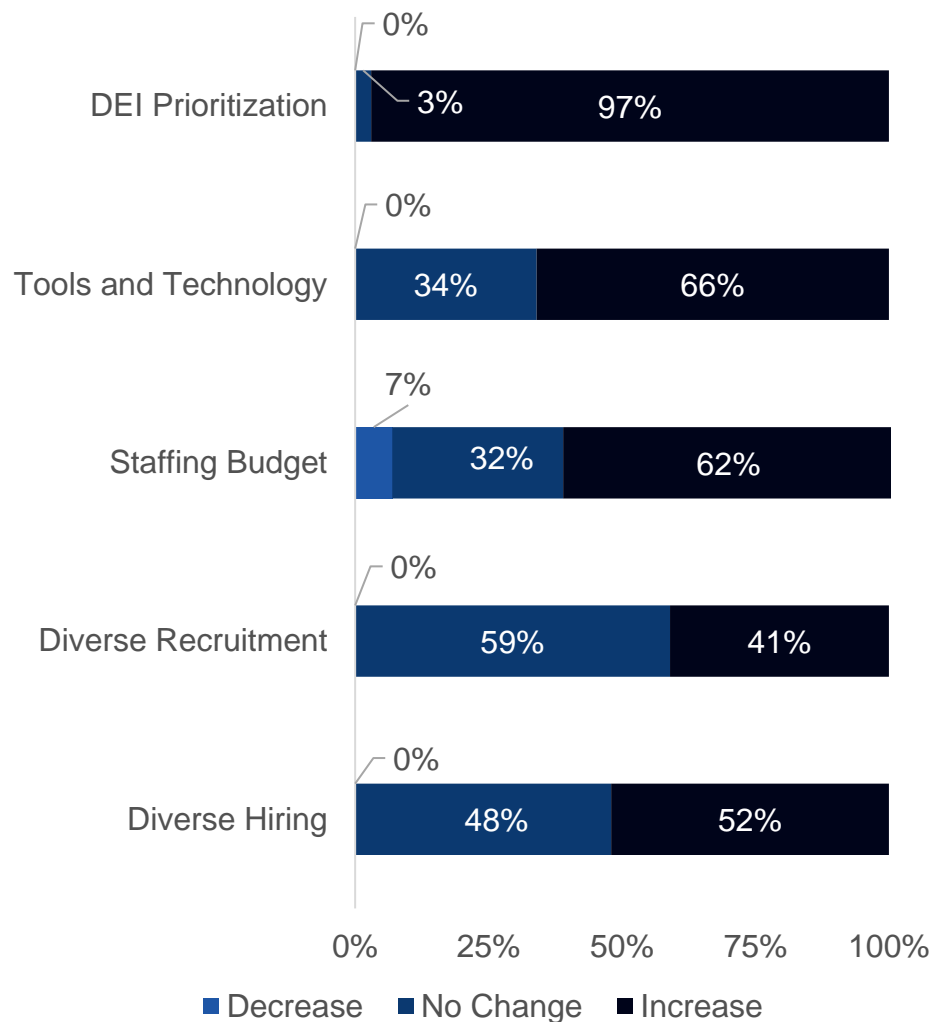


Companies are showing signs of improvement when it comes to their governance practices, which should lead to a more inclusive environment for Hispanic leaders.

HACR 2021 CII - Governance

Corporate Response to 2020: GOVERNANCE

For the most part, companies stated that they have increased their efforts to improve DEI efforts in their governance practices.





THANK
YOU!

Questions?



research@hacr.org



www.hacr.org/cii

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