



Inclusive Banking SAMPLE Scorecard*
FOR INFORMATIONAL USE ONLY

Category	Segment	Q1 202_	Q2 202_	Q3 202_	Q4 202_	Aspirational Target (Percent or Range)	Ultimate Target Date
Inclusion Training (<i>number of trainings offered, percentage employees and leadership attending trainings offered, etc.</i>)	Total Company					___ # of trainings offered ___ % of participation	TBD
	In Leadership Positions					___ # of trainings offered ___ % of participation	TBD
Employee Engagement (<i>surveys, etc.</i>)	Total Company					___ % increase in employee engagement	TBD
Expanded Talent Recruiting (<i>total pool, interviewed, offers extended and accepted</i>)	Total Company					___ # of candidate sources used in total pool	
						___ # of new candidate sources added	
						___ # of candidates extended offers	
						___ % of candidates accepting offers	
Employee Resources Groups (ERGs)	Total Company					___ # of employee resource groups ___ % of employees participating ___ # of inclusive banking-specific events hosted	TBD
Mentor Programs	Total Company					___ % of employees interested or participating in mentor programs	TBD
	In Leadership Positions					___ % of senior leaders/managers involved in mentor programs	
Suppliers and Vendors	All Businesses					___ % of business going to new suppliers to the bank ___ amount spent with new suppliers to the bank	TBD

Footnotes: Should include the tactics used (employee resource groups, employee surveys, types of training offered, involvement in community events, etc.), how performance is measured, the review process (e.g., how often target ranges are reviewed and who is reviewing/approving them), definitions for categories and segments used, etc.

***This sample scorecard is being provided for INFORMATIONAL USE ONLY to assist members in developing their own scorecard. The layout, categories used, and timeframes measured are for demonstration purposes only. Member banks should include appropriate personnel from human resources, compliance, legal, etc., as they develop their own scorecard.**