



**Diversity and Inclusion SAMPLE Scorecard\***  
*FOR INFORMATIONAL USE ONLY*

<b>Category</b>	<b>Segment</b>	<b>Q1 2020</b>	<b>Q2 2020</b>	<b>Q3 2020</b>	<b>Q4 2020</b>	<b>Aspirational Target (Percent or Range)</b>	<b>Ultimate Target Date</b>
Diversity & Inclusion Training	Total Company					____%	TBD
Employee Engagement ( <i>survey, resource groups, etc.</i> )	Total Company					____%	TBD
Minorities	Total Company					____%	TBD
	In Leadership Positions					____%	
	Board of Directors					____%	
Women	In Leadership Positions					____%	TBD
	Board of Directors					____%	
Veterans	Total Company					____%	TBD
Individuals with Disabilities	Total Company					____%	TBD
Suppliers and Vendors	Women-Owned Businesses					____%	TBD
	Minority-Owned Businesses					____%	

**Footnotes:** Should include applicable employment law language where appropriate (EEO, ADA, etc.), as well as 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 (e.g., minorities, leadership positions), 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.**