



Scorecard FAQs

What are you doing with this information?

Business Equity for Indy (BEI) is on a mission to drive change and advance racial equity in Indiana-based communities. With this information, we are creating a robust scorecard that will present annualized data regarding racial equity in three prioritized areas: People, Procurement, and Policy. Reporting and dashboarding will aggregate such that no information, results, or analysis can be correlated to a specific organization or individual. The scorecard will eventually be presented on the BEI website for transparency in the progress towards our racial equity goals.

Who has access to the information?

The only entities that have access to the information are BEI-CICP and Engaging Solutions. This data is treated as confidential and will be aggregated in such a way that no company's responses are identifiable to the public.

How is the information collected?

Information is collected via SurveyMonkey survey. A link to the survey will be provided in an email from the CICP team. We will also provide an Excel and PDF version of the survey to allow companies to gather data internally before submitting via survey. For further details, please read the "Collection Process" section.

How often do I provide the data?

Data will be collected on an annual basis via survey.

What if we don't collect certain information? Who can I contact for help? Can I still be a member?

Yes, you can still be a member! If you aren't currently collecting certain data points requested in the survey, we recommend creating a plan to collect them for next year's survey. In the meantime, please fill out the response as "not collecting" where applicable. If needed, please contact Kristen Lampkin for help.

Do I need to send the Excel version of the survey to anyone?

No. The Excel version is a tool created for companies to collaborate internally to collect and verify data before submitting the responses via SurveyMonkey.

Will I be able to change my survey responses?

While you are taking the survey, you can review and change your responses. However, as soon as you submit the survey, responses can not be changed via survey. This is why we recommend double checking your responses before submitting the survey.

I submitted the survey and realized a response was incorrect. What do I do?

That's okay! We appreciate data integrity and accuracy. Simply contact Kristen Lampkin and she will connect you to one of our data analysts to correct any responses as needed.



Scorecard Collection Process

The data collection process will take place on an annual basis via online survey.

What you will receive in an email from BEI-CICP:

- 1.SurveyMonkey survey link
- 2.Excel version of survey
- 3.PDF version of survey

Data collection process:

- 1.Use the PDF version to review survey questions and response options.
- 2.Use the Excel and PDF version of survey to collaborate internally to collect data and formulate responses.
- 3.Click the survey link and fill out responses based on collected data.

If you have any questions or experience technical issues, please read the FAQs. If further assistance is needed, please contact Kristen Lampkin.

BEI Scorecard Metrics and Definitions

The following metrics and definitions are based on Indiana-based data only. The bold points represent aggregated metrics while the measurements reflect the data that we collect.

People:

- **Hires by race/ethnicity:** % of total hires aggregated by race/ethnicity.
-Measurement: the number of employees hired throughout the year by race/ethnicity divided by the number of total employees hired throughout the year.
- **Promotions by race/ethnicity:** % of total promotions to executive management level aggregated by race/ethnicity.
-Definition: Executive management level: A High-level strategic or operational leader, who oversees large or multiple strategic programs/projects, and is or reports to a member of the c-suite.
-Measurement: the number of employees promoted throughout the year by race/ethnicity divided by the total number of employees promoted throughout the year.

- **Retention:** % voluntarily left, and involuntarily left aggregated by race/ethnicity.
 - Measurement: the number of employees voluntarily left by race/ethnicity divided by the total number of employees voluntarily left.
 - Measurement: the number of employees involuntarily left by race/ethnicity divided by the total number of employees involuntarily left.
- **Upskilling/work-based learning enrollment:** % of employees enrolled in upskilling/work-based learning programs aggregated by race/ethnicity.
 - Measurement: the number of employees enrolled by race/ethnicity divided by the total number of employees enrolled.
- **Participation in BEI people programs:** the number of events attended, and the types of events attended (types provided on survey).

Procurement:

- **Black-Owned Business Spend (BBE spend):** % of total spend that goes towards Black-Owned Businesses.
 - Measurement: total BBE spend divided by total spend.
- **Black-Owned Business Prime Contracts:** % of contracts that are for Black-Owned Businesses.
 - Measurement: total number of BBE contracts divided by the total number of contracts.

Policy:

- **Companies that Lobby:** % of companies that lobby or advocate politically.
 - Measurement: number of companies that lobby divided by total number of companies.
- **Companies involved with BEI's Policy Task Force:** % of companies that were involved.
 - Measurement: number of companies involved divided by total number of companies that lobby or advocate politically.
- **Companies that track interest in organization engaging on public policy issues to advance racial equity:** % of companies that track interest.
 - Measurement: number of companies that track interest divided by total number of companies that lobby or advocate politically.
- **Companies that engaged in BEI Policy priorities:** % of companies that engaged.
 - Measurement: number of companies that engaged divided by total number of companies that lobby or advocate politically.
- **Public Policy Issues (open-ended):** short and medium-term public policy risks for companies.
 - Measurement: open-ended, find common themes.