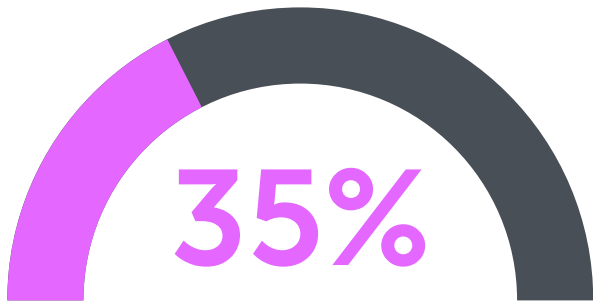


# 2024 BEST COMPANIES FOR MULTICULTURAL WOMEN

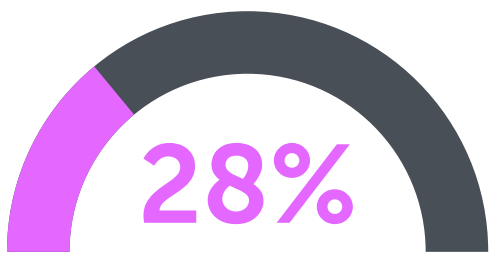
What makes them the best?

## IMPROVING REPRESENTATION

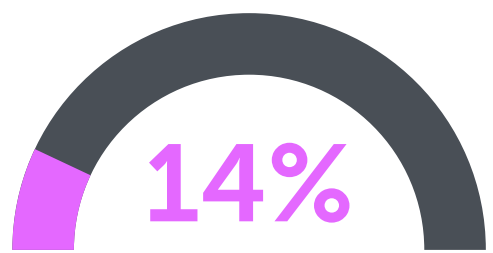
Multicultural Women are:



of new hires



of promotions

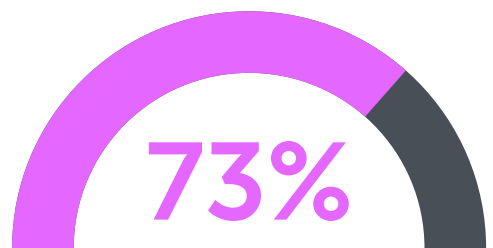


of CEO direct reports

## RECRUITMENT, RETENTION AND ADVANCEMENT

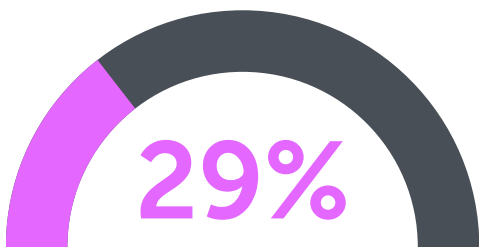


94% have formal mentoring programs

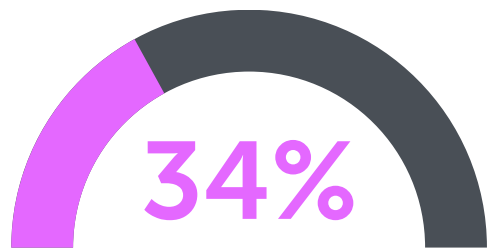


have formal sponsorship programs

Multicultural Women are:

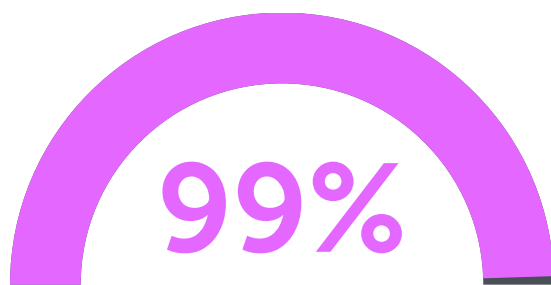


of mentees

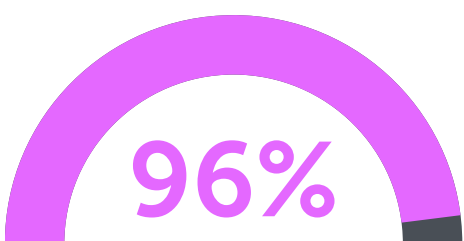


of sponsored protégés

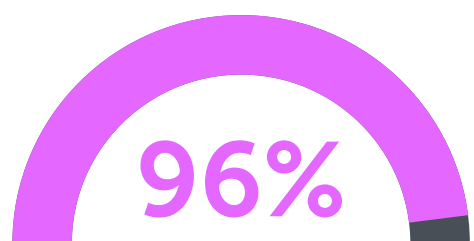
## CORPORATE CULTURE



conduct pay-equity analyses



96% use engagement surveys to understand differences



audit HR processes to address bias