

The Progress Hub

Focus, track, and amplify your diversity, equity, and inclusion (DEI) efforts with **measurable impact**

Pay Equity Leading
You're in the top 20% compared to companies in your industry

Career Development Developing
Your in the bottom 20% compared to companies in your industry

Pacesetter
Leading
Maturing
Developing
Starting

Improve your rating by introducing these policies

Great news, you're eligible for endorsement!

WORK
ENDORSED EMPLOYER FOR ALL WOMEN
work180.com

Guesswork and good intentions don't drive DEI

An estimated \$7.5 billion was spent on DEI-related efforts in 2022. This is set to double by 2026 and, yet, companies continue to report slow and unsatisfactory results.

*Source: "Diversity and Inclusion (D&I) – Global Market Trajectory & Analytics", Global Industry Analysts Inc.

But giving up isn't an option

From customers and job candidates to clients and investors, people care about your company's commitment to DEI.

In fact, **four in five respondents to our survey of women and marginalized groups** said they want to know what employers are actually doing to create a diverse and inclusive workplace.

It's time to make real progress (and prove it)

The Progress Hub is the all-in-one DEI assessment, tracking and reporting tool helping teams do exactly that:



"We have used it for strategic discussions and prioritizing the next year's focuses as well as to support budget requests and business cases. It has proved an invaluable resource for us."



 **62%**

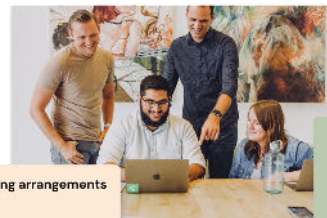
of respondents to a recent **WebMD Health Services survey** said their company's DEI programs aren't effective.

(46% even said they felt personally failed by the programs.)



"I'm not interested in seeing rainbow logos promoting alleged company values – I want to see the policies that give equal access to parental leave and other benefits for LGBTQIA people, for example."

What Women Want Report 2023 survey participant



Flexible working arrangements
Leading

You're in the top 20% compared to companies in your industry

Inclusive culture
Developing

You're in the bottom 20% compared to companies in your industry

Pacesetter
Leading
Maturing
Developing
Starting

 Improve your rating by introducing these policies

Meet more of the organizations we support

 **ATLASSIAN**



BHP



 **Microsoft**

J.P.Morgan

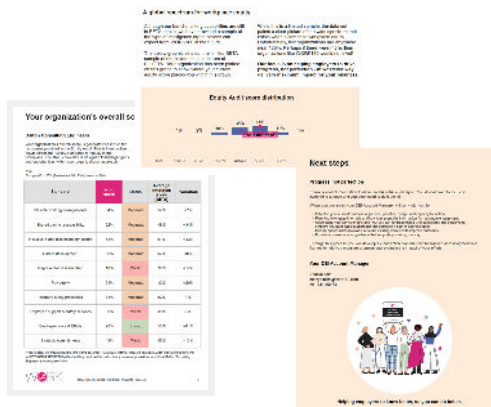
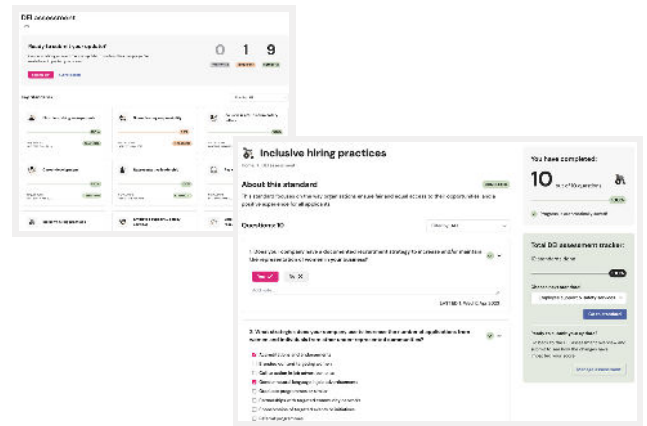
How does The Progress Hub work?

The Progress Hub is a suite of tools and services providing the data and knowledge you need to make a real impact.

The DEI assessment

At the heart of The Progress Hub is a comprehensive yet simple-to-complete assessment, which asks a series of questions about key drivers of DEI.

- ✔ Analyze the right things, in the right way
- ✔ Gain a holistic view of your organization
- ✔ Ensures an intersectional lens is applied



The DEI report

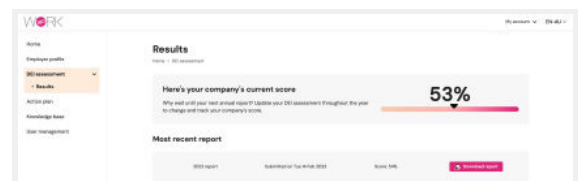
Your assessment will generate an annual report packed with key metrics to better understand and benchmark your DEI efforts.

- ✔ Identify current strengths and quick wins
- ✔ Inform a clear and focused action plan
- ✔ Benchmark efforts against other organizations

Reporting and tracking

Every time you update your reporting area with progress such as policy improvements, the tracking tool will translate your efforts into hard numbers — including your company's overall DEI rating.

- ✔ Engage and maintain stakeholder buy-in
- ✔ Keep teams focused and on track
- ✔ Prove wins, internally and externally



Feel supported every step of the way with access to expert guidance from your dedicated DEI Account Manager.

There's never a wrong time to make sure you're getting it right

Deep in your strategy or just starting out? The Progress Hub was designed and developed by experts to support teams at all stages of their DEI journey.

What teams tell us they love about their Progress Hub

- ✓ Easy-to-use
- ✓ Uncomplicated data
- ✓ Comprehensive report
- ✓ "Eye-opening" insights
- ✓ Cross-team collaboration
- ✓ Expert support



"The DEI assessment was a great opportunity for EDL to see the areas we're doing really well in and also understand some opportunities for improvements. Having this clear report will be helpful to continue to build on our D,E&I strategy."

EDL



"The DEI assessment provided us with a real and transparent review of some of our company's weaknesses and strengths. There is a sense of pride from the results because it reflects the value and support that we as a team have placed behind our DEI efforts...."

String & Key



"Sometimes this D&I work can be a little daunting, as it is not always clear how you stack up against other companies, or where to start. The audit not only gave us these insights, but through the action planning sessions with Jessie, gave us an actionable and targeted D&I roadmap to roll out at Finder over the coming 12 months."

Finder

Frequently asked questions

How long does the DEI assessment take to complete?

By reviewing the assessment and gathering the data first, teams can complete the assessment within one to two hours. However, the assessment can be started, paused, and completed at your team's chosen pace.

Which team members need to be involved in the assessment? (And will you need to survey our employees?)

The assessment focuses on a wide range of hard indicators of DEI efforts in your organization. This requires knowledge from the team member/s responsible for DEI, HR, Employer Value Proposition, Talent Acquisition, and People and Culture.

This doesn't require any employee surveys, but we encourage teams to let everyone know about the assessment (and The Progress Hub as a whole). This is a great way to establish and/or solidify your company's genuine commitment to real progress!

Do I need to provide copies of company policies or case studies?

No. The Progress Hub is here to help teams focus, track, and measure DEI efforts. It's therefore in the interest of users themselves to ensure the accuracy of all information provided.

Are the results published publicly?

No. However, employers eligible to become a [WORK180 Endorsed Employer](#) receive a dedicated profile on our platform — which is a trusted resource for job-seeking women and marginalized groups. This profile page includes information about the endorsed organization, including current job vacancies, and select information from the DEI assessment (such as your company's benefits and policies).

To see exactly what information is displayed, [check out our employer directory](#).

How much does The Progress Hub cost?

Pricing depends on your company's size, needs, and stage of your DEI journey. For example, eligible employers who choose to become a [WORK180 Endorsed Employer](#) receive The Progress Hub as part of their package. To find out pricing for your organization, [request a call with one of our team](#).

Is technical support provided with The Progress Hub?

The Progress Hub is extremely user-friendly. In the rare case questions or issues arise, our dedicated DEI Account Managers are here to help.

More questions?

Arrange a call with our team at a time that suits you at:

work180.com/request-a-call



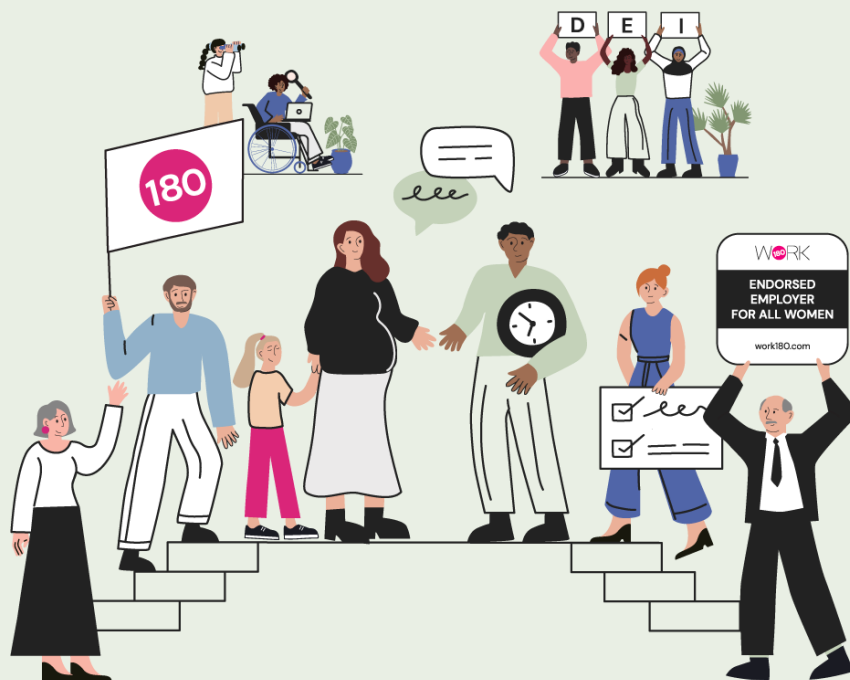
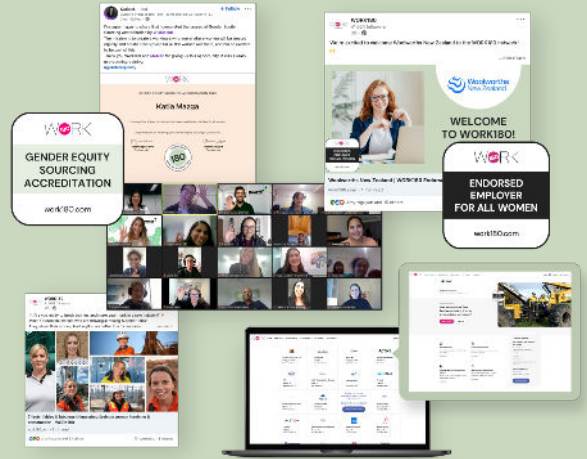
About WORK180

WORK180 helps organizations of all sizes and stages of their DEI journey to build and benefit from a truly diverse workforce.

We provide a wide range of expert tools, guidance, and (for eligible employers only) a globally recognized endorsement.

Find out more at:

work180.com/how-we-can-help



work180.com

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