



## Global Supplier Diversity & Inclusion Reaching the Gold Standard

As a WEConnect International member, you understand the value of supplier diversity and inclusion. We have developed a Gold Standard Checklist to help you assess your global supplier diversity and inclusion program and identify potential areas for improvement.

### **Policy Assessment – Worth 19 Points**

#### *Corporate Global Supplier Diversity & Inclusion Policy – Worth 7 Points*

Points	Score	
1		Clearly articulated business case with R.O.I.
1		Documented policy
1		Aligned with the organization's mission, goals & business strategy
2		Enterprise-wide
2		Measurable objectives

Score \_\_\_\_\_

#### *Senior Management Support – Worth 8 Points*

Points	Score	
1		Written CEO Statements, visible on the Annual Report & the company website
1		Executive level champion
1		Adequate budget with dedicated resources & full-time staff, including global process manager with significant control or influence over purchasing
1		Business unit / department advocates, especially in all revenue producing business units & in-country business operations
1		Supplier Diversity & Inclusion events actively supported and attended by senior management
1		Active leadership & support in relevant supplier diversity organizations

1		Success recognized
1		Senior management is supporter of processes

Score \_\_\_\_\_

### *Senior Management Review – Worth 4 Points*

Points	Score	
1		Board level Executive Advisory Council (internal company)
1		All management levels accountable
1		Performance reviews conducted quarterly
1		Annual results published in the Annual Report and on the company website

Score \_\_\_\_\_

TOTAL POLICY SCORE \_\_\_\_\_

### **Planning – Worth 18 Points**

#### *Corporate Global Supplier Diversity & Inclusion Plan – Worth 8 Points*

Points	Score	
1		Integral part of planning process
1		Included in unit objectives & goals with measurable unit objectives
1		Includes all products & services
1		Meets quality system requirements
1		Clear, actionable items with stated values
1		Process orientation
1		Includes full range of inclusion categories including women, ethnic minorities & LGBTs
1		Clear definitions & standards established for each country as needed, & compliance with relevant Laws & Regulations with specific focus on privacy laws in Canada and the EU

Score \_\_\_\_\_

*Customer Specific Plans – Worth 3 Points*

Points	Score	
1		Detailed and specific
1		Long-term & short-term measurable goals
1		Meets quality system requirements

Score \_\_\_\_\_

*Supplier Development Plans – Worth 7 Points*

Points	Score	
1		Defined performance goals
1		Included in standard processes
1		Joint improvement teams
1		Meets quality system requirements
1		Plans include mentoring, education, scholarships, & networking opportunities
1		Diverse suppliers are developed to potential underutilized product/service/commodity areas
1		Capacity building activities carried out, encouraging JVs, mergers & acquisitions, & providing technical assistance

Score \_\_\_\_\_

TOTAL PLANNING SCORE \_\_\_\_\_

## Processes & Standards – Worth 41 Points

*Internal Communication – Worth 7 Points*

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Points	Score	
1		Feedback regularly solicited
1		Company-wide awareness
1		Information disseminated regularly (minimum quarterly) via newsletters, blogs & intranet
1		On-going education, to include training programs for procurement executives & sourcing teams, especially in target markets
1		Included in employee orientation
1		Special education for sales to include Supplier Inclusion Toolkit for sales to use in contract negotiation
1		Recognition provided (minimum annually)

Score \_\_\_\_\_

## *External Communication – Worth 5 Points*

Points	Score	
1		Feedback regularly solicited
1		External training classes held
1		Timely proposal feedback provided
1		Supplier Diversity & Inclusion Team contact information (including names & titles) available on company website
1		Participation in benchmarking with other successful corporations to identify best practices

Score \_\_\_\_\_

## *Customer & Supplier Teaming – Worth 8 Points*

Points	Score	
1		Feedback regularly solicited
1		Joint improvement plans
1		Standard content in RFXs
1		Inclusion plans required

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1		End-to-end processes reviewed
1		Quarterly performance reports
1		Included in supplier evaluations
1		Special financial consideration re: favorable payment terms

Score \_\_\_\_\_

## *Recruitment – Worth 7 Points*

Points	Score	
1		Active participation in trade fairs and events with objectives & a method to measure outcomes
1		Identification resources utilized; supplier diversity & inclusion database & sourcing tools are maintained & integrated into the purchasing process
1		Supplier Diversity & Inclusion Outreach including matchmakers & “How to do Business with Us” seminars
1		Company web site provides global access and includes program details & list of products and services purchased
1		Inclusive suppliers included in all formal bid processes
1		RFPs/RFQs/RFIs have standard language in place to identify diverse suppliers
1		Cooperate with other corporations to share top performing diverse suppliers

Score \_\_\_\_\_

## *Third Party Certification – Worth 3 Points*

Points	Score	
1		Certification standards established
1		Inclusive suppliers verified
1		Status re-verified on a regular basis

Score \_\_\_\_\_

## *Tier 2 Program – Worth 8 Points*

Points	Score	
3		Active 2nd Tier Program in place
2		Requirement for measurable goals with all key suppliers beginning with RFP process
2		Performance reviews to include supplier inclusive spend, documented efforts to achieve established goals
1		Requirement for suppliers to have an active Tier 2 program in place with regular reporting in place (Tier 3 for company).

Score \_\_\_\_\_

## *Internal Standards – Worth 3 Points*

Points	Score	
1		Standards that clearly define which 1st Tier diverse suppliers that are being tracked, e.g., categories, certified, which 3rd party certifications are accepted, self-registered, etc.
1		Standards that clearly define 2nd Tier program tracking, e.g., categories, certified, which 3rd party certifications are accepted, self-registered, etc.
1		Standards for diverse supplier partnerships and/or joint ventures e.g., 51% minimum diverse ownership & control, categories accepted, certified, which 3rd party certifications are accepted, self-registered, etc.

Score \_\_\_\_\_

TOTAL PROCESSES & STANDARDS SCORE \_\_\_\_\_

## **Measurement, Tracking & Reporting – Worth 18 Points**

Points	Score	
4		Clearly stated measurable goals established for the company by geography, sourcing area & inclusive category/commodity as applicable
4		Performance measured against goals (minimum quarterly)

2		Goals reviewed and updated regularly (minimum annually)
2		Tracking captures total supply chain spend
2		Tracking captures majority of non-traditional spend, e.g. legal & treasury services, IT & HR outsourcing, etc.
1		Results reported including to C-Suite level (minimum quarterly)
1		Information readily accessible to internal stakeholders
1		Tracking of inclusive supplier savings/cost reduction
1		Tying inclusive spend & goal achievement to market access, revenue generation & customer satisfaction

TOTAL MEASUREMENT, TRACKING & REPORTING SCORE \_\_\_\_\_

### Accountability – Worth 4 Points

Points	Score	
2		Supplier inclusion performance is linked to senior management & key staff compensation
2		All levels of management are accountable for inclusive supplier development

TOTAL ACCOUNTABILITY SCORE \_\_\_\_\_

**FINAL SCORE** \_\_\_\_\_