

THE HACR CORPORATE INCLUSION INDEX (CII)

WHAT DOES THE HACR CII MEASURE?

Asks qualitative and quantitative questions about companies' inclusion and diversity efforts in the four areas of

- EMPLOYMENT
- PROCUREMENT
- PHILANTHROPY
- GOVERNANCE

HOW ARE COMPANIES RATED?

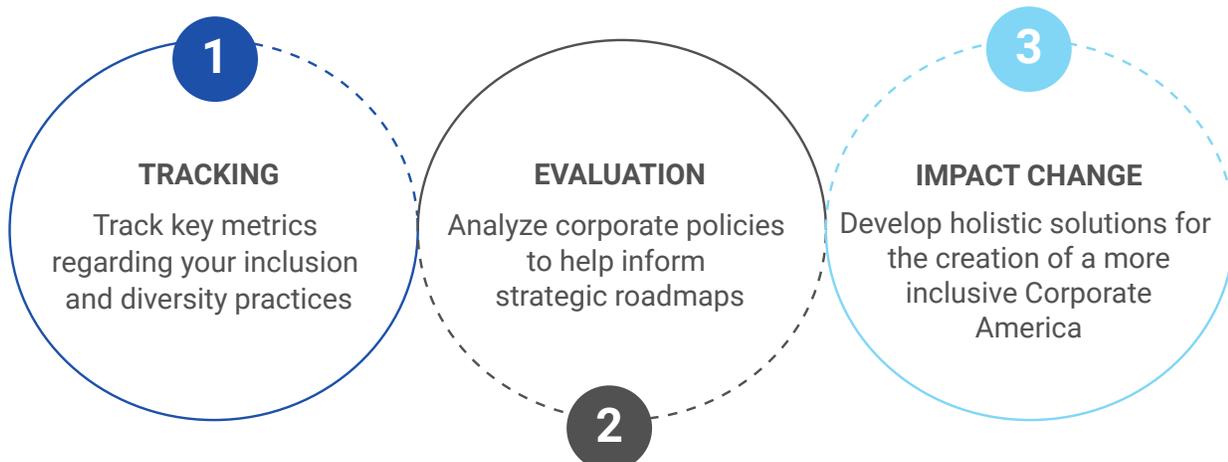
- The **practice assessment** consists of twenty-five elements which examine what type of support or infrastructure a company has in place for Hispanic diversity and inclusion. These questions are comprised of a series of yes or no and multiple choice questions.



- The **outcomes assessment** consists of five elements and examines key indicators or measures by which companies evaluate progress on Hispanic diversity and inclusion. These questions are typically quantitative in nature.

= OVERALL RATING

HOW WILL THIS HELP MY COMPANY?



THE HACR CII IN 5 EASY STEPS

The Hispanic Association on Corporate Responsibility (HACR) Corporate Inclusion Index (CII) takes a comprehensive measurement of the business practices and corporate strategies of participating companies around HACR's four pillars: Employment, Procurement, Philanthropy, and Governance.



Step 1: Learn About the Survey

There are no fees to participate in our survey. Reach out to the HACR research team (research@hacr.org) to learn more about the HACR CII and the rating system. We are willing to answer any questions you may have before you begin the survey.



Step 2: Begin the Survey*

Once you've agreed to take the survey, the HACR research team will send you an email containing a link to login to begin the survey via our secure, online platform.



Step 3: Complete the Survey*

The HACR CII survey is comprised of questions created by the HACR Research Institute from over 10 years of research and conversations with *Fortune* 500 companies about their diversity and inclusion practices and the measures in place to evaluate their progress.



Step 4: Schedule a Review Call

Once you've submitted the survey, you will receive a link to schedule a review call with the HACR research team. The purpose of the call is to go over your submission and any questions you may have, as well as help identify opportunities for improvement or highlight best practices on diversity and inclusion.



Step 5: Submit Survey Edits for a Final Rating

Should you want to make any changes to your answers following the preliminary ratings review call, you will be given a short window of time to do so. Once you've submitted your changes, the HACR research team will send you a document with your final ratings for the year.

**The 2022 HACR Corporate Inclusion Index survey will be open from
January 10, 2022 – April 22, 2022.*



HACR Corporate Inclusion Index (CII) 2022 Timeline

The [HACR Corporate Inclusion Index \(CII\)](#) takes a comprehensive measurement of the business practices and corporate strategies of participating companies around HACR's four pillars of Employment, Procurement, Philanthropy, and Governance.

DATE	EVENT
January 10, 2022	2022 HACR CII OPENS
April 22, 2022	2022 HACR CII CLOSES
June 10, 2022	2022 HACR CII Review Calls Completed
June 17, 2022	2022 HACR CII Review Data Due
<p><i>2022 HACR CII review calls will be conducted on a rolling basis. Be sure to schedule your review call upon submission of your survey via Calendly link.</i></p> <p><i>To be listed as a 2022 HACR CII participant, your review must be completed by June 10, 2022 and all CII data must be finalized by June 17, 2022.</i></p>	
September 2022	2022 HACR CII Report Release

Beginning in January 2022, the HACR Research Institute will release the first of a series of webinars that will provide participants with supplemental information on such topics as changes and additions made to the 2022 survey, how to respond to questions, terminology, among other topics.

For more information on the 2022 HACR CII or to be sure that your company receives an invitation to participate, please contact the HACR Research Institute via email at research@hacr.org or by phone at (202) 682-4012.