

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?

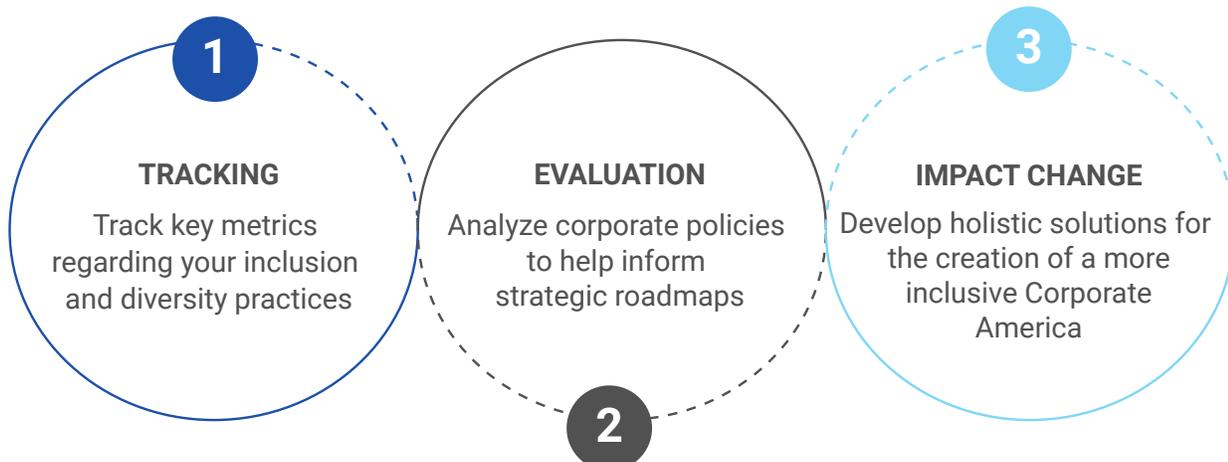
- The **practice assessment** consists of twenty-five elements which examine what type of support or infrastructure a company has in place for Hispanic diversity and inclusion. These questions are comprised of a series of yes or no and multiple choice questions.



- 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 a company agrees to take the survey, the HACR research team will send the primary point of contact an email containing a unique 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. The survey is open for three months.



Step 4: Schedule a Review Call

The purpose of the review call is to go over your submission data with the HACR research team. We will discuss 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

Participating companies will receive an individual summary assessment of its Hispanic diversity and inclusion efforts. The attained rating will indicate the company's performance on Hispanic inclusion best practices and outcome measurements. The rating documents are confidential to the company and designed to support discussion and strategy development with internal stakeholders. 5-star rated companies are publicly recognized by HACR in our annual CII report and HACR Annual Symposium conference.

**The 2023 HACR Corporate Inclusion Index™ survey will be open from
January 10, 2023 – March 31, 2023.*





HACR Corporate Inclusion Index™ (CII) 2023 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, 2023	2023 HACR CII OPENS
March 31, 2023	2023 HACR CII CLOSES
June 9, 2023	2023 HACR CII Review Calls Completed
June 16, 2023	2023 HACR CII Review Data Due
<p><i>2023 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 2023 HACR CII participant, your review must be completed by June 9, 2023 and all CII data must be finalized by June 16, 2022.</i></p>	
October 2023	2023 HACR CII Report Release

For more information on the 2023 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.