

FACTS & FIGURES

In the past, we've often looked at demographic data from the Census Bureau and the Bureau of Labor Statistics to tell the story of the experience of Black Americans. In 2023, we want to focus specifically on data that we collect, which tells a story of how various groups across the dimensions of diversity are experiencing the workplace at companies who compete in our annual Top 50 assessment.

In honor of Black History Month, we have dissected two categories of the survey. The first is the Top Companies for Black Executives, a key indicator in how companies build representation at the senior management and Board of Directors level. The second is the Top Companies for Talent Acquisition of Women of Color, a metric that shows how companies are moving the needle on employment of one of America's most marginalized and underappreciated groups.

Both lists can be viewed [HERE](#)

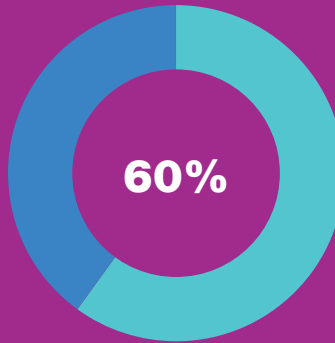
CHARACTERISTICS OF TOP COMPANIES FOR BLACK EXECUTIVES

50%

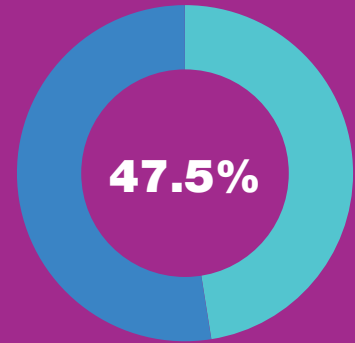
of those with regional diversity councils have monthly meetings instead of quarterly like

60%

of the Top 10



60% have corporate-wide employee resource groups sponsored Level 1 (CEO and Direct Reports) compared to 47.5% for the Top 10 Companies for Diversity



100%

offer formal continuing education for employees

100%

have ESG commitments communicated in the company's purpose and core values, both internally and externally

100%

have systematic efforts to achieve parity in gender representation in management by a specific timeframe

HUMAN CAPITAL FIGURES

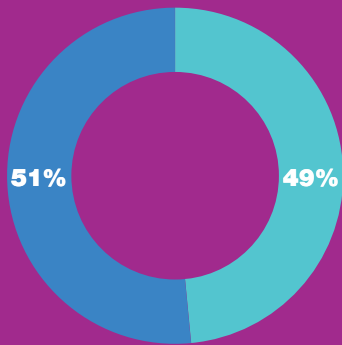
LEVEL	DEMOGRAPHIC	TOP 10	TOP 50	TOP BLACK EXECUTIVE COMPANIES	ALL SURVEY PARTICIPANTS
Workforce	Black Men	5.3%	6.3%	5.0%	5.6%
Workforce	Black Women	6.3%	7.4%	7.4%	8.2%
Management	Black Men	3.0%	3.6%	3.5%	3.4%
Management	Black Women	3.3%	4.2%	4.5%	4.3%
Board of Directors	Black Men	6.9%	7.1%	8.5%	7.3%
Board of Directors	Black Women	6.6%	4.9%	4.8%	5.0%

FACTS & FIGURES

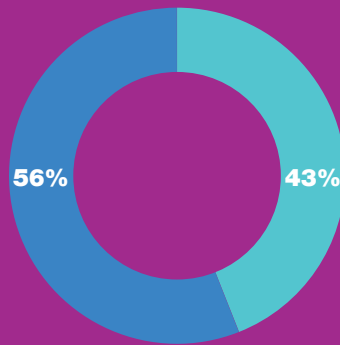
CHARACTERISTICS OF TOP COMPANIES FOR TALENT ACQUISITION OF WOMEN OF COLOR

Gender Parity – Workforce demographics for these companies

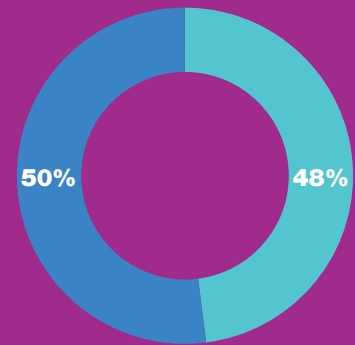
Women  Men 



Overall Workforce



Overall Management



Executive Diversity Council

50%

have talent acquisition and talent development taking responsibility for DEI rather than HR, compared to

30%

of the Top 10

2X



The number of employees who have some diversity responsibilities as well as responsibilities within another department are more than twice that of the Top 10.

EXTERNALLY-SOURCED FACTS AND FIGURES

LEVEL	CURRENT	UPDATED	YEAR
Black US Population	46.7M	46.8M	2022
Projected Growth by 2060	60.7M	60.7M	2022
Civilian Labor Force	33.5M	21.4M	2021
Median Income	61.9K	67.5K	2020
Black Median Income	44.5K	48.3K	2021
Black Buying Power	1.4B	1.6T	2022
Black Buying Power US	1.53B	1.6T	2022

SOURCE

- <https://www.pewresearch.org/social-trends/2021/03/25/the-growing-diversity-of-black-america/>
- <https://www.census.gov/content/dam/Census/library/publications/2020/demo/p25-1144.pdf>
- <https://www.bls.gov/news.release/empsit.t02.htm>
- <https://www.census.gov/library/publications/2021/demo/p60-273.html>
- <https://www.statista.com/statistics/203295/median-income-of-black-households-in-the-us/>
- <https://www.cnbc.com/video/2022/02/01/black-spending-power-reaches-record-1-point-6-trillion-but-net-worth-falls.html>
- <https://www.cnbc.com/video/2022/02/01/black-spending-power-reaches-record-1-point-6-trillion-but-net-worth-falls.html>