

BEST COMPANIES FOR MULTICULTURAL WOMEN 2020

By the Numbers

Corporate interest in hiring and promoting multicultural women is rising dramatically. Participation in this initiative, which tripled from 2018 to 2019, was up another 12 percent this year.

Organization	Years on List	Total US Employees	Multicultural Women: Percentage of Workforce	Multicultural Women: Percentage of Managers	Requires Diverse Interview Slates	CEO OKs Compensation Tied to Diversity Goals	CEO Holds Leaders Accountable for Advancing Diversity & Inclusion
Abbott ■	1	25,723	22%	14%	✓	✓	✓
AbbVie	2	14,497	18%	19%	✓		✓
Accenture	6	50,377	18%	15%	✓	✓	✓
ADP	6	32,094	22%	14%	✓	✓	✓
Aetna	2	48,487	28%	16%	✓	✓	✓
Anthem Inc. TOP 10	2	62,644	37%	21%			✓
Bank of America	2	169,708	27%	18%	✓	✓	✓
Baptist Health South Florida	2	19,483	56%	48%			✓
Blue Cross NC	2	4,683	41%	27%			✓
Boston Scientific	2	15,367	13%	7%	✓	✓	✓
Capital One Financial Corporation	2	40,663	28%	13%	✓		✓
CareFirst BlueCross BlueShield	2	5,493	32%	30%	✓		✓
Colgate-Palmolive Company TOP 10	12	4,413	14%	19%	✓	✓	✓
Diageo North America ■	1	1,953	12%	16%	✓		✓
Eli Lilly and Company ■	1	14,611	13%	10%	✓	✓	✓
Ernst & Young LLP	5	47,805	18%	22%	✓	✓	✓
The Estée Lauder Companies Inc. TOP 10 ■	1	14,625	33%	21%			
First Horizon National Corporation	2	5,596	21%	11%	✓		✓
General Mills ☆	17	13,227	8%	9%	✓		✓
General Motors TOP 10	5	93,114	10%	6%	✓	✓	✓
Horizon Blue Cross Blue Shield of New Jersey	6	5,507	39%	30%	✓	✓	✓
HP	4	13,650	12%	10%		✓	✓

☆ Hall of Fame (at least 15 years on the list) ■ First-Timer

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HSBC ■	1	10,805	23%	15%	✓		✓
IBM ☆ TOP 10	18	350,000*	—	—	✓	✓	✓
Intel Corporation	4	51,873	17%	10%	✓	✓	✓
JCPenney	3	92,877	43%	23%			✓
Johnson & Johnson	2	42,512	15%	14%	✓	✓	✓
JPMorgan Chase & Co. ☆	16	163,914	29%	17%			✓
Kohl's ■	1	94,908	26%	6%		✓	✓
KPMG	12	32,588	16%	16%	✓	✓	✓
1 L'Oréal USA	2	10,931	31%	20%	✓	✓	✓
New York Life	9	8,187	25%	20%	✓		✓
NewYork-Presbyterian ■	1	39,383	44%	34%	✓		
NYU Langone Health ■	1	28,568	40%	33%			✓
PayPal ■	1	11,435	21%	16%	✓		✓
Pillsbury Winthrop Shaw Pittman ■	1	1,323	21%	19%		✓	✓
Procter & Gamble ☆	15	23,119	8%	12%	✓	✓	✓
Prudential Financial	6	18,549	17%	16%	✓	✓	✓
PVH ■	1	18,454	38%	27%			✓
PwC ☆	16	43,322	16%	17%	✓	✓	✓
Sodexo TOP 10	12	119,513	36%	14%	✓	✓	✓
State Farm	11	57,368	23%	13%		✓	✓
Synchrony	2	10,140	30%	17%	✓	✓	✓
T-Mobile USA ■	1	50,184	26%	20%	✓		✓
Unilever TOP 10	2	7,944	20%	14%	✓	✓	✓
U.S. Bank	3	72,952	19%	10%	✓		✓
Verizon ☆ TOP 10	15	129,757	17%	11%	✓	✓	✓
Visa Inc.	2	9,122	20%	19%	✓		✓
WellStar Health System TOP 10	2	19,521	38%	26%	✓	✓	✓
Xerox Corporation ■	1	16,563	8%	8%	✓		
Averages	5	38,973	25%	16%	76%	56%	94%

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