

Latest Best Practice Scores

Scorecard respondents receive an e-mail after they submit their responses using the online Scorecard submission system. This provides their own score and contributes to the average of all employers in the database. We update these averages on a regular basis to reflect new respondents completing the Scorecard.

The table and figures below provide information based on the 364 unique organizations that completed the US version 5.0 of the Scorecard as of December 31, 2023.

Average Scores for Respondents to US Version by Section

Scorecard Section	National Average	Maximum Points
Section 1: Strategic Planning	30	50
Section 2: Organizational & Cultural Support	28	60
Section 3: Programs	12	20
Section 4: Program Integration	8	20
Section 5: Participation Strategies	14	30
Section 6: Measurement & Evaluation	12	20
Overall Score	104	200

Distribution of Respondents by Number of Employees

Number of Employees	Number of Respondents*	Percent of Respondents
Less than 500	111	31%
500 to 4,999	149	42%
5,000 or more	98	27%
Total	358	100%

* Based on 358 employers that provided organization size information. May not sum to 100% due to rounding.

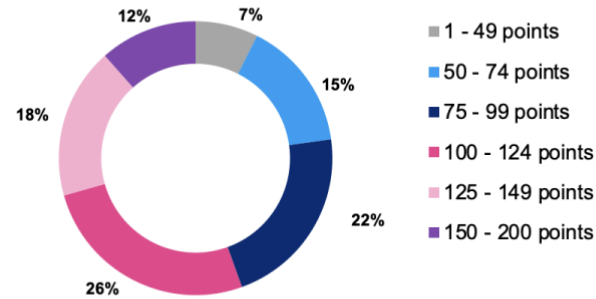
Distribution of Scores by Employer Size

	< 100 employees	100 – 499 employees	500 - 999 employees	1,000 – 4,999 employees	5000-19,999 employees	20,000+ employees
Strategic Planning	29	26	29	30	33	35
Organizational & Cultural Support Programs	25	21	27	28	34	35
Program Integration	9	9	11	12	14	15
Participation Strategies	6	6	8	8	10	12
Measurement & Evaluation	12	12	13	15	17	19
Overall Score	9	10	12	12	15	14
Overall Score	89	83	99	105	124	129

DISTRIBUTION OF SCORES ACROSS RESPONDENTS

Distribution of Total Scores

- U.S. Version: 364 unique completers
- 30% of organizations scoring >125 pts.



Distribution of Scores by Geographic Location

	West (n=125)	Midwest (n=81)	Northeast (n=79)	South (n=76)
Strategic Planning	31	30	29	31
Organizational & Cultural Support	29	27	26	28
Programs	12	11	12	12
Program Integration	8	7	9	8
Participation Strategies	13	15	15	15
Measurement & Evaluation	12	13	11	12
Overall Score	105	101	102	106

Distribution of Scores by Industry Type

	High Tech (n=86)	Tech – prof services (n=64)	Government (n=46)
Strategic Planning	33	31	29
Organizational & Cultural Support	31	29	25
Programs	13	12	12
Program Integration	9	8	7
Participation Strategies	15	14	13
Measurement & Evaluation	12	12	11
Overall Score	113	105	96

	Financial Services (n=36)	Hospitals/Healthcare clinics (n=34)	Higher Education (n=34)	Manufacturing (n=29)	Education (other; n=20)
Strategic Planning	33	33	29	27	31
Organizational & Cultural Support	34	31	30	23	27
Programs	14	12	12	12	12
Program Integration	9	9	8	8	10
Participation Strategies	19	16	14	14	15
Measurement & Evaluation	14	13	12	12	12
Overall Score	122	114	105	96	107

Benchmarking data are only made available when 20+ completers are in a specific category. Therefore, industry type does not currently show all sectors.

Comparison of Special Best Practice Scores (Mental Health and Well-Being, SDOH, and DE&I) by Organization Size

	n	Mental Health	SDOH	DEI
All respondents	364	48	40	40
<100 employees	36	37	28	31
100 – 499 employees	75	34	26	25
500 – 999 employees	48	44	36	36
1,000 – 4,999 employees	101	50	41	41
5,000 – 19,999 employees	72	61	55	51
20,000+ employees	26	62	55	55

*Total score is out of 100 points