

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 325 unique organizations that completed the US version 5.0 of the Scorecard as of June 30, 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	27	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	101	32%
500 to 4,999	126	40%
5,000 or more	92	29%
Total	325	100%

* Based on 319 employers that provided organization size information. May not sum to 100% due to rounding.

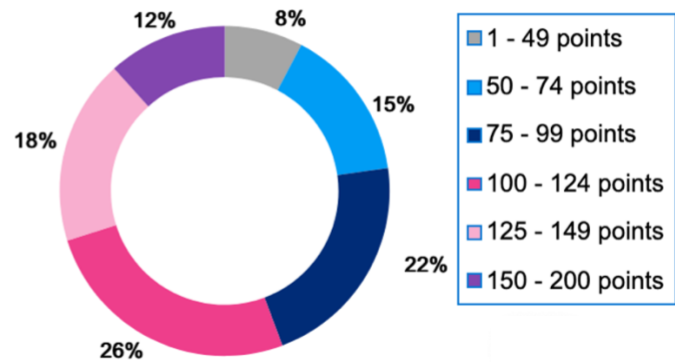
Distribution of Scores by Employer Size

	< 100 employees	100 – 499 employees	500 - 999 employees	1,000 – 4,999 employees	5000-19,999 employees	20,000+ employees
Strategic Planning	29	27	28	30	34	35
Organizational & Cultural Support Programs	25	20	27	27	33	35
Program Integration	9	9	11	12	15	15
Participation Strategies	6	6	7	8	10	12
Measurement & Evaluation	12	11	13	15	17	18
Overall Score	90	83	98	105	123	130

Distribution of Total Scores

- U.S. version: 325 unique completions
- 30% of organizations scoring >125 pts.

DISTRIBUTION OF SCORES ACROSS RESPONDENTS



Distribution of Scores by Geographic Location

	West (n=110)	Midwest (n=73)	Northeast (n=70)	South (n=70)
Strategic Planning	30	30	30	31
Organizational & Cultural Support	28	27	26	29
Programs	12	11	12	12
Program Integration	8	7	9	8
Participation Strategies	13	15	15	16
Measurement & Evaluation	12	13	11	12
Overall Score	103	103	102	108

Distribution of Scores by Industry Type

	High Tech (n=82)	Tech – prof services (n=58)	Government (n=43)
Strategic Planning	33	32	28
Organizational & Cultural Support	31	29	24
Programs	13	12	12
Program Integration	9	8	7
Participation Strategies	15	14	12
Measurement & Evaluation	13	12	11
Overall Score	114	107	93

	Financial Services (n=34)	Hospitals/Healthcare clinics (n=29)	Higher Education (n=29)	Manufacturing (n=27)
Strategic Planning	33	32	31	27
Organizational & Cultural Support	34	30	30	23
Programs	14	12	12	12
Program Integration	10	8	8	8
Participation Strategies	18	15	15	14
Measurement & Evaluation	14	13	13	12
Overall Score	123	110	109	96

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	325	48	40	40
<100 employees	35	37	28	31
100 – 499 employees	66	32	25	25
500 – 999 employees	43	42	34	35
1,000 – 4,999 employees	83	50	41	41
5,000 – 19,999 employees	66	61	55	52
20,000+ employees	26	64	58	57

*Total score is out of 100 points