



CEO GameChanger 2020: Readiness Assessment

1. Does your company have a board sponsor for advancing Black Talent?
2. With the assumption that your organization has a CDO, who does that person report to?
3. Is there a leader explicitly responsible for building and overseeing a strategy to advance Black leaders?
4. Does the CEO sponsor or advocate for the top five Black leaders?
5. Do you use disaggregated data to understand the black employee landscape?
6. What level of leader has access to the disaggregated data (if applicable)?
7. Do you set specific goals for advancing Black leaders annually or as a part of the succession planning process?
8. What process is deployed to understand the Black leader experience at your organization?
9. What accountability components are set to align with the goals of advancing Black leaders?
10. Is turnover data shared with all people leaders?
11. What recruiting best practices has your organization adopted to increase representation for Blacks at the mid to senior leadership levels of the organization?
12. Does your organization have a review process to determine if the goals for advancing Black leaders are being met or not?
13. How has your organization amplified the focus on Black talent other than what is mentioned above (example-do you have an Executive Black Leadership Council)?
14. Does your organization produce a sustainability report and is the representation for Black leaders included in the report?
15. What strategies has your organization deployed to help leaders develop cultural competencies?