



The ELC Index

The Premier Measurement Initiative to Drive Equity and Inclusion for Black Talent

Ten years ago, the Executive Leadership Council (ELC) made a bold commitment to increase the representation of Blacks in the highest echelons of corporate America, specifically in C-suite roles. While strides have undoubtedly been made, there remains an information gap preventing us from accurately assessing progress. There are currently no disaggregated data resources that effectively track this demographic within the C-suite.

To address this critical gap, the ELC is launching a new initiative - The ELC Index. This initiative aims to help organizations measure and accelerate their journey towards racial equity, specifically among their Black employees. The Index will shed light on key organizational best practices (leading indicators) that drive representation goals for Black talent at leadership levels: Talent Strategies; Inclusive Culture; Leadership; and Measurement Maturity.

The social justice movement of 2020 was a catalyst for public pledges by numerous organizations, vowing to create more equitable workplaces. Although these commitments were an encouraging step forward, we believe there is still a considerable journey ahead. The ELC Index will be an essential tool to help organizations measure their progress over time, review their strategies, identify areas of improvement, and ultimately advance racial equity in a meaningful, measurable manner.

The pilot of this initiative marks the beginning of an ongoing partnership with organizations. We are confident that this collaboration will provide the insight and direction needed to move the Diversity, Equity, and Inclusion (DE&I) needle positively for Black professionals. Together, we can create a corporate America that mirrors the diverse society we live in, one that values and uplifts every voice, every talent, every leader.

TIME	PHASE
January 2024	Submissions Open
February - March 2024	Data Collection & Data Validation
March/April 2024	Submissions Close
April - May 2024	Data Analysis
June 2024	Report Finalization

Contact survey@elcinfo.com to sign up, ask questions, and contribute to The ELC Inclusion Index!