

Best Companies for Equal Advancement Opportunity[™]

Summary Report



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INTRODUCTION

Despite decades of progress toward workplace equality, leadership roles in corporate America remain disproportionately out of reach for women and people of color.

- Women comprise 50% of the population and 47% of the entry-level workforce, but hold just 28% of C-Suite positions.
- People of Color make up roughly 40% of the U.S. population and 36% of the entry-level workforce, yet occupy just 21% of C-Suite positions.
- Women of color, in particular, face enormous barriers, losing more ground on each rung of the ladder than any other group (falling from 18% of entry-level jobs to just 6% of C-Suite positions).

Research consistently shows that this persistent lack of diversity in organizational leadership is due to bias and structural inequities—not to an insufficient pipeline of qualified and motivated talent.

Fortunately, there are many things organizations can do to mitigate those artificial barriers and ensure that every individual has an equal chance to compete and advance. From taking the time to source and interview diverse slates of candidates, to actively measuring and addressing any unexplained disparities in recruitment, promotion, attrition, or compensation, this year's *Best Companies for Equal Advancement Opportunity* are taking concrete action to establish a more level playing field for all.

**As we at Parity.Org like to say:
*When the playing field is truly level,
it's anyone's game.***

ABOUT THE SELECTION PROCESS

The Parity.Org Best Companies for Equal Advancement Opportunity™ (also known as The ParityLIST) recognizes organizations that are creating the culture and conditions in which all employees have an equal opportunity to compete and rise.

Companies are rated across a comprehensive rubric covering recruitment, promotion, and compensation practices, as well as specific employee benefits and policies that have been shown to create a more level playing field for all.

The specific policies and practices explored in the application survey are based on the evidence-based best practices described in our ParityMODEL™ whitepapers, available for free download at Parity.Org. Based on extensive research and in-depth conversations with organizations that have achieved diversity in leadership (*not through quotas or mandates but through equal opportunity*), our ParityMODELS empower organizations with concrete strategies for ensuring every employee has an equal shot at success.

2025 Best Companies for Equal Advancement Opportunity[™]

LARGE COMPANIES (>5K Employees)

Alight Solutions

athenahealth

Fortescue

Michael Kors

The Clorox Company

MID-SIZED COMPANIES (1K-5K Employees)

Central Ohio Transit Authority (COTA)

CHG Healthcare

Evolent

I Am Boundless

Lucid Software

Motive

PagerDuty

Rapid7

SMALL COMPANIES (<1K Employees)

Chatbooks

Domo

Employmetrics

Foley Hoag

Guild

North-Star Care, Inc.

Octane

Pink Triangle Press

Recorded Future

Recursion Pharmaceuticals

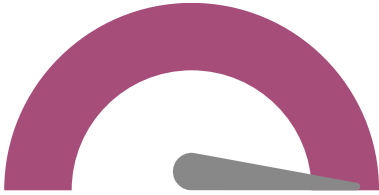
Synctera Inc.

United Way of Salt Lake

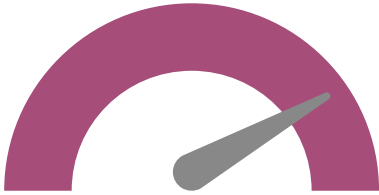
Weave



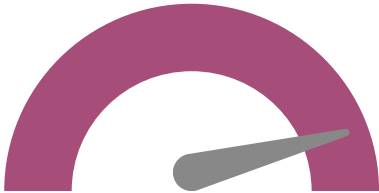
HONOREE HIGHLIGHTS



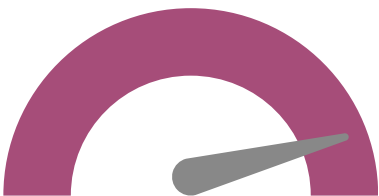
100% have a **zero-tolerance policy for discrimination and harassment**, plus a safe reporting system to help prevent retaliation—*helping to foster a culture of safety, respect, and accountability, foundational components of equal opportunity.*



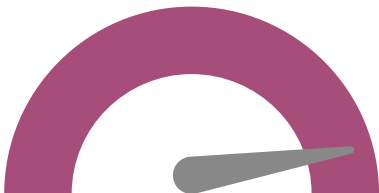
81% conduct **anti-bias training** for all employees and 73% conduct more specialized training for managers—*helping employees recognize and address their unconscious biases, which can influence decision-making, behavior, and workplace dynamics in ways that disadvantage others.*



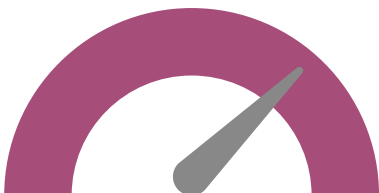
89% have committed to taking the time to source and interview a demographically **diverse slate of candidates** for every open leadership role, VP and above—*rather than defaulting to candidates already known to the hiring manager (a practice that often perpetuates homogeneity).*



89% leverage “**structured interviewing**” through which all job candidates are asked the same questions in a standardized order—to *help reduce the influence that bias and personal impressions can have on interview conversations, so that applicants can be evaluated objectively on more meaningful criteria.*



92% have established **formal pay ranges** for all job roles and/or job bands, and consistently adhere to them—to *ensure that bias and/or personal relationships don’t factor into compensation decisions.*



73% offer equal amounts of **parental leave to both men and women**, and actively encourage men to take their full leave—to *ensure that women aren’t the only ones who must step away from their careers to begin families.*

Organizational

PRACTICES

for creating a more level playing field.

ALL COMPANIES	2025
We have committed to interviewing a demographically diverse slate of candidates for every open leadership role, VP and above.	89%
Have you made that commitment public by taking a pledge like Parity.Org's ParityPLEDGE or something similar?	81%
We require executive recruiters to provide a demographically diverse slate of candidates for every leadership role.	85%
We redact/hide demographic information for hiring managers during their initial resume review process.	39%
We ensure that all interview panels are demographically diverse.	62%
We leverage "structured interviewing" through which all job candidates are asked the same questions in a standardized order.	89%
We have established formal pay ranges for all jobs and/or job bands, and we consistently adhere to them.	92%
Do you transparently publish those pay ranges with all job postings, even when not required by law?	46%
We have established formal and transparent (i.e. written/documented) criteria for promotions in all jobs and/or job bands.	62%
We have established a formal equal-pay plan to regularly measure, identify, and correct any unexplained pay gaps across demographic groups.	69%
Do you regularly report to your executive team and/or Board on any pay gaps and plans for correcting them?	58%
We have established a formal tracking system for monitoring which demographics are being recruited into the organization.	85%
Does that recruitment tracking include the demographic breakdown of new hires by department and job band/level?	77%
Do you regularly report to your executive team and/or Board on these recruitment diversity metrics?	73%
We have established a formal tracking system for monitoring which demographics are receiving internal promotions.	69%
Does that promotion tracking include the demographic breakdown of promotions by department and job band/level?	65%
Do you regularly report to your executive team and/or Board on these promotion diversity metrics?	58%
We have established a formal tracking system for measuring which demographics are receiving mentorship, sponsorship, and/or executive training opportunities.	42%

ALL COMPANIES	2025
Does that opportunity tracking include the demographic distribution of opportunities by department and job band/level?	39%
Do you regularly report to your executive team and/or Board on these mentorship and training diversity metrics?	39%
We offer a paid internship program.	85%
Does your internship program consistently include a demographically diverse group of participants?	85%
Do you regularly report to your executive team and/or Board on these internship diversity metrics?	42%
We ensure that succession plans consider a demographically diverse pool of candidates.	69%
We proactively announce and then give all high-potential employees the opportunity to apply for available job opportunities (as opposed to a more informal process through which managers tap certain employees.)	81%
We conduct anti-bias training for ALL EMPLOYEES.	81%
Does your anti-bias training move beyond making people aware of their biases by providing concrete strategies to help them mitigate their biases?	65%
We conduct more specialized anti-bias training FOR MANAGERS.	73%
Do you also provide “just in time” guidance to managers to help them mitigate bias at critical times (e.g. prior to conducting performance reviews or when beginning a candidate search)	65%
We conduct allyship training	65%

SMALL COMPANIES	2025
We have committed to interviewing a demographically diverse slate of candidates for every open leadership role, VP and above.	92%
Have you made that commitment public by taking a pledge like Parity.Org's ParityPLEDGE or something similar?	77%
We require executive recruiters to provide a demographically diverse slate of candidates for every leadership role.	85%
We redact/hide demographic information for hiring managers during their initial resume review process.	39%
We ensure that all interview panels are demographically diverse.	69%
We leverage "structured interviewing" through which all job candidates are asked the same questions in a standardized order.	85%
We have established formal pay ranges for all jobs and/or job bands, and we consistently adhere to them.	85%
Do you transparently publish those pay ranges with all job postings, even when not required by law?	54%
We have established formal and transparent (i.e. written/documented) criteria for promotions in all jobs and/or job bands.	62%
We have established a formal equal-pay plan to regularly measure, identify, and correct any unexplained pay gaps across demographic groups.	62%
Do you regularly report to your executive team and/or Board on any pay gaps and plans for correcting them?	54%
We have established a formal tracking system for monitoring which demographics are being recruited into the organization.	77%
Does that recruitment tracking include the demographic breakdown of new hires by department and job band/level?	69%
Do you regularly report to your executive team and/or Board on these recruitment diversity metrics?	69%
We have established a formal tracking system for monitoring which demographics are receiving internal promotions.	69%
Does that promotion tracking include the demographic breakdown of promotions by department and job band/level?	62%
Do you regularly report to your executive team and/or Board on these promotion diversity metrics?	62%
We have established a formal tracking system for measuring which demographics are receiving mentorship, sponsorship, and/or executive training opportunities.	46%

SMALL COMPANIES	2025
Does that opportunity tracking include the demographic distribution of opportunities by department and job band/level?	46%
Do you regularly report to your executive team and/or Board on these mentorship and training diversity metrics?	39%
We offer a paid internship program.	85%
Does your internship program consistently include a demographically diverse group of participants?	85%
Do you regularly report to your executive team and/or Board on these internship diversity metrics?	39%
We ensure that succession plans consider a demographically diverse pool of candidates.	77%
We proactively announce and then give all high-potential employees the opportunity to apply for available job opportunities (as opposed to a more informal process through which managers tap certain employees.)	85%
We conduct anti-bias training for ALL EMPLOYEES.	92%
Does your anti-bias training move beyond making people aware of their biases by providing concrete strategies to help them mitigate their biases?	77%
We conduct more specialized anti-bias training FOR MANAGERS.	69%
Do you also provide “just in time” guidance to managers to help them mitigate bias at critical times (e.g. prior to conducting performance reviews or when beginning a candidate search)	62%
We conduct allyship training	62%

MID-SIZED COMPANIES	2025
We have committed to interviewing a demographically diverse slate of candidates for every open leadership role, VP and above.	88%
Have you made that commitment public by taking a pledge like Parity.Org's ParityPLEDGE or something similar?	88%
We require executive recruiters to provide a demographically diverse slate of candidates for every leadership role.	88%
We redact/hide demographic information for hiring managers during their initial resume review process.	50%
We ensure that all interview panels are demographically diverse.	50%
We leverage "structured interviewing" through which all job candidates are asked the same questions in a standardized order.	100%
We have established formal pay ranges for all jobs and/or job bands, and we consistently adhere to them.	100%
Do you transparently publish those pay ranges with all job postings, even when not required by law?	38%
We have established formal and transparent (i.e. written/documented) criteria for promotions in all jobs and/or job bands.	50%
We have established a formal equal-pay plan to regularly measure, identify, and correct any unexplained pay gaps across demographic groups.	75%
Do you regularly report to your executive team and/or Board on any pay gaps and plans for correcting them?	63%
We have established a formal tracking system for monitoring which demographics are being recruited into the organization.	88%
Does that recruitment tracking include the demographic breakdown of new hires by department and job band/level?	88%
Do you regularly report to your executive team and/or Board on these recruitment diversity metrics?	63%
We have established a formal tracking system for monitoring which demographics are receiving internal promotions.	75%
Does that promotion tracking include the demographic breakdown of promotions by department and job band/level?	75%
Do you regularly report to your executive team and/or Board on these promotion diversity metrics?	50%
We have established a formal tracking system for measuring which demographics are receiving mentorship, sponsorship, and/or executive training opportunities.	38%

MID-SIZED COMPANIES	2025
Does that opportunity tracking include the demographic distribution of opportunities by department and job band/level?	25%
Do you regularly report to your executive team and/or Board on these mentorship and training diversity metrics?	38%
We offer a paid internship program.	75%
Does your internship program consistently include a demographically diverse group of participants?	75%
Do you regularly report to your executive team and/or Board on these internship diversity metrics?	25%
We ensure that succession plans consider a demographically diverse pool of candidates.	38%
We proactively announce and then give all high-potential employees the opportunity to apply for available job opportunities (as opposed to a more informal process through which managers tap certain employees.)	88%
We conduct anti-bias training for ALL EMPLOYEES.	63%
Does your anti-bias training move beyond making people aware of their biases by providing concrete strategies to help them mitigate their biases?	50%
We conduct more specialized anti-bias training FOR MANAGERS.	75%
Do you also provide “just in time” guidance to managers to help them mitigate bias at critical times (e.g. prior to conducting performance reviews or when beginning a candidate search)	63%
We conduct allyship training	63%

LARGE COMPANIES	2025
We have committed to interviewing a demographically diverse slate of candidates for every open leadership role, VP and above.	80%
Have you made that commitment public by taking a pledge like Parity.Org's ParityPLEDGE or something similar?	80%
We require executive recruiters to provide a demographically diverse slate of candidates for every leadership role.	80%
We redact/hide demographic information for hiring managers during their initial resume review process.	20%
We ensure that all interview panels are demographically diverse.	60%
We leverage "structured interviewing" through which all job candidates are asked the same questions in a standardized order.	80%
We have established formal pay ranges for all jobs and/or job bands, and we consistently adhere to them.	100%
Do you transparently publish those pay ranges with all job postings, even when not required by law?	40%
We have established formal and transparent (i.e. written/documented) criteria for promotions in all jobs and/or job bands.	80%
We have established a formal equal-pay plan to regularly measure, identify, and correct any unexplained pay gaps across demographic groups.	80%
Do you regularly report to your executive team and/or Board on any pay gaps and plans for correcting them?	60%
We have established a formal tracking system for monitoring which demographics are being recruited into the organization.	100%
Does that recruitment tracking include the demographic breakdown of new hires by department and job band/level?	80%
Do you regularly report to your executive team and/or Board on these recruitment diversity metrics?	100%
We have established a formal tracking system for monitoring which demographics are receiving internal promotions.	60%
Does that promotion tracking include the demographic breakdown of promotions by department and job band/level?	60%
Do you regularly report to your executive team and/or Board on these promotion diversity metrics?	60%
We have established a formal tracking system for measuring which demographics are receiving mentorship, sponsorship, and/or executive training opportunities.	40%

LARGE COMPANIES	2025
Does that opportunity tracking include the demographic distribution of opportunities by department and job band/level?	40%
Do you regularly report to your executive team and/or Board on these mentorship and training diversity metrics?	40%
We offer a paid internship program.	100%
Does your internship program consistently include a demographically diverse group of participants?	100%
Do you regularly report to your executive team and/or Board on these internship diversity metrics?	80%
We ensure that succession plans consider a demographically diverse pool of candidates.	100%
We proactively announce and then give all high-potential employees the opportunity to apply for available job opportunities (as opposed to a more informal process through which managers tap certain employees.)	60%
We conduct anti-bias training for ALL EMPLOYEES.	80%
Does your anti-bias training move beyond making people aware of their biases by providing concrete strategies to help them mitigate their biases?	60%
We conduct more specialized anti-bias training FOR MANAGERS.	80%
Do you also provide “just in time” guidance to managers to help them mitigate bias at critical times (e.g. prior to conducting performance reviews or when beginning a candidate search)	80%
We conduct allyship training	80%

Organizational

BENEFITS

for creating a more level playing field.

ALL COMPANIES	2025
We offer paid sick leave to all full-time employees	96%
We offer paid sick leave to part-time employees	77%
We offer healthcare benefits to part-time employees, not strictly full-time	58%
We offer medical travel reimbursement	69%
We offer mental health support	100%
We offer flexible working arrangements (e.g. remote work, job sharing...)	100%
We offer family/parental leave of at least 3 months	89%
We offer equal amounts of family/parental leave to both men and women	73%
Do you actively encourage men to take their full leave?	73%
Do men on your executive team model taking their full leave?	54%
We have dedicated, convenient, and private rooms for nursing mothers	81%
We offer subsidized child care	27%
We offer on-site child care	12%
We offer backup child care	23%
We offer backup elder care	23%
We offer student debt relief assistance	15%
We offer financial advisement services	81%

SMALL COMPANIES	2025
We offer paid sick leave to all full-time employees	92%
We offer paid sick leave to part-time employees	69%
We offer healthcare benefits to part-time employees, not strictly full-time	38%
We offer medical travel reimbursement	62%
We offer mental health support	100%
We offer flexible working arrangements (e.g. remote work, job sharing...)	100%
We offer family/parental leave of at least 3 months	100%
We offer equal amounts of family/parental leave to both men and women	85%
Do you actively encourage men to take their full leave?	85%
Do men on your executive team model taking their full leave?	54%
We have dedicated, convenient, and private rooms for nursing mothers	77%
We offer subsidized child care	23%
We offer on-site child care	15%
We offer backup child care	15%
We offer backup elder care	15%
We offer student debt relief assistance	8%
We offer financial advisement services	77%

MID-SIZED COMPANIES	2025
We offer paid sick leave to all full-time employees	100%
We offer paid sick leave to part-time employees	88%
We offer healthcare benefits to part-time employees, not strictly full-time	75%
We offer medical travel reimbursement	88%
We offer mental health support	100%
We offer flexible working arrangements (e.g. remote work, job sharing...)	100%
We offer family/parental leave of at least 3 months	75%
We offer equal amounts of family/parental leave to both men and women	38%
Do you actively encourage men to take their full leave?	38%
Do men on your executive team model taking their full leave?	38%
We have dedicated, convenient, and private rooms for nursing mothers	75%
We offer subsidized child care	25%
We offer on-site child care	0%
We offer backup child care	13%
We offer backup elder care	13%
We offer student debt relief assistance	38%
We offer financial advisement services	88%

LARGE COMPANIES	2025
We offer paid sick leave to all full-time employees	100%
We offer paid sick leave to part-time employees	80%
We offer healthcare benefits to part-time employees, not strictly full-time	80%
We offer medical travel reimbursement	60%
We offer mental health support	100%
We offer flexible working arrangements (e.g. remote work, job sharing...)	100%
We offer family/parental leave of at least 3 months	80%
We offer equal amounts of family/parental leave to both men and women	100%
Do you actively encourage men to take their full leave?	100%
Do men on your executive team model taking their full leave?	80%
We have dedicated, convenient, and private rooms for nursing mothers	100%
We offer subsidized child care	40%
We offer on-site child care	20%
We offer backup child care	60%
We offer backup elder care	60%
We offer student debt relief assistance	100%
We offer financial advisement services	80%

Organizational

POLICIES

for creating a more level playing field.

ALL COMPANIES	2025
We have a zero-tolerance policy for discrimination and harassment	100%
We have a safe reporting system that ensures that employees are not punished in any way for reporting incidents of discrimination and harassment	100%
Things like equality and/or diversity, inclusion, and belonging are specifically stated in our organizational Values.	92%
Members of the leadership team consistently model values like respect, celebrating differences, and providing equal opportunities for all.	100%

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We have a zero-tolerance policy for discrimination and harassment	100%
We have a safe reporting system that ensures that employees are not punished in any way for reporting incidents of discrimination and harassment	100%
Things like equality and/or diversity, inclusion, and belonging are specifically stated in our organizational Values.	100%
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