

Cardinal Health Named to The Diversity Best Practices Inclusion Index

Recognized for Creating an Inclusive Workplace

DUBLIN, OHIO, August 19, 2020—Cardinal Health was named to the fourth annual Diversity Best Practices (DBP) **Inclusion Index**. A division of Working Mother Media, DBP created the Inclusion Index to help organizations understand trends and gaps in demographic representation, create a road map to drive internal change, and identify diversity, equity and inclusion (DE&I) solutions to close the gaps.

Cardinal Health was among the 98 organizations that earned a score of at least 60 percent and secured a place on the index. Organizations provided data and were measured in three key areas:

- Best practices in the recruitment, retention and advancement of people from underrepresented groups—women, racial/ethnic minorities, people with disabilities, and LGBTQ people;
- Inclusive corporate culture, including leadership accountability; and
- Demographic diversity for women and racial/ethnic minorities.

“I am pleased that Cardinal Health was named to the DBP Inclusion Index,” said Cardinal Health CHRO Ola Snow. “It is a recognition of our work to drive a more equitable future. We know we have more to do, of course. As a large company, we have both the opportunity and the responsibility to create a different experience, not just for each other, but for our communities.”

Key findings from the 2020 Diversity Best Practices Inclusion Index are:

- Recruitment, retention and advancement: While 100 percent of the top 10 percent require diverse interview slates, requiring diverse panels of interviewers remains less common at 75 percent of Leading Inclusion Index companies (compared to 45 percent of companies on the index). One hundred percent of the top 10 percent and of Leading Inclusion Index organizations, and 97 percent of those on the index, use employee resource groups to recruit underrepresented talent. Eighty-five percent of the top 10 percent organizations require gender and racial/ethnic diversity in succession planning (compared with 79 percent of Leading Inclusion Index organizations and 59 percent of companies on the index).
- Inclusive corporate culture: Ninety-five percent of the top 10 percent organizations set percentages goals in diversity (compared with 90 percent of Leading Inclusion Index companies and 65 percent of index companies). Sixty-five percent of the top 10 percent organizations compensate managers for DE&I results (compared with 62 percent of Leading Inclusion Index companies and 42 percent of index companies).

“Diversity, equity and inclusion continues to be a topic of critical importance, especially in these times of heightened racism and social injustice,” says Deborah Munster, vice president, Diversity Best Practices. “The good news is that corporate America is paying closer attention to its D&I practices, and I am proud to recognize the work our Inclusion Index companies are doing to elevate their efforts to drive a more equitable future.”

This year, 185 organizations participated in the Diversity Best Practices Inclusion Index, a 25 percent year-over-year increase. Twenty of those listed on the 2020 DBP Inclusion Index are recognized for superior achievement by receiving an 81 percent or higher score and qualifying as a Top 10 Percent Inclusion Index Company. Nine of those listed achieved at least 75 percent of the available points to qualify as a Leading Inclusion Index Company. Completed applications were collected online from December 2019 through March 2020. Results reveal opportunities for all organizations to target their diversity and inclusion efforts for greater effectiveness.

ABOUT DIVERSITY BEST PRACTICES

Diversity Best Practices, a division of Working Mother Media, is the preeminent organization for diversity thought leaders to share best practices and develop innovative solutions for culture change. Through

research, benchmarking, publications and events, DBP offers members information and strategies on how to implement, grow, measure and create first-in-class diversity programs.

ABOUT CARDINAL HEALTH

Cardinal Health, Inc. is a global, integrated healthcare services and products company, providing customized solutions for hospitals, healthcare systems, pharmacies, ambulatory surgery centers, clinical laboratories and physician offices worldwide. The company enhances supply chain efficiency for clinically proven medical products, pharmaceuticals and cost-effective solutions. To combat prescription drug misuse, the Cardinal Health Foundation and its education partners created Generation Rx, a national drug prevention education and awareness program. The Foundation actively supports an array of other solutions, including efforts to reduce opioid prescribing, promote drug take back and safe disposal and expand collaborative community work.

Cardinal Health is backed by nearly 100 years of experience with operations in nearly 46 countries. For more information, visit cardinalhealth.com. Follow us on [Twitter](#), [Facebook](#) and [LinkedIn](#).

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