



# BlackRock®

## 2022

# Company Profile

Women's Power & Influence Index (1.0)

**ASU** The Difference  
Engine

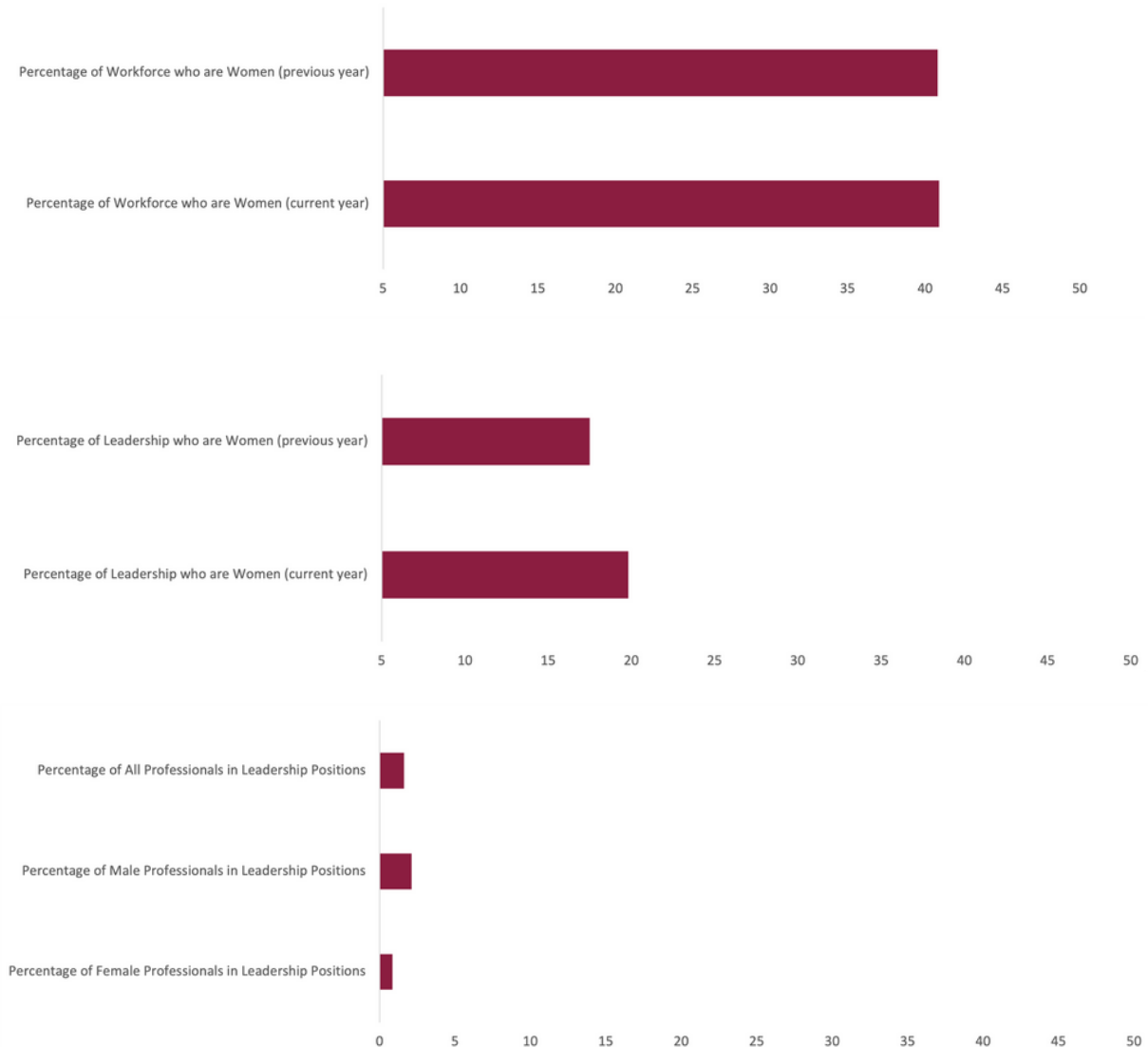
Arizona State University



# BlackRock®

BlackRock, a multinational investment company, has been ranked as a **LATE BLOOMER** based on the criteria used for the Women's Power and Influence Index. BlackRock offers childcare benefits, parental leave, and fertility benefits but publicly available details about these programs could not be found. BlackRock started a Women, Wealth and Well-being program where women learn financial literacy skills. BlackRock strives for diverse employment by engaging in diverse recruitment efforts and reviewing job postings for biased language. Based on BlackRock's most recent Equal Employment Opportunity (EEO) data, 20% of its executives are women and 40% of its total workforce is female. We could not find any information regarding BlackRock's pay gap policy, professional development programs, gender-specific mentorship opportunities, or a gender equality program.

## Workforce Profile



Binary scores are calculated as 1, 0.5, or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

## Compensation

### Pay Gap

### Pay Gap Score

1

#### *Existence of policy to address the gender pay gap*

"We conduct annual global compensation reviews to assess pay outcomes for fairness and equity. As part of this process, we partner with pay equity experts to identify any potential outliers for whom adjustment to total compensation may be appropriate. We take into account a number of employee characteristics, job factors and external conditions, which form part of the review of year-end compensation awards before they are finalized."

Ref: pg 26, BlackRock 2021 Global DEI Annual Report

## Career Growth

### Professional Development

### Professional Development Score

#### *Existence of professional development programs geared towards female employees*

1

"In the U.S., as a federal contractor, BlackRock also develops and implements programs to proactively recruit, hire, train and promote women, minorities, people with disabilities and veterans to ensure that all individuals have equal opportunities in employment."

Ref: pg 17, BlackRock 2021 Global DEI Annual Report

### Mentorship

### Mentorship Score

0

#### *Existence of formal mentoring programs to facilitate advancement of careers of female employees*

Information related to this criterion could not be found.

## Recruitment Efforts

## Recruitment Efforts Score

### *Written commitment to attracting women to open positions*

1

"BlackRock regularly reviews job postings for potentially biased language and actively engages in outreach and recruitment efforts for our open positions to endeavor to have candidate slates that are diverse across gender, race, ethnicity, disability, veteran status, and beyond."

Ref: pg 2, BlackRock EEO Report and Goals

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Ref: pg 17, BlackRock 2021 Global DEI Annual Report

## Work-Life Balance

### Childcare Benefits

### Childcare Benefits Score

#### *Existence of childcare subsidies and support*

1

"Child, special needs care support, adoption support."

Ref: pg 3, BlackRock Benefits

### Caregiver PTO

### Caregiver PTO Score

#### *Availability of paid caregiver leave in excess of government mandates*

1

"Parental leave for birth or adoption, special needs and elder care support."

Ref: pg 3, BlackRock Benefits

### Health Benefits

### Health Benefits Score

#### *Existence of female oriented health benefits*

1

"Fertility benefit program, nursing mothers program, preventative care."

Ref: pg 3, BlackRock Benefits

## External Stakeholder

### Community Engagement

### Community Engagement Score

#### *Organizational support of initiatives that drive gender equality and women's empowerment in the community*

1

"Women Investing: Empower women to define what wealth means to them, make sense of financial headlines and build their financial foundation."

Ref: pg 1, BlackRock Women Investing

"Our support of TMCF will help break down structural barriers to high-potential careers for students of HBCUs and PBIs, while our partnerships with minority, women, and/or disabled veteran owned broker-dealers will help strengthen those businesses. We are pleased to play a part in helping transform the futures of diverse students, business owners and our community."

Ref: pg 52, BlackRock 2021 Global DEI Annual Report

"Our Diverse Broker Program (DBP) increases connectivity and engagement with minority-, women-, disabled- and veteran-owned firms on behalf of our clients, while helping them break barriers to entry and grow their businesses."

Ref: pg 54, BlackRock 2021 Global DEI Annual Report

"We awarded the build-out of phase II of our Atlanta office to a women-owned business. We also engaged firms on the diversity of their workforce – with a particular focus on the principals, senior designers and architects working on our projects."

Ref: pg 56, BlackRock 2021 Global DEI Annual Report



## **Inclusive Culture**

### **Gender Equality Program**

### **Gender Equality Program Score**

***Additional Programs that promote gender Equality within the Industry or the company***

1

"Our first network, the Women's Initiative & Allies Network (WIN), was established in 2006. The Women's Initiative & Allies Network celebrated International Women's Day #ChooseToChallenge to amplify and celebrate the success of women all around the world. Programming covered sponsorship and mentorship, developing resilience and mental wellbeing and the importance of encouraging and promoting diversity, equity and inclusion."

Ref: pg 37, BlackRock 2021 Global DEI Annual Report

### **Harassment Policy**

### **Harassment Policy Score**

***Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence***

1

"Our non-harassment policy details BlackRock's commitment to providing equal employment opportunities and a workplace that is respectful, productive, and free from harassment, including, but not limited to, sexual harassment."

Ref: pg 2, BlackRock Harassment Policy

### **Harassment and Discrimination Training**

***Existence of policies mandating discrimination and sexual harassment training***

### **Harassment & Discrimination Training Score**

"Additionally, each employee is required to complete "Respect in the Workplace" training, which focuses on creating a respectful work environment and on preventing harassment and discrimination, including sexual harassment."

1

Ref: pg 3, BlackRock EEO Report and Goals