



2022

# Company Profile

Women's Power & Influence Index (1.0)

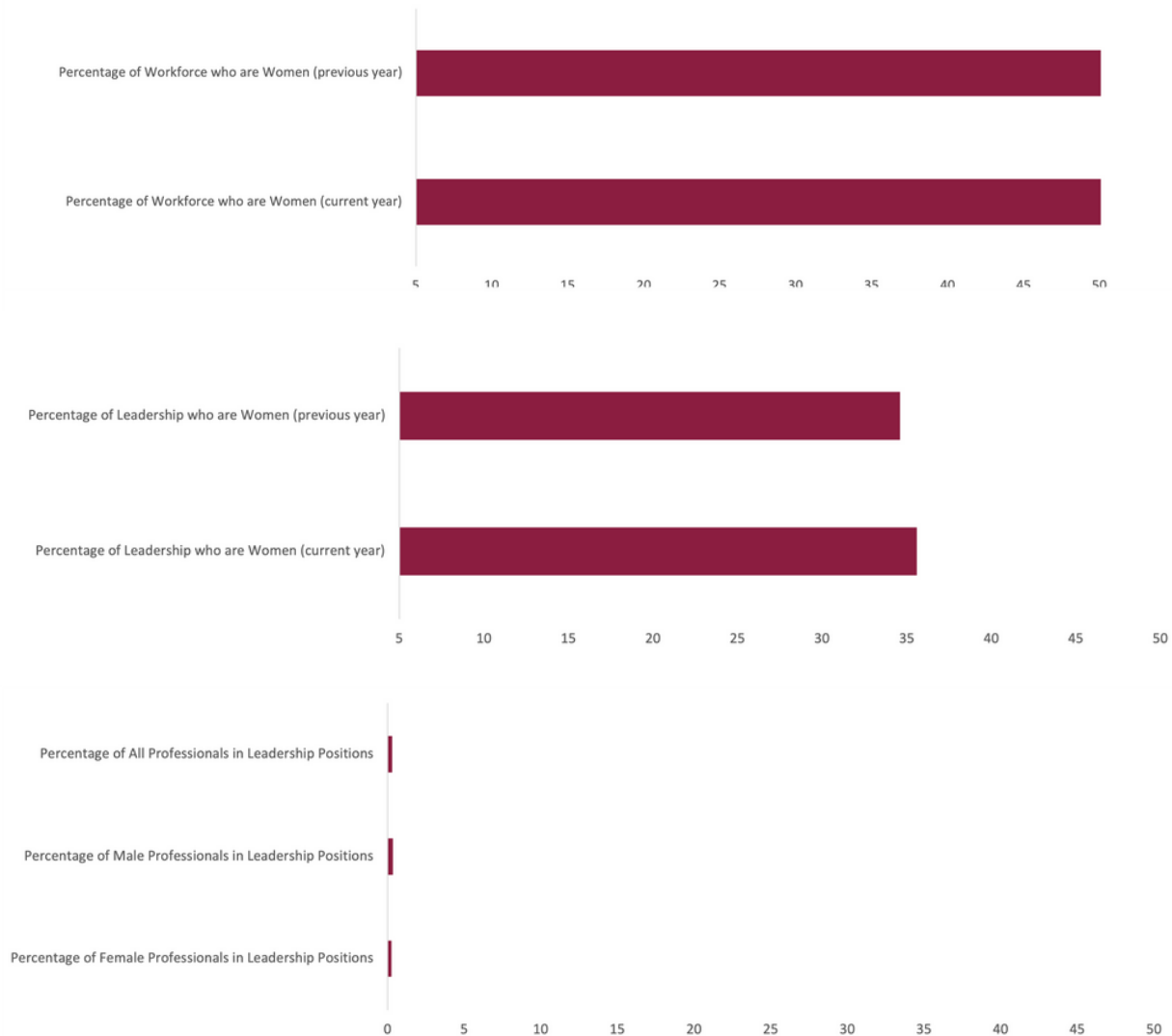


Arizona State University



Citigroup, an investment bank and financial services corporation, has been ranked as a **TRAILBLAZER** based on the criteria used for the Women's Power and Influence Index. Citigroup is committed to eliminating the gender pay gap and reports that women are, on average, paid 99% of what men at the company are paid. In terms of professional development, Citigroup offers a Citi Women's Leadership Development Program where women have the opportunity to develop leadership skills, have mentorship opportunities, and network with colleagues. Citigroup is working towards building a diverse workforce through equitable pay as well as ensuring women have opportunities to develop and promote into leadership positions. Based on the most recent Equal Employment Opportunity (EEO) data, 36% of its executives are women, and 54% of the workforce is female. Citigroup offers backup childcare, 16 weeks of paid maternal leave, four weeks of paternal leave, and fertility treatments. Citigroup utilizes a survey, a Voice of the Employee (VOE), to understand experiences within the company from employees' perspectives. We could not find any information regarding harassment and discrimination training.

### 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

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

1

"We looked at both numbers again this year and found that, on an adjusted basis, women globally are paid, on average, more than 99% of what men are paid at Citi."

Ref: Pg 9, Citigroup Talent and Diversity Annual Report

## Career Growth

### Professional Development

### Professional Development Score

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

1

"Our Citi Women's Leadership Development Program was held for the 10th year in a row, albeit remotely in 2020, bringing together a group of Senior Vice Presidents and Directors from around the world to network and develop leadership skills."

Ref: Pg 12, Citigroup Talent and Diversity Annual Report

"In Mexico, our Women's Virtual Development Program continues to be one of our most valued in the region, with 1,500 participants in 2020 alone."

Pg 13, Citigroup Talent and Diversity Annual Report

## **Mentorship**

## **Mentorship Score**

1

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

"We invest in career development and planning for diverse talent through mentorship, networking and rotational programs."

Ref: Pg 10, Citigroup Talent and Diversity Annual Report

## **Recruitment Efforts**

## **Recruitment Efforts Score**

1

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

"We believe there are two keys to retaining diverse talent: ensuring that compensation is equitable; and ensuring that U.S. minorities and women are provided opportunities and viable pathways for entry into mid-level and senior roles."

Ref: Pg 8, Citigroup Talent and Diversity Annual Report

"In 2021, we expanded the use of diverse slates in our recruiting to have at least two women and/or U.S. minorities in our interviews for U.S. hires and at least two women in our interviews for global hires. These include candidates at various senior levels, from Assistant Vice President to Managing Director. As of December, nearly 75% of roles that were posted globally included a diverse slate of candidates with at least two women and/or two U.S. minorities. In 2021, we launched a Diversity Sourcing team in the United States to consistently identify diverse talent in the marketplace and accelerate our hiring of diverse talent."

Ref: Pg 9, 2021 Talent and DEI Annual Report

"Our Early Insights Programs for college students in their first and second years of undergraduate studies are focused on identifying, mentoring and hiring top diverse talent for summer analyst programs across the firm."

Ref: Pg 9, 2021 Talent and DEI Annual Report

## **Work-Life Balance**

### **Childcare Benefits**

### **Childcare Benefits Score**

1

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

"40 days of subsidized back-up child care, an increase of 20 day."

Ref: Pg 4, Citigroup Talent and Diversity Annual Report

### **Caregiver PTO**

### **Caregiver PTO Score**

1

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

"At a minimum, all Citi employees will be eligible for 16 weeks of paid maternity leave and four weeks of paid parental leave."

Ref: Pg 4, Citigroup Talent and Diversity Annual Report

### **Health Benefits**

### **Health Benefits Score**

1

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

"Infertility treatment > Covered up to a \$24,000 per person lifetime medical maximum. The lifetime maximum will be coordinated among all non-HMO/PPO medical options.  
> 100%, not subject to deductible, after \$45 copay per visit up to the lifetime maximum; precertification required  
> Prescriptions covered through CVS Caremark up to a \$7,500 lifetime pharmacy maximum per person."

Ref: pg 77, Citigroup 2022 Benefits

## External Stakeholder

### Community Engagement

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

"Citi® University Partnerships in Innovation & Discovery (CUPID) Program

Our goal is for the composition of our analyst and associate programs to be 50% female globally and 30% Black and Hispanic/Latino in the U.S."

Ref: pg 7, Citigroup Talent and Diversity Annual Report

### Community Engagement Score

1

## **Inclusive Culture**

### **Gender Equality Program**

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

"Our annual Voice of the Employee (VOE) survey is a useful tool to understand employee engagement and perceptions about our firm – our successes as well as our pain points. The 2020 results, which drew record participation rates, demonstrated how Citi team members went above and beyond to support each other in their professional and personal lives during a year of adversity."

Ref: Pg 11, Citigroup Talent and Diversity Annual Report

### **Gender Equality Program Score**

1

### **Harassment Policy**

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

"Avoid and prevent sexual harassment. Sexual harassment includes making sexual suggestions to colleagues, commenting on colleagues' sexual lives, making unwanted sexual advances or requests for sexual favors, or discussing inappropriate sexual matters with colleagues either in the workplace or elsewhere."

Ref: Pg 16, Citigroup Code of Conduct

### **Harassment Policy Score**

1

### **Harassment and Discrimination Training**

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

Information related to this criterion could not be found.

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

0