



2022

Company Profile

Women's Power & Influence Index (1.0)



Arizona State University



Costco, a corporation with a chain of membership-only big-box retail stores, has been ranked as a **LATE BLOOMER** based on the criteria used for the Women’s Power and Influence Index. Costco does include fertility benefits in its health plans and has invested funds in community engagement programs promoting female-owned businesses. Costco only had 2 female executives in 2018 and none in 2017, while almost half of their workforce is female. We could not find any information regarding their pay gap policies, gender-specific professional development programs and mentorship opportunities, diverse recruitment efforts, childcare benefits, paid time off for caregivers, gender equality programs, and anti-harassment policies.

Workforce Profile



Binary scores are calculated as 1 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

0

Information related to this criterion could not be found.

Career Growth

Professional Development

Professional Development Score

Existence of professional development programs geared towards female employees

0

Information related to this criterion could not be found.

Mentorship

Mentorship Score

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

0

Information related to this criterion could not be found.

Recruitment Efforts

Recruitment Efforts Score

Written commitment to attracting women to open positions

0

Information related to this criterion could not be found.

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

Existence of childcare subsidies and support

0

Information related to this criterion could not be found.

Caregiver Paid Time Off (PTO)

Caregiver PTO Score

Availability of paid caregiver leave in excess of government mandates

0

Information related to this criterion could not be found.

Health Benefits

Health Benefits Score

Existence of female oriented health benefits

1

"Fertility advocate."

Ref: Pg 1, Costco Maternity Program

External Stakeholder

Community Engagement

Community Engagement Score

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

1

"\$1 million invested in the Fearless Fund, the first Venture Capital fund built by women of color, for women of color to address the disparity that exists in venture capital funding for businesses led by women of color."

Ref: Pg 2, Costco Communities

Inclusive Culture

Gender Equality Program

Gender Equality Program Score

Additional programs that promote gender equality within the industry or the company

0

Information related to this criterion could not be found.

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

0

Information related to this criterion could not be found.

Harassment and Discrimination Training

Existence of policies mandating discrimination and sexual harassment training

Harassment & Discrimination Training Score

"Among other things, we committed to additional training for managers on race, bias, and equity, and greater visibility of our employee demographics. We also provided educational resources to support management on engaging in inclusive conversations. We continue to provide training in anti-harassment, anti-discrimination and anti-retaliation."

1

Ref: Pg 2, Costco Employees