

A blurred background image of Cinderella Castle at Walt Disney World, featuring its iconic blue-roofed spires and pink walls under a clear blue sky.

Disney

2022

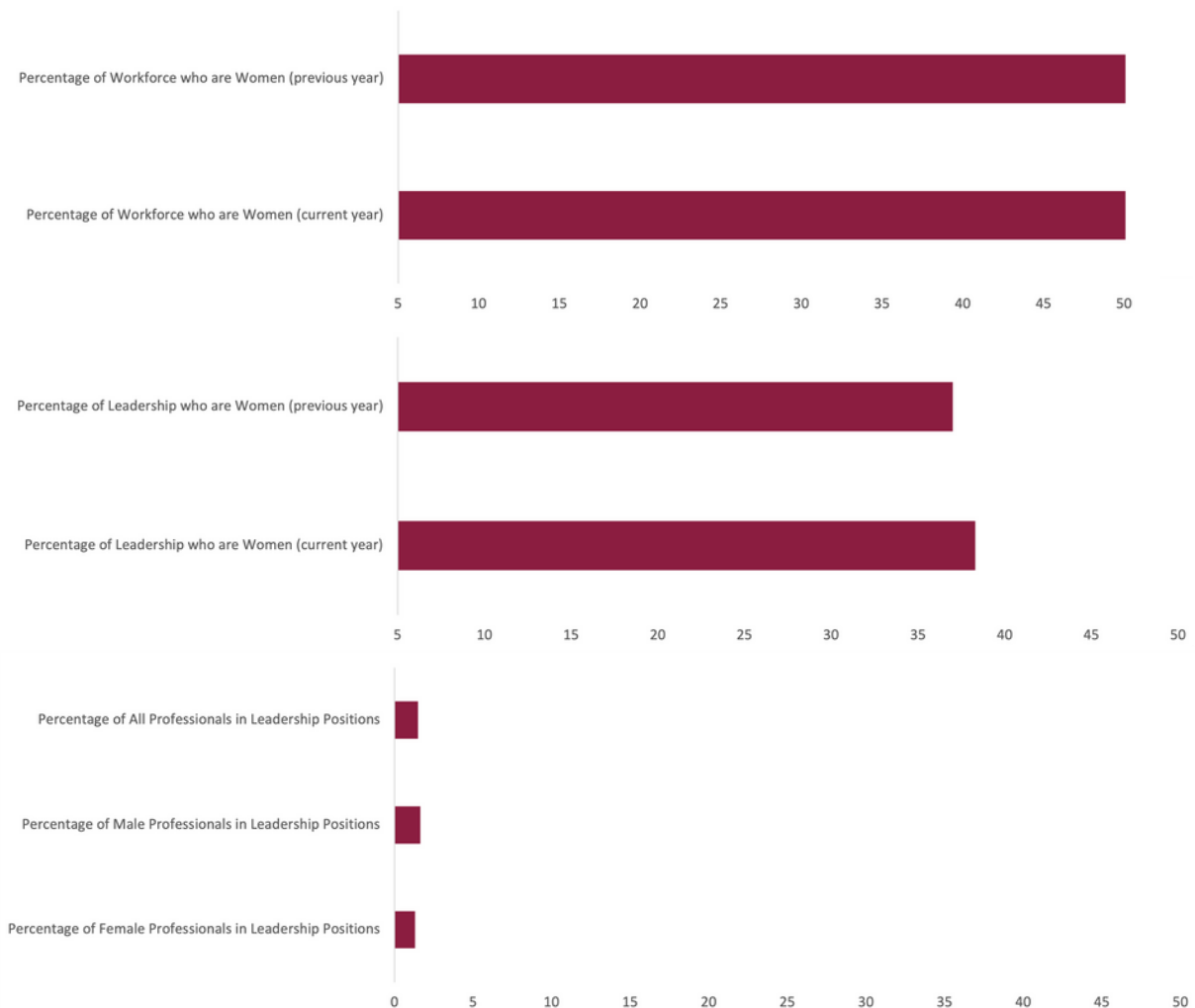
Company Profile



Disney

Disney, a multinational mass media and entertainment company, has been ranked as a **PACESETTER** based on the criteria used for the Women's Power and Influence Index. Disney's inclusive recruitment efforts, clear harassment and discrimination policies and employee access to different workplace trainings are reasons for its ranking as a pacesetter. In FY21 Disney held an internal diversity, equity and inclusion (DEI) speaker series; the "Reimagine Tomorrow Conversations," alongside other recurring DEI workshops and learning programs (i.e. Everyday Inclusion, Leading Inclusively, and Hiring Inclusively). Through their Girls Who Code Summer Immersion Program, Disney engages the community and promotes gender equality by offering young women exposure to technology jobs and skills. Based on the most recent equal employment opportunity (EEO) data, 38.3% of Disney's executives are women and 50.6% of their workforce is female. We could not find any information regarding Disney's professional development programs or experiences, mentorship programs, caregiver paid time off (PTO), and health benefits.

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.
- 0.5 indicates partial information for this criterion 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

"Further, our Equal Employment Opportunity Policy specifies that employment actions and decisions—including recruitment, hiring, promotion, compensation, transfer, training, and more—are consistent with our principle to provide equal employment opportunities for all employees and applicants."

Pg 26, Disney Corporate Social Responsibility Report

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

0.5

"Our talent recruiting, retention, and development efforts prioritize the cultivation of a strong, diverse, and thriving workforce. Disney utilizes many tools to recruit diverse talent and we take care to follow industry best practices, including marketing roles on platforms that reach diverse audiences, incorporating inclusive and accessible language in our job descriptions, interviewing diverse candidate slates, and putting diverse interview panels in place."

Ref: Pg 16, Disney CSR Report

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

Existence of childcare subsidies and support

1

"We also enhanced our family care solutions to provide options for backup care resources, summer camps, pet care, tutoring, and college coaching."

Ref: Pg 52, Disney CSR Report

Caregiver 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

0

Information related to this criterion could not be found.

External Stakeholder

Community Engagement

Community Engagement Score

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

1

"Since 2015, high school girls and non-binary youth across the U.S. have been given the opportunity to learn to code while experiencing the magic of The Walt Disney Company. Using distinctly Disney elements to make this an unforgettable experience, the Girls Who Code Summer Immersion Program provides participants with computer science education and exposure to technology jobs through Disney guest speakers and mentors from across the Company."

Ref: Pg 24, Disney CSR Report

Inclusive Culture

Gender Equality Program

Gender Equality Program Score

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

1

"Inclusive Conversations: In FY21, the "Reimagine Tomorrow Conversations" series, our internal DEI speaker series, hosted virtual Company-wide events for employees on various inclusion topics. Brave Space Conversations were also conducted with employees, providing employees safe spaces to discuss relevant social topics. Additionally, employees have access to several DEI learning programs, including Everyday Inclusion, Leading Inclusively, and Hiring Inclusively. In FY21, there were more than 400 workshops and 12,000 attendees across these DEI learning programs."

Ref: Pg 19, Disney CSR 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 Prohibition of Harassment Policy details our expectation that employees treat others in the workplace with respect. "

Ref: Pg 26, CSR Report

Harassment and Discrimination Training

Harassment & Discrimination Training Score

Existence of policies mandating discrimination and sexual harassment training

1

"Compliance training, including training regarding the Company's Standards of Business Conduct and ethics, is provided to employees and Cast Members worldwide through the Company's learning management system known as Disney Development Connection. It is the Company's intent, through its compliance training, to ensure that all of its employees and Cast Members have the knowledge and training to act ethically and legally, in compliance with the Company's Standards of Business Conduct. "

Ref: Disney Business and Ethics Standard