



Meta

2022

Company Profile

Women's Power & Influence Index (1.0)

ASU® The Difference
Engine

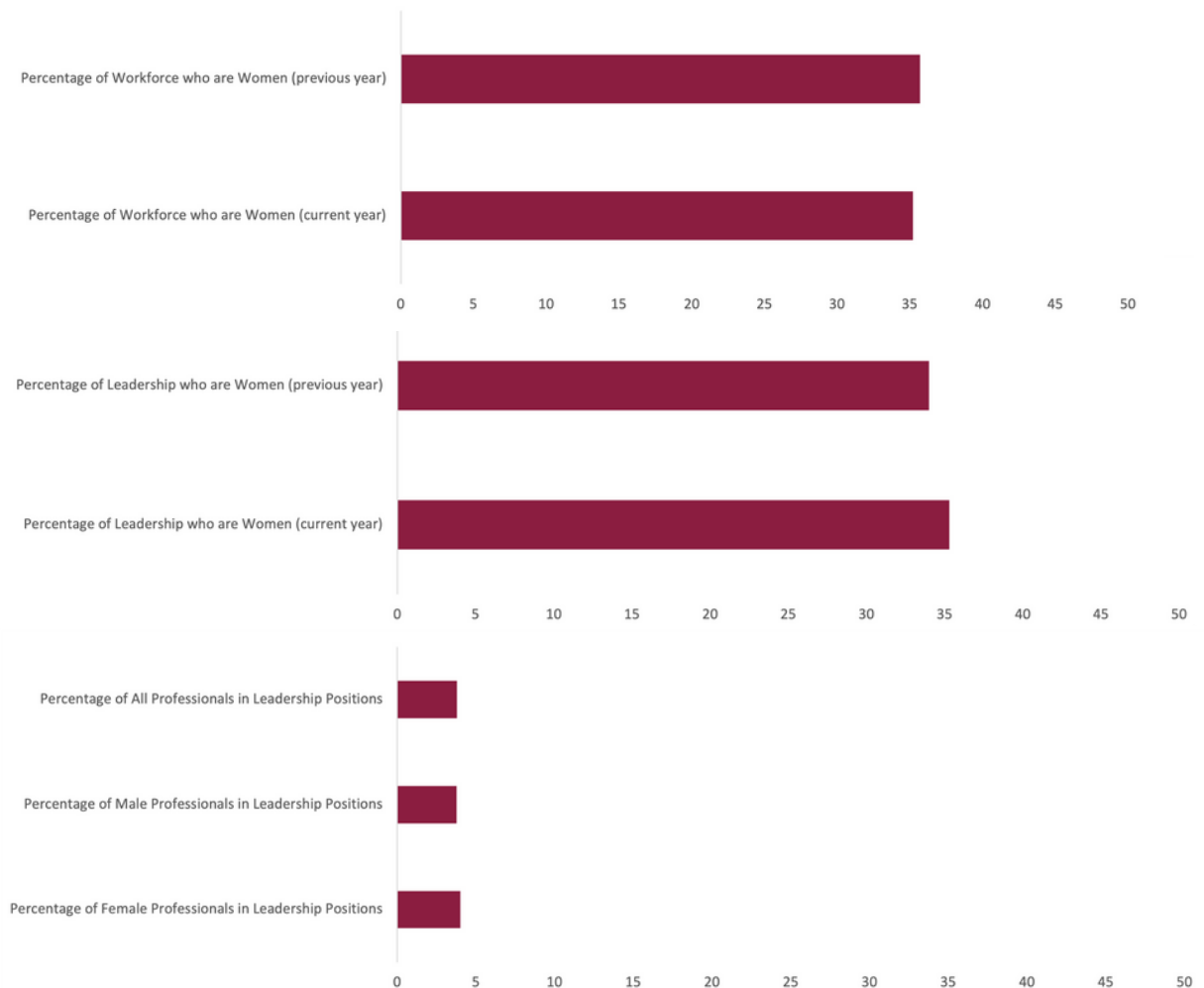
Arizona State University



Meta

Meta, a multinational communication technology company, has been ranked as a **LATE BLOOMER** based on the criteria used for the Women's Power and Influence Index. Women LEAD at Meta is a professional development program designed to foster community and create personalized action plans. Meta also offers an annual community development program, Women@Development Summit, where women can network and develop skills. Meta offers employees four months of paid leave after the birth or adoption of a child and fertility treatment benefits. Meta's lower score is based, in part, on Meta's most recent Equal Employment Opportunity (EEO) data, 35% of their executives are women, and 35% of the total workforce is female. We could not find any information regarding a pay gap policy, gender-specific mentorship opportunities, diverse recruitment policies, childcare benefits, 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.

All hyperlinks are valid as of 12/14/22

Compensation

Pay Gap

Pay Gap Score

0

Existence of policy to address the gender pay gap

Information related to this criterion could not be found.

Career Growth

Professional Development

Professional Development Score

1

Existence of professional development programs geared towards female employees

"Women LEAD: This unique program is designed to help women in leadership focus on the personal and professional development challenges most relevant to each of them while fostering strong, supportive relationships with other women leaders. Participants work with professional coaches to develop personalized action plans and come together at a one-day summit to connect, build community, learn, and grow."

Ref: pg 2, Facebook Diversity Update

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

0

Written commitment to attracting women to open positions

Information related to this criterion could not be found.

Work-Life Balance

Childcare Benefits

Existence of childcare subsidies and support

Information related to this criterion could not be found.

**Childcare Benefits
Score**
0

Caregiver Paid Time Off (PTO)

Availability of paid caregiver leave in excess of government mandates

"If you're a full-time employee when your child is born or placed for adoption, we offer 4 months of paid leave for you to bond with your new child."

Ref: pg 2, [Meta Health & Wellness Policies](#)

Caregiver PTO Score
1

Health Benefits

Existence of female oriented health benefits

"We've partnered with Progyny to provide meaningful and innovative care for people seeking fertility treatment."

Ref: pg 1, [Meta Health & Wellness Policies](#)

Health Benefits Score
1

External Stakeholder

Community Engagement

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

"These annual gatherings for various communities provide an opportunity for various communities to gather, learn, share, and grow... Women@ Development Summit. "

Ref: pg 3, Meta Diversity Update

**Community
Engagement Score**
1

Inclusive Culture

Gender Equality Program

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

Information related to this criterion could not be found.

Gender Equality
Program Score

0

Harassment Policy

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

"Harassment under this Harassment Policy (Policy) may include conduct that creates a disrespectful, intimidating, hostile, degrading, humiliating, or offensive environment for an individual. Engaging in such conduct is a violation of this Policy."

Ref: pg 2, [Meta Anti-Harassment Policy](#)

Harassment Policy
Score

1

Harassment and Discrimination Training

Existence of policies mandating discrimination and sexual harassment training

"All Meta managers globally are required to attend our mandatory sexual harassment training, which includes a comprehensive review of this Policy and applicable law."

Ref: pg 2, [Meta Anti-Harassment Policy](#)

Harassment &
Discrimination Training
Score

1