



target

2022

Company Profile

Women's Power & Influence Index (1.0)



Arizona State University



Target, a big box department store chain, has been ranked as a **PACESETTER** based on the criteria used for the Women's Power and Influence Index. In 2016, Target signed the White House Equal Pay Pledge and achieved pay equity for the past several years. Target offers professional development programs and is dedicated to a diverse recruitment process. Based on the most recent Equal Employment Opportunity (EEO) data, 48% of leadership positions are filled by women and 58% of the total workforce is female. One of the ways in which Target encourages diversity and inclusion in the workplace is through their Women's Business Council. While Target does have mentorship programs, there are no gender-specific mentorship opportunities. Target also offers 20 days of childcare and paid time off for new parents. We could not find any information on health benefits, gender equality programs, or discrimination and harassment training.

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

1

Existence of policy to address the gender pay gap

"Target is honored to sign the White House Equal Pay Pledge and affirm our commitment to making pay equitable for everyone at Target, including women in the workplace."

Ref: Pg 1, Target Equal Pay Pledge

Career Growth

Professional Development

Professional Development Score

1

Existence of professional development programs geared towards female employees

"One of seven Diversity and Inclusion Business Councils at Target, the Women's Business Council (WBC) supports team members as they develop their careers. WBC members often share insights that help our business and plan events and activities throughout the year to get the team involved in the community."

Ref: Pg 1, Target Women

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

"As of the end of 2020, our workforce is close to or above 50% women at all levels."

"We increased our promotion of women to senior leadership levels by 17%.

The promotion of women of color to senior leadership levels has more than doubled."

Ref: Pg 4, Target Diversity Report

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

Existence of childcare subsidies and support

1

"Include 20 days total of in-center childcare or in-home child- and eldercare."

Ref: Pg 2, Target Family Benefits

Caregiver Paid Time Off (PTO)

Caregiver PTO Score

Availability of paid caregiver leave in excess of government mandates

1

"When welcoming a new child, whether by birth, adoption, surrogacy or foster placement, team members will receive double the amount of paid time off to care for their newest family member. (That's on top of the medical leave a team member receives after giving birth to a baby)."

Ref: Pg 2, Target Family Benefits

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

"Building Blocks for Better Products (B3P for short). With B3P, we're helping nearly 30 women-or Black-, Indigenous-, and People-of-Color-owned or founded businesses create beauty and personal care products that better support the brands' values.

Our goal is to support Black-owned businesses and reduce the opportunity gap for women and people of color in business, whether that's brands we already carry or smaller start-ups that are not yet at Target."

Ref: pg 1, Target Community Engagement

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

1

"Prohibits discrimination and harassment of team members on the basis of any protected characteristic, as well as retaliation against individuals who complain of or participate in an investigation related to discrimination or harassment."

Ref: Target Code of Ethics

Harassment and Discrimination Training

Harassment & Discrimination Training Score

Existence of policies mandating discrimination and sexual harassment training

0

Information related to this criterion could not be found.