

verizon^v

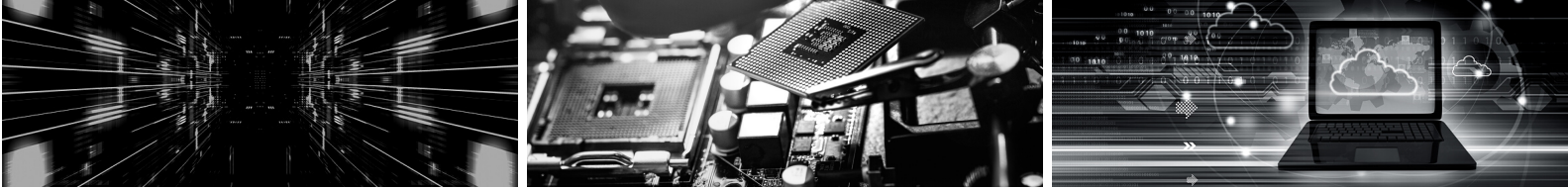
2022

Company Profile

Women's Power & Influence Index (1.0)

ASU The Difference
Engine

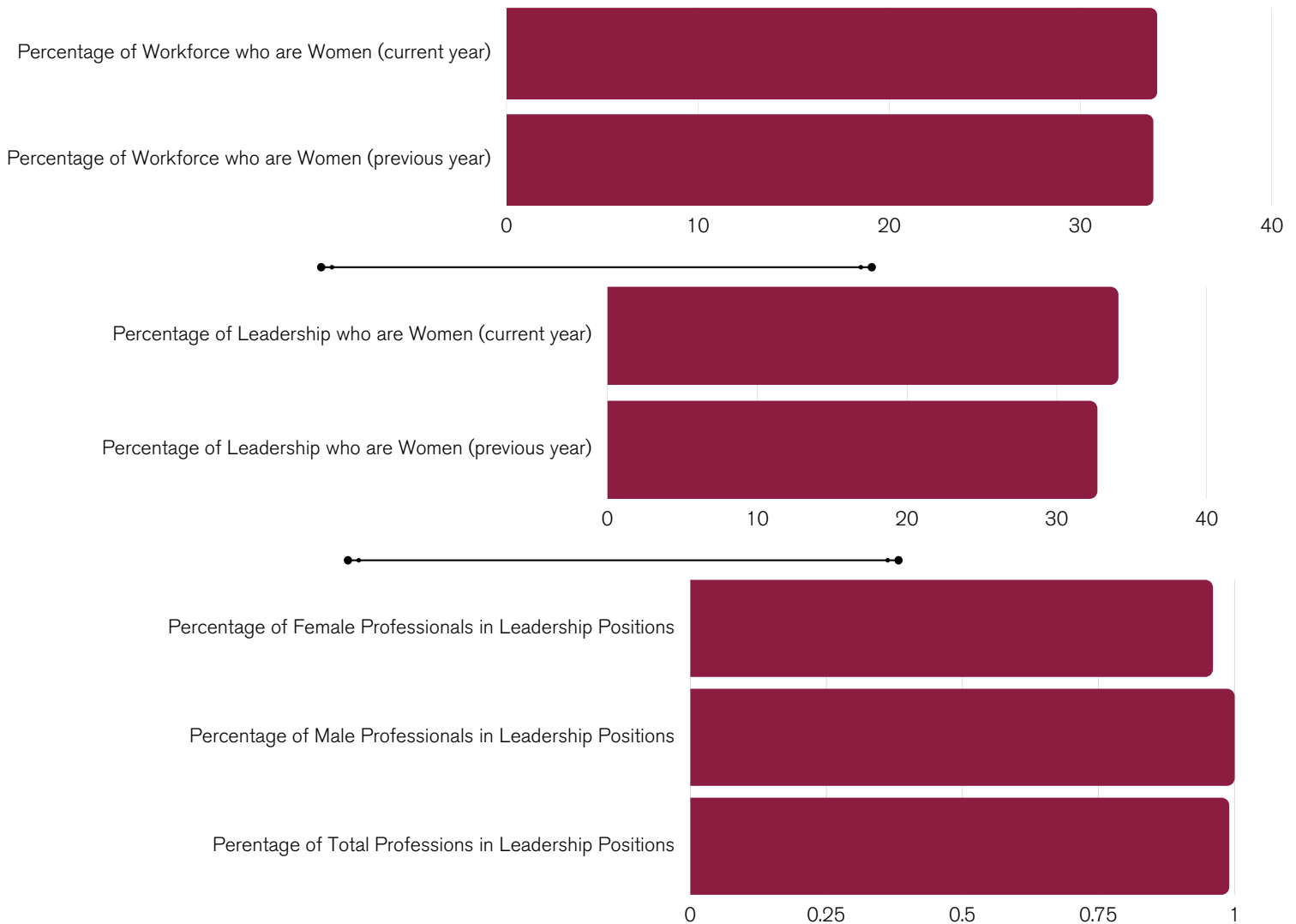
Arizona State University



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Verizon, a multinational telecommunications and wireless network operator company, has been ranked as a **PACESETTER** based on the criteria used for the Women's Power and Influence Index. Based on the most recent Equal Employment Opportunity (EEO) data, 34.1% of Verizon's executives are women and 34.0% of their workforce is female. Verizon has achieved 100% pay equity in salary globally for men and women. They offer childcare benefits, caregiver-paid time off (PTO), and health benefits. Verizon also offers a 12-month career development program, called Women of the World (WOW), where women learn about their leadership style and gain new leadership skills. Verizon also offers a female executive mentorship program where women are paired for seven months with executives to develop their leadership skills. Verizon is committed to recruiting and hiring a diverse workforce, though there is no specific reference to gender. The Future Fund is a community engagement program where Verizon supports emerging talent in the technology and entertainment industries. We could not find any information about gender equality programs or discrimination and harassment training.

Workforce Profile



Binary scores are calculated as 1, 0.5, 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.

All hyperlinks are valid as of 9/27/2023.

Compensation

Pay Gap

Pay Gap Score

Existence of policy to address the gender pay gap

1

"100% pay equity in salary for women and men globally."

Ref: Pg 17, [Verizon Human Capital Report](#)

Career Growth

Professional Development

Professional Development Score

Existence of professional development programs geared towards female employees

1

"We provide support systems to help all employees advance in their careers. This includes development opportunities that offer a clear path for growth while strengthening the representation of women and people of color within our leadership ranks.

Women of the World (WOW): In this 12-month career development program, participants learn about their leadership style and gain new skills for personal and professional development. WOW concludes with a two-day expo full of networking and learning opportunities."

Ref: Pg 10, [Verizon Human Capital Report](#)

Mentorship

Mentorship Score

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

1

"This seven-month mentorship program matches senior executives and female V Team members with the goal of advancing leadership skills and development."

Ref: pg 2, [Verizon Diversity and Inclusion](#)

Recruitment Efforts

Recruitment Efforts Score

Written commitment to attracting women to open positions

0.5

Includes diversity but no mention of gender specifically

"We maintain strong relationships with partners focused on recruiting a racially and ethnically diverse workforce."

Ref: Pg 5, [Verizon Human Capital Report](#)

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

Existence of childcare subsidies and support

1

"Employee Assistance Program (EAP): Free and available 24 hours a day, 365 days a year, the EAP provides professional assistance for child and eldercare services and adoption assistance. You'll also get access to mental health and substance abuse help, plus support for financial challenges and stress management."

Ref: Pg 3, [Verizon Benefits](#)

Caregiver Paid Time Off (PTO)

Caregiver PTO Score

Availability of paid caregiver leave in excess of government mandates

1

"Paid leave for new parents: Eligible employees can qualify for up to 8 weeks of paid parental leave at 100% of base pay. Expecting moms are eligible for up to 16 weeks of paid maternity leave between short-term disability and parental leave."

Ref: Pg 2, [Verizon Benefits](#)

Health Benefits

Health Benefits Score

Existence of female oriented health benefits

1

"Verizon's family- and adoption-friendly benefits include \$10,000 per fulltime employee per adoption, with no lifetime cap, and fertility drug coverage under the company's prescription plans."

Ref: Pg 1, [Health Benefits Verizon](#)

External Stakeholder

Community Engagement

Community Engagement Score

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

1

"We are a charter member of the Billion Dollar Roundtable (BDR), a consortium of 28 companies that spend at least \$1 billion annually with minority-owned suppliers, including women-, veteran- and LGBTQ+ owned businesses. We launched our Future Fund, a \$5 million commitment to support new and emerging female talent across the entertainment and technology sectors."

Ref: Pg 16, [Verizon Human Capital Report](#)

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

“We are committed to maintaining a workplace free from illegal discrimination or harassment, including sexual harassment or harassment based on any other legally protected category.”

Ref: [Verizon 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