



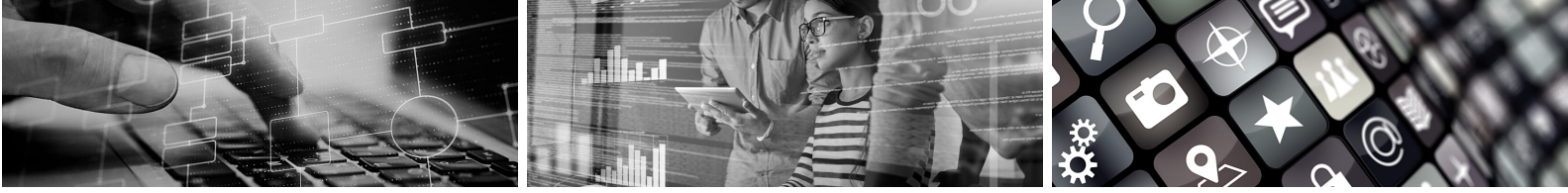
2022

# Company Profile

Women's Power & Influence Index (1.0)



Arizona State University



Adobe, a computer software company, has been ranked as a **TRAILBLAZER** based on the criteria used for the Women’s Power and Influence Index. Adobe achieved global pay equity in October 2018 by reorganizing its job and compensation structure and completing annual evaluations. Adobe has a professional development program, the Women’s Executive Shadow Program (WESP), where women can shadow executives, attend group lunches and participate in activities. Adobe is committed to recruiting a diverse workforce and has created fairness in its sourcing and hiring practices. Based on Adobe’s most recent Equal Employment Opportunity (EEO) data, 23% of executives are women, and 37% of their total workforce is female. Adobe also launched in 2018 the Women at Adobe Leadership Council (WALC), in which female professionals are paired for a six-month professional development program. In terms of benefits, Adobe allows for 20 days of childcare, 26 weeks of paid primary caregiver leave, and gender-focused health benefits. In 2020, Adobe partnered with Sundance to create a women-focused fellowship. The Adobe & Women Leadership Council includes 25 senior executive women focusing on key initiatives within the company. We could not find any information on Adobe’s harassment and discrimination 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.

All hyperlinks are valid as of 10/4/2023.

## Compensation

### Pay Gap

### Pay Gap Score

1

#### *Existence of policy to address the gender pay gap*

"One of the most important ways to show our employees we value them is by ensuring we pay them fairly. We're proud that after a two-year effort, in October 2018 we achieved global pay parity between employees of both genders. We also announced pay parity among U.S. URM\* and non-URM employees in September 2020. We had previously disclosed that non-white employees were paid as much as white employees."

Ref: pg 1, [Adobe Pay Parity](#).

## Career Growth

### Professional Development

### Professional Development Score

1

#### *Existence of professional development programs geared towards female employees*

"Adobe & Women drives numerous networking opportunities for women across the globe and helps offer career development programs for female employees. Adobe & Women leads the Women's Executive Shadow Program (WESP), which offers female employees a chance experience a day in the life of an executive by shadowing them. The group meets for lunch every month to discuss different issues facing women and to celebrate each other's achievements, organizes guest speakers and panel discussions with leaders, and participates in non-profit volunteer activities."

Ref: pg 4, [Adobe Employee Networks](#)

### Mentorship

### Mentorship Score

1

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

"Because mentorship is important to women at Adobe, in 2018, the WEN launched the Women at Adobe Leadership Council (WALC). The program pairs mentees, such as directors or managers, with Adobe senior leaders for a six-month mentorship that includes insightful leadership roundtables on topics such as managing across the matrix and building influence."

Ref: pg 2-3, [Adobe Opportunities for Women](#)

## Recruitment Efforts

## Recruitment Efforts Score

1

### *Written commitment to attracting women to open positions*

"Diversity of thought and experience strengthens our teams and helps us create great products and services for our diverse customers around the world. In order to attract, hire, and develop candidates of all genders, ethnicities, and backgrounds, we work to ensure inclusivity and fairness in our sourcing, interview and hiring processes. We partner with a number of organizations and institutions to broaden our reach, and we develop training programs to help our recruiters and hiring managers source diverse candidates and mitigate potential bias."

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

## Work-Life Balance

### Childcare Benefits

### Childcare Benefits Score

1

#### *Existence of childcare subsidies and support*

"When your child care or adult care arrangements fall through, Adobe offers a backup care program through Bright Horizons to provide temporary care for your loved ones so you can be at work. The program offers up to 20 days of care (with a copayment) for a variety of family needs."

Ref: pg 1, [Adobe Benefits](#)

### Caregiver Paid Time Off (PTO)

### Caregiver PTO Score

1

#### *Availability of paid caregiver leave in excess of government mandates*

"If you are eligible for the maximum Medical Leave and Parental Leave benefits, you can have up to a combined total of twenty-six (26) weeks of fully paid leave during and after pregnancy."

Ref: [Adobe Parental Leave Policy](#)

### Health Benefits

### Health Benefits Score

1

#### *Existence of female oriented health benefits*

"Adobe provides access to benefits including fertility drugs, imaging, labs and assisted reproductive technology services for Aetna and Kaiser Permanente medical plan members."

Ref: pg 4, [Adobe Benefits](#)

## External Stakeholder

### Community Engagement

### Community Engagement Score

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

1

"Earlier this year, we launched the inaugural Women at Sundance | Adobe Fellowship – Adobe is the first-ever brand to create a woman-focused fellowship with Sundance Institute."

Ref: pg 2, [Adobe Community Engagement](#)

## Inclusive Culture

### Gender Equality Program

### Gender Equality Program Score

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

1

"The network is led by the Adobe & Women Leadership Council, a newly formed team of twenty-five senior leader women from across the organization, who are focused on key initiatives ranging from internal programs and education to mentorship and recruiting."

Ref: pg 1, [Adobe Women Empowerment](#)

### 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

"We believe that everyone has the right to be treated with dignity and fairness. We do not tolerate unlawful discrimination or harassment against anyone based on race, color, religion, gender, gender identity or expression, marital status, age, disability, veteran status, sexual orientation, national origin, citizenship, or other classification protected by applicable law."

Ref: pg 5, [Adobe Code of Conduct](#)

### 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.