



2022 Company Profile



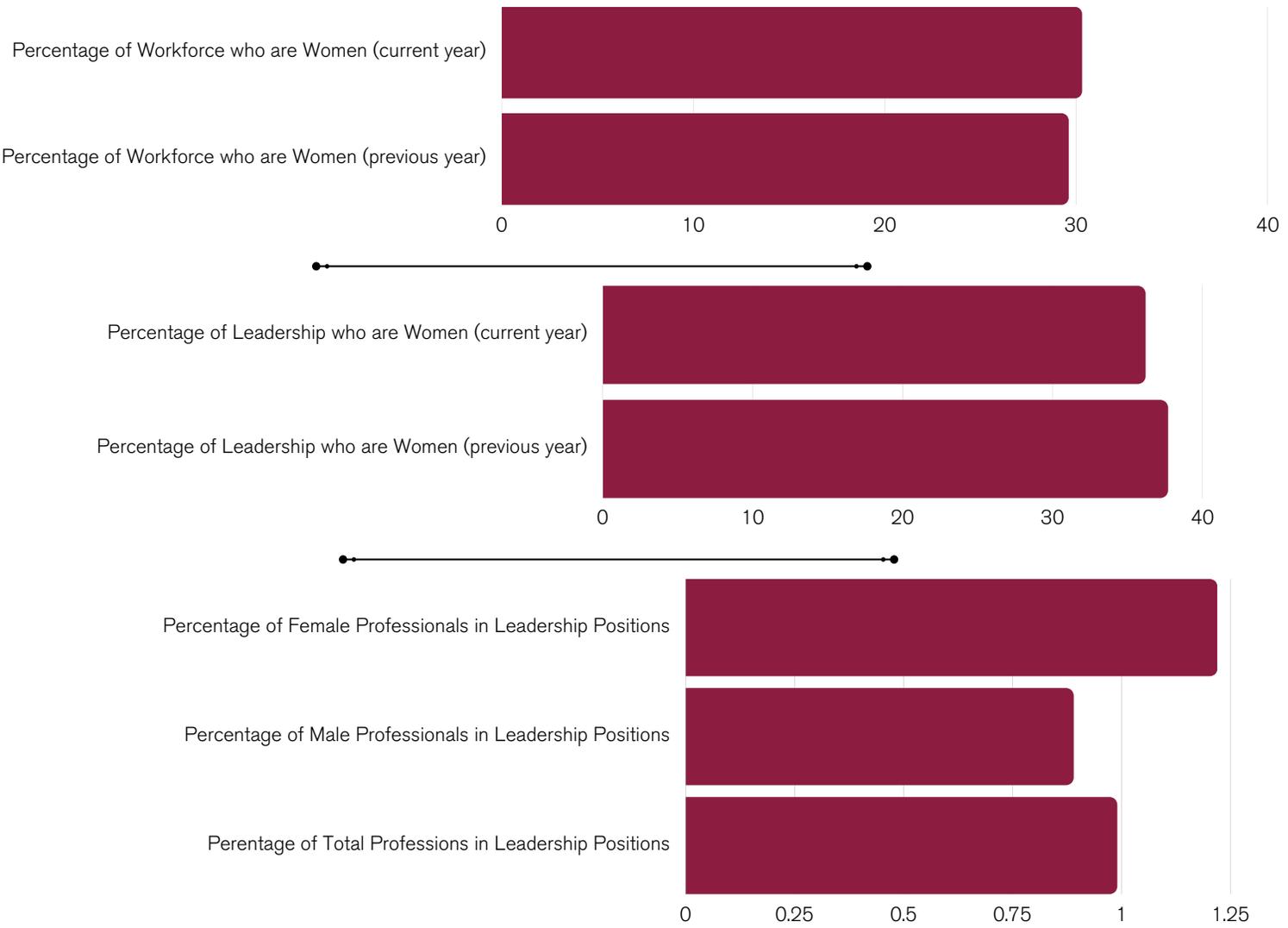
ASU® The Difference
Engine
Arizona State University

Women's Power & Influence Index (1.0)



Microsoft, a multinational technology corporation that produces computers, software, and related services, has been ranked as a **TRAILBLAZER** based on the criteria used for the Women's Power Index. Microsoft has a pay gap policy and reports that women earn \$1.002 for every \$1.00 earned by their male counterparts. As of 2019, Microsoft has also begun releasing an Inclusion Index, which measures the employee's satisfaction with the company culture, sense of community, and commitment to diversity. Microsoft has a comprehensive professional development program, Women in Technology (WIT), in which women can network and develop both their personal and professional goals. While Microsoft is committed to recruiting and hiring a diverse workforce, there is no specific reference to gender. Based on most recent EEO data, 36% of their executives are women and 30% of their total workforce is female. Microsoft offers paid time off for all new parents, as well as childcare benefits. Microsoft's harassment and discrimination policy are also not public. We could not find any information on gender-specific mentorship opportunities or gender-based benefits.

Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0.5 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 10/11/2023

Compensation

Pay Gap

Pay Gap Score

1

Existence of policy to address the gender pay gap

"As of September 2021, women in the US earn \$1.002 for every \$1.000 earned by their counterparts in the US who are men."

Ref: Pg 18, Diversity Report

Career Growth

Professional Development

Professional Development Score

1

Existence of professional development programs geared towards female employees

"WIT connects women in the Microsoft ecosystem. Provides mutual support in achieving professional and personal goals. Attracts and retains women into careers in information technology "

Ref: Pg 1, Microsoft WIT

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

0.5

Written commitment to attracting women to open positions

Includes diversity but does not specifically reference gender

"From our leaders to the larger community, Microsoft is dedicated to infusing diversity and inclusion principles into our hiring, our communication, our innovation, and the way we build products and technologies."

Ref: pg 1, Diversity and Inclusion Microsoft Careers

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

Existence of childcare subsidies and support

1

"Support your family in whatever stage you're in, including adoption assistance, subsidized and discounted childcare; back-up care for children, adults, and elders."

Ref: Pg 1, Microsoft Benefits

Caregiver Paid Time Off (PTO)

Caregiver PTO Score

Availability of paid caregiver leave in excess of government mandates

1

"Take 20 weeks of paid time away for birth mothers and 12 weeks of fully paid parental leave for all other new parents, including adoptions and foster placements."

Ref: Pg 1, Microsoft Benefits

<https://careers.microsoft.com/us/en/usbenefits>

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

"Microsoft has long been involved in expanding access to technology for women and girls across the globe. Starting with youth, our TEALS program brings technology education resources to schools, while the DigiGirlz program is in its 20 year of building girls' passion and skills in tech, impacting more than 65,000 young women in 92 countries. In response to the pandemic's severe impact on parts of the labor market, Microsoft launched its Global Skills Initiative to help 25 million people worldwide acquire digital skills and certifications to find new jobs"

Ref: Pg 3, Microsoft Women

Inclusive Culture

Gender Equality Program

Gender Equality Program Score

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

1

"In 2019, we first shared our Inclusion Index, a measure of employee sentiment on topics of transparency, belonging, authenticity, team culture, and a belief in Microsoft's commitment to diversity. "

Ref: Pg 19, Diversity 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

0

Information related to this criterion could not be found.

Harassment and Discrimination Training

Harassment & Discrimination Training Score

Existence of policies mandating discrimination and sexual harassment training

1

"Through our Diversity & Inclusion Core Priority, part of our performance and development approach, we ask employees and managers to learn and practice the skills that create a more diverse and inclusive workplace. This often sparks difficult but crucial conversations that can challenge our fundamental view of ourselves and bring new awareness of others."

Pg 5, Diversity Report