

# NETFLIX

## 2022

### Company Profile



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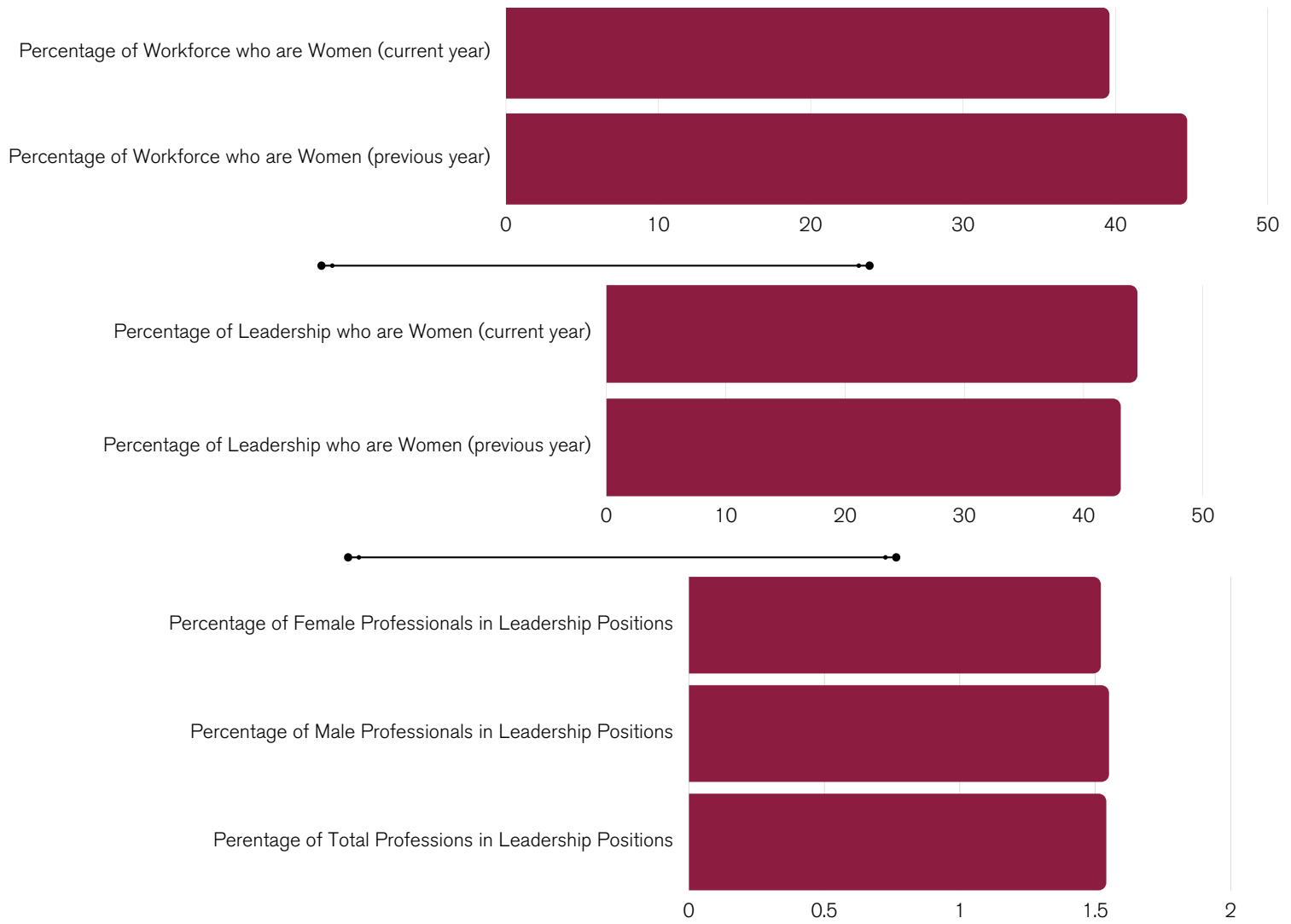
Women's Power & Influence Index (1.0)



# NETFLIX

Netflix, a subscription streaming service and production company, has been ranked as a **PACESETTER** based on the criteria used for the Women's Power Index. Netflix has a pay gap policy entitled "open compensation," where the top 1,000 leaders in the company can see pay information to encourage dialogue and be more transparent. Netflix also completes an annual compensation review and adjusts for any pay disparities. Women@Netflix is a resource group for women working at Netflix to share experiences and encourage communication, networking, and career development. Netflix also allows employees to take however much maternal and paternal paid time off they need and offer fertility benefits. The Netflix Fund for Creative Equity works to support women who are entering the film industry. Based on the most recent EEO data, 37% of executives are women and 41% of their total workforce is female. Netflix has created a comprehensive hiring program and curriculum to ensure there is a diverse and inclusive staff. We could not find any information about their gender-specific mentorship opportunities, childcare benefits, or harassment policies/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 11/3/2023

## Compensation

### Pay Gap

### Pay Gap Score

1

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

"Equitable Pay: We practice "open compensation," which means the top 1,000 leaders (directors and above) at the company can see how much any employee is paid. This encourages open discussions about pay disparities. Outside of the transparency, our talent team routinely analyzes pay across the company to look for disparities, including an annual compensation review. In both cases, when we find pay gaps, we rectify them"

Ref: Pg 3, [Netflix Diversity Report](#)

## Career Growth

### Professional Development

### Professional Development Score

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

1

"Our Employee Resource Groups (ERGs) are vital to creating this sense of inclusion and belonging. They offer employees mentoring, career development, and volunteering opportunities, supporting each other through challenges. They also provide the company with insight into the perspectives, needs and lived experiences of their communities. And for allies, they provide a place to forge bonds"

Ref: Pg 3, [Netflix Diversity Report](#)

### 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*

0.5

Includes diversity but does not specifically reference gender

"Hiring more inclusively: Recruiters play a vital role in finding candidates, interacting with them, and advising hiring managers. The inclusion recruiting programs team built a training curriculum to do this more inclusively, with topics like: spotting bias in the interview process, sourcing candidates in non-traditional ways, and helping hiring managers identify the perspectives missing on their teams. "

Ref: Pg 2, [Netflix Diversity Report](#)

## Work-Life Balance

### Childcare Benefits

### Childcare Benefits Score

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

0

Information related to this criterion could not be found.

### Caregiver Paid Time Off (PTO)

### Caregiver PTO Score

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

1

"Parental Leave: We recognize that one of the most special events in an individual's life is the birth or adoption of a child. Our parental leave policy is: "take care of your baby and yourself." New parents generally take 4 - 8 months."

Ref: Pg 2, [Netflix Work Life Report](#)

### Health Benefits

### Health Benefits Score

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

1

"Netflix offers a global family forming benefit to support employees during your fertility, surrogacy, or adoption journey. This benefit is available to employees and their spouse/domestic partner, regardless of marital status, gender, or sexual orientation. We recognize these pathways are challenging from both a financial and emotional perspective. Netflix also offers an allowance through Carrot to support you in covering the costs of your family forming journey."

Ref: Pg 2, [Netflix Work Life Report](#)

## External Stakeholder

### Community Engagement

### Community Engagement Score

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

1

"Last week we announced a global Netflix Fund for Creative Equity, which will invest \$20 million a year for the next five years in building more inclusive pipelines behind the camera. The first \$5 million will go towards programs that help identify, train and provide work placements for up-and-coming female talent around the world. We will do so through partnerships with third parties and bespoke Netflix programs to support a range of initiatives."

Ref: Pg 1, [Netflix Community Engagement](#)

## **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**

1

### **Harassment Policy**

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

Information related to this criterion could not be found.

### **Harassment Policy Score**

0

### **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