

Qualcomm

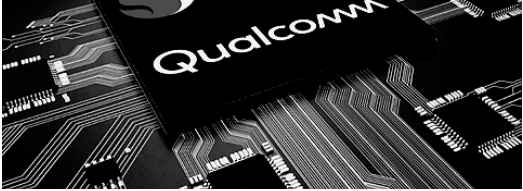
2022

Company Profile



ASU The Difference
Engine
Arizona State University

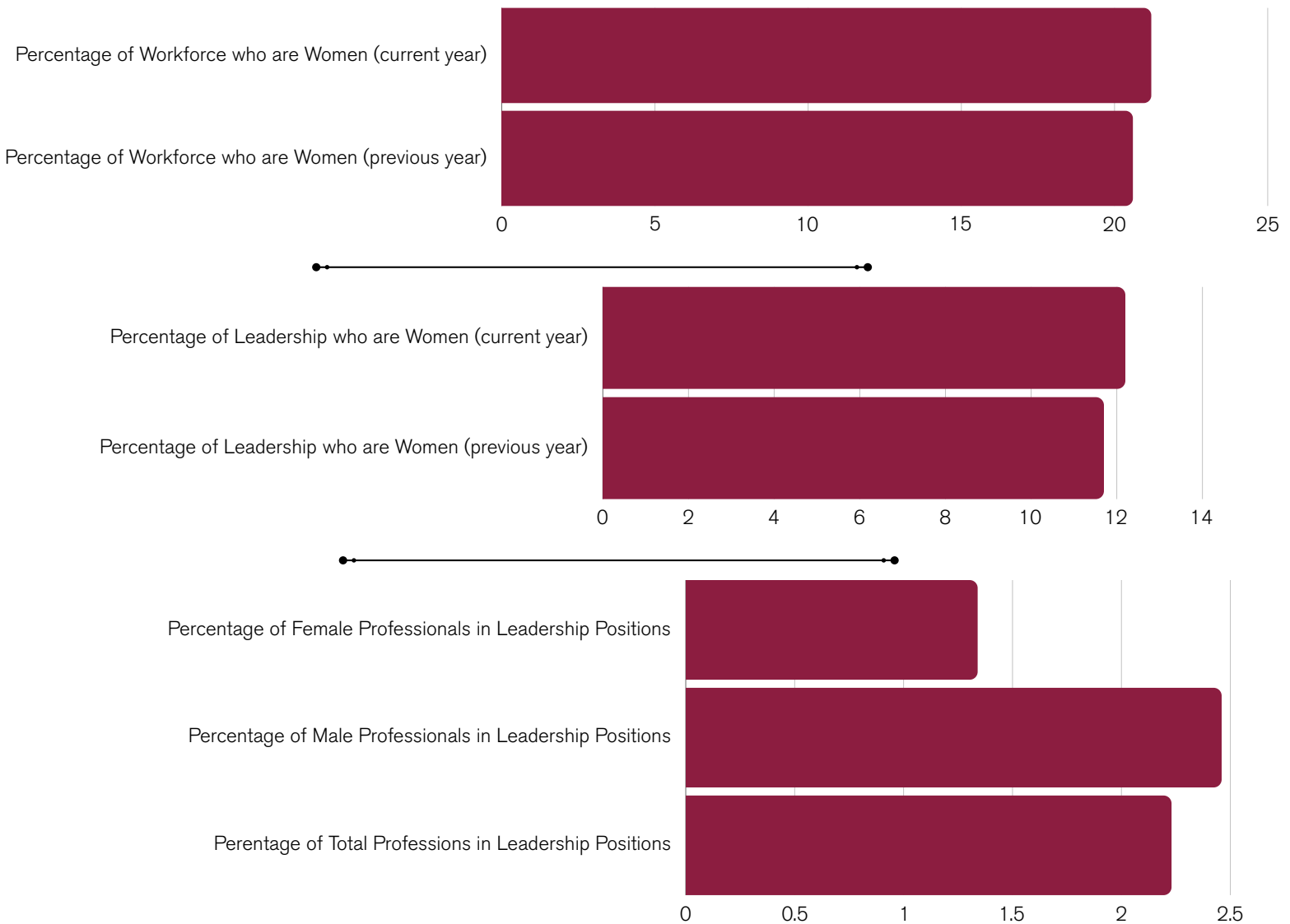
Women's Power & Influence Index (1.0)



Qualcomm

Qualcomm, a multinational technology corporation, has been ranked as a TRAIL BLAZER based on the criteria used for the Women’s Power Index. Qualcomm offers 100% pay equity in salary globally for men and women, gender inclusive recruitment efforts, caregiver PTO and child care benefits. They offer Qwomen chapters in office locations across the globe, aimed at professional development for women. Qualcomm also maintains community engagement through external partnerships aimed at increasing women in STEM fields. They also make sure they are represented at diversity conferences to ensure they are reaching diverse audiences to be a part of their workforce. Based on the most recent EEO data, 12.2% of its executives are women and 21.2% of the workforce is female. We could not find any information regarding Qualcomm’s mentorship programs or health 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 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

"Worldwide, we pay female employees 100 cents on the dollar in the aggregate when compared to male employees, taking into account rewards group, time in level, geographic area and job family"

Ref: Pg 5, DI Qualcomm

Career Growth

Professional Development

Professional Development Score

1

Existence of professional development programs geared towards female employees

"Qwomen provides opportunities encouraging leadership, mentorship and career development of all women and allies at Qualcomm. There are Qwomen chapters in office locations across the globe."

Ref: Pg 6, Qualcomm DI

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

1

Written commitment to attracting women to open positions

"Qualcomm is committed to promoting gender equity in technology."

Ref: Pg 3, DI Qualcomm

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

1

Existence of childcare subsidies and support

"Qualcomm's family care resources offer access to child, elder and pet care resources, including company subsidized back-up care and college prep services."

Ref: Qualcomm Benefits

Caregiver Paid Time Off (PTO)

Caregiver PTO Score

Availability of paid caregiver leave in excess of government mandates

1

"Family time off – Provides pay for employees taking time to bond with a newborn or newly placed child, or care for an eligible family member with a serious health condition."

Ref: Qualcomm 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

"Through our external partnerships we encourage young girls and women to pursue careers in tech. We have dedicated resources to organizations including AnitaB.org, the National Center for Women & Information Technology and Reboot Representation to increase the number of women in STEM-related fields, particularly in electrical engineering and computer science."

Ref: Pg 5, DI Qualcomm

Inclusive Culture

Gender Equality Program

Gender Equality Program Score

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

1

"We engage as a high-level sponsor of professional conferences where we can reach technical talent in diverse communities and increased our senior leadership and hiring manager participation at these events. Our new approach led to a 300 percent increase in conference hiring. In 2020, Qualcomm was represented at eight diversity conferences where we could interact with thousands of students and hire the future leaders of our Company."

Ref: Pg 4, DI Qualcomm

Harassment Policy

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

"Qualcomm prohibits harassment and discrimination based upon race, color, ancestry, national origin, religion, sex/gender, gender identity and/or expression, sexual orientation, age, physical disability, mental disability, veteran or military status, genetic information, pregnancy, medical condition, marital status, or any other basis prohibited by law."

Ref: D&I Policy

**Harassment Policy
Score**

1

Harassment and Discrimination Training

Existence of policies mandating discrimination and sexual harassment training

"Qualcomm requires all U.S. leaders who manage, supervise, or direct the work of others (as determined by Human Resources) to complete at least two hours of preventing harassment training every two years. We also require all U.S. non-managerial employees to complete at least one hour of preventing harassment training every two years."

Ref: Pg 2, Qualcomm Policy

**Harassment &
Discrimination Training
Score**

1