

salesforce

# 2022 Company Profile



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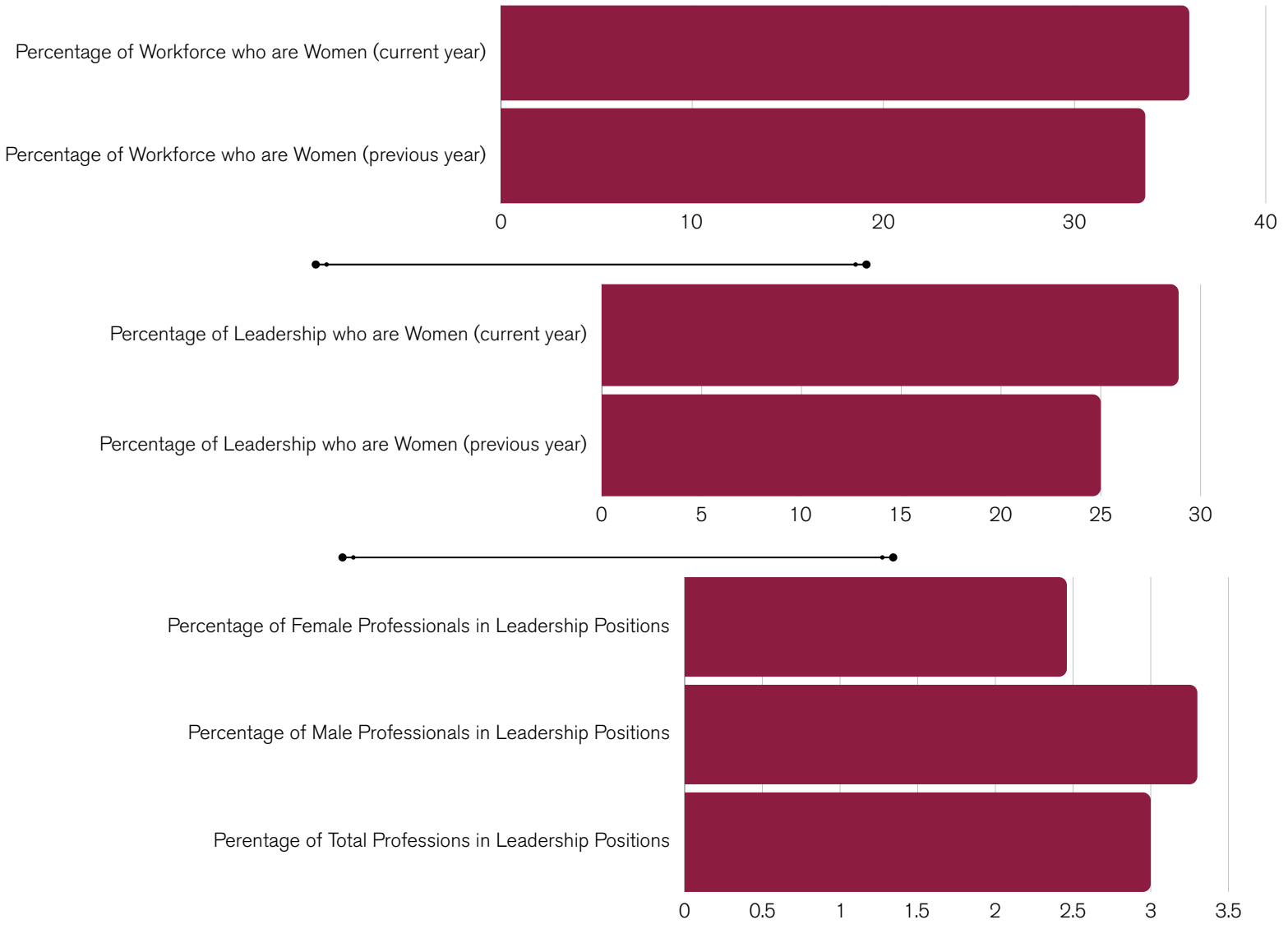
Arizona State University

Women's Power & Influence Index (1.0)



Salesforce, a customer relationship management service, has been ranked as a PACESETTER based on the criteria used for the Women's Power Index. Salesforce is committed to eliminating the gender pay gap and currently utilizes annual reviews to better understand pay discrepancies. The Salesforce Women's Network is one way that Salesforce is taking on inequality in the workplace by providing personal and professional development opportunities. Along with their annual pay review, Salesforce also increases accountability in recruitment through their scorecard program. Senior executives receive a monthly report detailing their current headcount, hiring, retention, and other factors broken down by race and gender. Based on the most recent EEO data, 29% of its executives are women, and 36% of its workforce is female. Salesforce provides backup childcare services, 24 weeks of paid maternity leave, and fertility benefits. Salesforce also works with Women in Technology Network to further partnerships in underrepresented communities. We could not find information regarding gender-specific mentorship opportunities, gender equality programs, or 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 11/3/2023

## Compensation

### Pay Gap

### Pay Gap Score

1

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

"Today, we've completed our sixth annual equal pay assessment of our 57,000 employees – a process that is baked into our compensation planning process. Every year we conduct a pay audit we learn something new that helps us continue to improve upon our process."

Ref: pg 1, Salesforce Equal Pay

"This year, our analysis found that 3.5% of our global employees required adjustments. Of those, 81% were based on gender, and 19% were based on race or ethnicity. As a result, we spent \$3.8 million to address any unexplained differences in pay, a total of more than \$16 million to date."

Ref: pg 2, Salesforce Equal Pay

## Career Growth

### Professional Development

### Professional Development Score

1

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

"Salesforce Women's Network amplifies the progress of women in every step of their journey. We achieve this through professional and personal development, allyship, supportive connections, and taking action on gender equality. We are the largest Equality group and our programs include content and activities to support our values of empathy, trust, well-being, and advancement of women."

Ref: pg 4, Salesforce Equality Groups

### 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*

"Increasing accountability: We've revamped our scorecard program – a monthly program where senior leaders receive a scorecard detailing the headcount, hiring, attrition and promotion data by gender (global) and race (U.S) – to add more data and help drive accountability. We've also paired senior leaders with an Equality board made up of their recruiting, employee success, Equality partners, and senior leaders to drive prescriptive actions based on data."

Ref: pg 2, Salesforce Recruitment

## **Work-Life Balance**

### **Childcare Benefits**

### **Childcare Benefits Score**

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

1

"Full-time and part-time (20 hours or more per week) employees can get 10 days of back-up care each calendar year at low rates: Center-based care: \$15 per child or \$25 per family, In-home care: \$6 per hour, with a four-hour minimum"

Ref: pg 3, Salesforce PTO

### **Caregiver Paid Time Off (PTO)**

### **Caregiver PTO Score**

1

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

"For new Parental Leaves beginning on or after April 1, 2021, the benefit provides the greater of 100% base salary or 80% of on-target earnings (OTE) (includes base salary, target commissions, and target bonus) with no weekly maximum.

Primary caregivers can take 26 weeks of paid time off.

Secondary caregivers can take 12 weeks of paid time off.

Our gradual return-to-work schedule allows you to work four days per week for four weeks after taking Parental Leave."

Ref: pg 1, Salesforce PTO

### **Health Benefits**

### **Health Benefits Score**

1

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

"Progyny Smart Cycle gives you unlimited support from fertility advocates and convenient access to the largest network of fertility experts. Your coverage includes three Smart Cycles for a variety of treatments, including egg freezing and frozen-embryo transfer."

"If you're a Kaiser Permanente member, you have access to fertility support through your medical plan."

"With our Global Fertility and Adoption program, you have support to cover the costs of bringing a new child into your family"

"Milk Stork will provide everything you need to send your milk home, including: A pharmaceutical-grade shipping cooler, Breast milk storage bags, FedEx Priority Overnight shipping labels. Salesforce parents can place orders free of charge using their company email address."

Ref: pg 2-3, Salesforce Health

## External Stakeholder

### Community Engagement

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

"Deepening our network: We're deepening partnerships with underrepresented professional organizations, such as the Black Professionals in Tech Network (BPTN), National Sales Network, Latinas in Tech, and Women in Technology International."

Ref: pg 2, Salesforce Recruitment

### Community Engagement Score

1

## 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*

"Harassment is any conduct relating to a person's legally-protected characteristics that creates an unwelcome, intimidating, hostile, or offensive work environment for that person... It also includes sexual harassment, including unwanted sexual advances, suggestive comments or inappropriate touching."

Ref: pg 1, Salesforce Harassment

### 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