

Champions for Accountability

Results from the 2023 cohort



The *Champions for Accountability* (CFA) badge recognizes employers willing to collect, share, and act on data about the diversity of their leadership.

To receive the badge, a business must operate in Virginia, Maryland, and/or DC; collect demographic data on board members and/or c-suite members/executives; and have completed a CFA application by August 31, 2023.

There are 44 employers who applied for and earned the 2023 CFA badge.

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| 1. CALIBRE Systems, Inc. | 23. Northern Virginia Chamber of Commerce |
| 2. Carpenter's Shelter | 24. Northern Virginia Chamber Foundation |
| 3. CertaPro Painters of Springfield | 25. Northern Virginia Community College |
| 4. Community Foundation for Northern Virginia | 26. Northern Virginia Family Service |
| 5. Cooley LLP | 27. NOVA ScriptsCentral |
| 6. Criterion Systems, LLC, a Cherokee Federal Company | 28. Peraton |
| 7. Dev Technology Group, Inc. | 29. Riverside Research |
| 8. Evans Consulting | 30. Ronald McDonald House Charities of Greater DC |
| 9. Girls on the Run of Northern Virginia | 31. Saint Gabriel's Episcopal Church |
| 10. Healwell | 32. Sarah Wood Communication |
| 11. Inova Health System | 33. Senior Services of Alexandria |
| 12. Insight Memory Care Center | 34. Serve Our Willing Warriors |
| 13. IntelliDyne, LLC | 35. SysNet Technologies Inc. |
| 14. Interstate Moving Relocation Logistics | 36. The Arc of Loudoun |
| 15. Just Neighbors Ministry | 37. The Arc of Northern Virginia |
| 16. Kaiser Permanente Mid-Atlantic States | 38. The Sequoia Project |
| 17. Karsun Solutions | 39. The Women's Center |
| 18. Langley Residential Support Services | 40. Traveling Players Ensemble |
| 19. ManTech | 41. United Community |
| 20. Medical Care for Children Partnership Foundation | 42. Volunteer Fairfax |
| 21. MITRE | 43. Wesley Housing |
| 22. Music To Free | 44. Western Fairfax Christian Ministries |

This badging system recognizes employers taking one of many steps toward building a culture of DEI: they have voluntarily shared data and reflected on their current efforts to diversify their leadership.

By accepting their badge, the Champions will commit to the following actions:

1. Provide a voluntary, safe way for staff, senior leadership, and board members to provide self-identified demographic and share findings regularly with staff
2. Regularly review and update position descriptions / requirements to widen the pool of potentially qualified candidates (skills-based hiring)
3. Identify and recruit from candidate pools that represent a more diverse cross-section of talent
4. Develop clear, attainable pathways for staff to move into management and leadership positions



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Strategies to Encourage Diversity, Equity, and Inclusion in Corporate Leadership

The 2023 cohort of Champions identified a number of strategies to promote DEI across their boards and c-suites.

C-Suite Strategies

Prioritize increasing DEI among those in leadership roles

- Track demographic data on executives and senior staff
- Incentivize leaders engagement in DEI (e.g., tying engagement to compensation/promotion)
- Recommend inclusive leadership training for all those in leadership positions

Continuously Grow Internal Candidates

- Ensure there are clear, specific career paths to senior and executive level positions
- Cultivate skill-building for diverse staff to prepare them for future executive-level openings
- Offer mentorship/coaching/sponsorship to diverse employees seeking / on the path to senior positions
- Continually review org chart to determine opportunities for promotion and growth for mid-level managers

Modify Recruitment Practices for Executive Roles

- Ensure job descriptions for executive roles reflect the employer's commitment to DEI
- Facilitate internal promotion (e.g., posting position internally first, encouraging ERGs to share senior postings)
- Seek diverse external candidates (e.g., selecting a search firm with experience sourcing diverse applicants)
- Track diversity statistics during executive search process; examine success rate of diverse internal candidates

Board Strategies

Strengthen Board Policies and Culture around DEI

- Continuously measure board diversity and acknowledge areas where diversity is lacking
- Prioritize board engagement in DEI work (e.g., hosting a board retreat on DEI/social justice)
- Engage new members immediately and personally on the importance of DEI to the organization
- Develop an active DEI subcommittee to focus on areas of growth or concern

Recruit, Nominate, and Vet with a Focus on DEI

- Compare the current composition of the board to targets, using a matrix as needed
- Examine practices for nominating, recruiting, and vetting new board members, including recognizing and dismantling the internal biases and systems preventing diverse candidates from applying to past openings
- Seek diverse candidates (e.g., by reaching out to local chapters of ethnic professional or civic associations)
- Where appropriate, seek out individuals who are former clients/customers/part of a targeted community
- Look for board members who are leaders in advancing work in DEI
- Evaluate each Board candidate for their connection to / experience with a specific targeted community

