



Trends in Racial and Social Justice Disclosures

Amongst the US S&P 50

Updated March 2024



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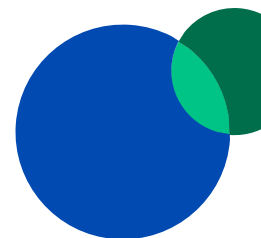


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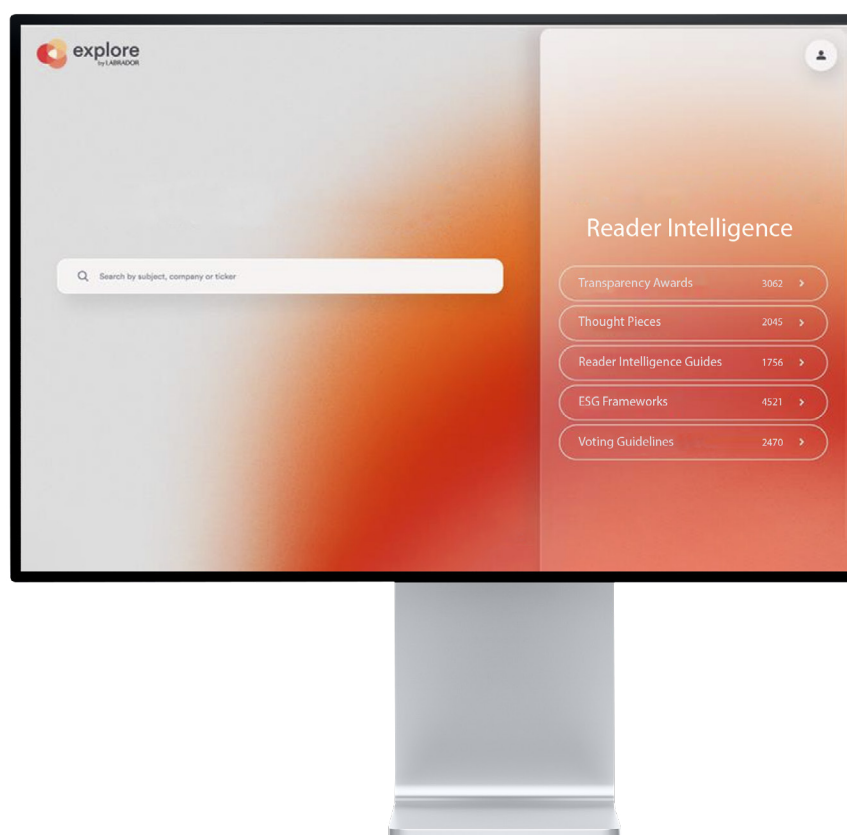
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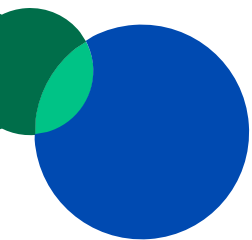
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Introduction

Today's consumers and employees are looking for corporations to reflect the diversity of the communities in which they live. And more investors are asking for details on what companies are doing to advance social justice in ways related to their business. At the same time, there is increased scrutiny regarding companies' diversity, equity, and inclusion (DEI) programs as recent legal and other challenges have emboldened anti-DEI groups.

In this piece we discuss trends on how racial and social justice movements have impacted corporate environmental, social, and governance (ESG) reporting practices amongst the [U.S. S&P 50](#). In addition, we give suggestions for future reporting practices around these issues.

Background

While companies have been scrutinized for their environmental and social impacts since the Industrial Revolution and, more recently, the Civil Rights movements of the 1960's, that scrutiny has increased dramatically since 2020. Not only has the “perfect storm” of Black Lives Matter (BLM) protests, the #MeToo movement, the overturning of nearly 50 years of *Roe v. Wade*, and the COVID-19 pandemic intensified political divides in the U.S., but it has also spurred more investors, employees, customers, non-profits and communities to demand that companies address these hot button social issues.

Are companies that made bold supporting statements for racial justice in 2020 after George Floyd's death following up such statements with action? Are companies speaking out against anti-LGBTQIA+ and anti-reproductive rights laws in states in which they are headquartered?¹ Are companies helping their employees access inclusive healthcare practices even in states where abortion or transgender care are being banned?

Customers, employees, and other corporate stakeholders are all asking these questions.

Lily Zheng describes what she sees as a transition from corporate social responsibility (CSR) to corporate social justice this way:²

Now, consumers and employees are raising the bar. The killing of George Floyd by a white police officer in Minneapolis has driven one of the largest protest movements in recent memory, and the widespread reactions to the standard CSR playbook suggest that old best practices may no longer work.... Corporate Social Justice is a reframing of CSR that centers the focus on any initiative or program on the measurable, lived experiences of groups harmed and disadvantaged by society... [It] is a framework regulated by the trust between a company and its employees, customers, shareholders, and the broader community it touches, with the goal of explicitly doing good by all of them. Where CSR is often realized through a secondary or even vanity program tacked onto a company's main business, Corporate Social Justice requires deep integration with every aspect of the way a company functions... Consumers and other stakeholders want companies to see social good as a necessity, not just a marketing strategy. It's up to companies to respond to this new challenge.

More recently, anti-DEI activity has also intensified. After the U.S. Supreme Court's June 2023 ruling in *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*, which held that colleges and universities cannot consider race in and of itself as a factor in admission decisions, there has been a flood of activity looking to extend aspects of the ruling to the private sector. For example, 13 Republican state attorneys general sent a letter to the CEOs of the 100 largest U.S. companies cautioning them on the legal consequences of using race as a factor in hiring and employment practices.³ It is unclear how this recent backlash by certain special interest groups will impact corporate reporting going forward. Early indications show an ongoing commitment to DEI despite the challenges.⁴

¹ Barak Harif, Tal and Marques, Felipe. (April 27, 2023). “[Disney Versus DeSantis: A Timeline of the Florida Feud](#).” *Time Magazine*.

² Zheng, Lily. (June 16, 2020). “[We're Entering the Age of Corporate Social Justice](#).” *Harvard Business Review*.

³ Grantham-Philips, Wyatt, Mulvihill, Geoff, and The Associated Press. (July 15, 2023). “[Fortune 100 companies are getting swarmed by Republican AGs using the Supreme Court affirmative action as a lever into the workplace](#).” *Fortune.com*.

⁴ <https://corpgov.law.harvard.edu/2024/02/26/dei-in-an-era-of-unrest-a-few-truths-and-a-path-forward/>

Current U.S. Practices in Racial and Social Justice Disclosures

In direct response to bold statements of support many U.S. companies made after George Floyd’s death, the non-profit shareholder advocacy organization As You Sow® launched its [Racial Justice Initiative and Scorecards](#). The initiative strives to “monitor corporate responses and follow up with companies to ensure that statements of support for racial justice are translated into concrete actions that truly promote equity, thereby helping them on the path to end corporate complicity in systemic racism.” While their annual scorecard demonstrates that U.S. companies have a lot of room for improvement, As You Sow® has recognized PayPal, illumina®, Microsoft, The Walt Disney Company, Altria, American Electric Power, Activision Blizzard, eBay, UnitedHealth Group, and BNY Mellon for their related policies, practices, and communications.

Over the last several years, many companies have developed DEI programs that include some of the elements below. Several were driven by shareholder proposals and broader stakeholder engagement.

- Some companies have adopted the “Rooney Rule”⁵ so that diverse candidates are included in searches for new board members and internal positions.
- Prompted by shareholder proposals and support from the NYC Comptroller, many companies put their latest EEO-1⁶ data online and include links to the data in their ESG reports.
- Companies like Apple have had shareholder proposals lead to civil rights and other related audits.
- A growing number of U.S. companies have created leadership positions focused on enterprise-wide diversity, equity, inclusion and belonging goals and initiatives.
- Many companies have set DEI-related goals and launched initiatives around recruitment (especially into leadership positions), pay equity, training, and compensation incentives.
- Many companies have focused their community engagement and philanthropic giving on addressing gender, racial and ethnic disparities in areas like financial inclusion, small business development, education (especially in science, technology, engineering and mathematics), food insecurity, environmental justice and a just transition to a clean economy, and access to healthcare.

⁵ The National Football League “Rooney Rule” requires teams to interview ethnic minority candidates for head coaching and other senior football operation jobs.

⁶ The U.S. Equal Employment Opportunity Commission requires mandatory annual data collection from all private sector employers with 100 or more employees and federal contractors with 50 or more employees meeting certain criteria. The workforce demographic data is broken down by job category, sex and race or ethnicity. It should be noted that EEO-1 data cover only U.S.-based locations and exclude not only international employees but also contractor and other types of contingent workers.

Company Examples

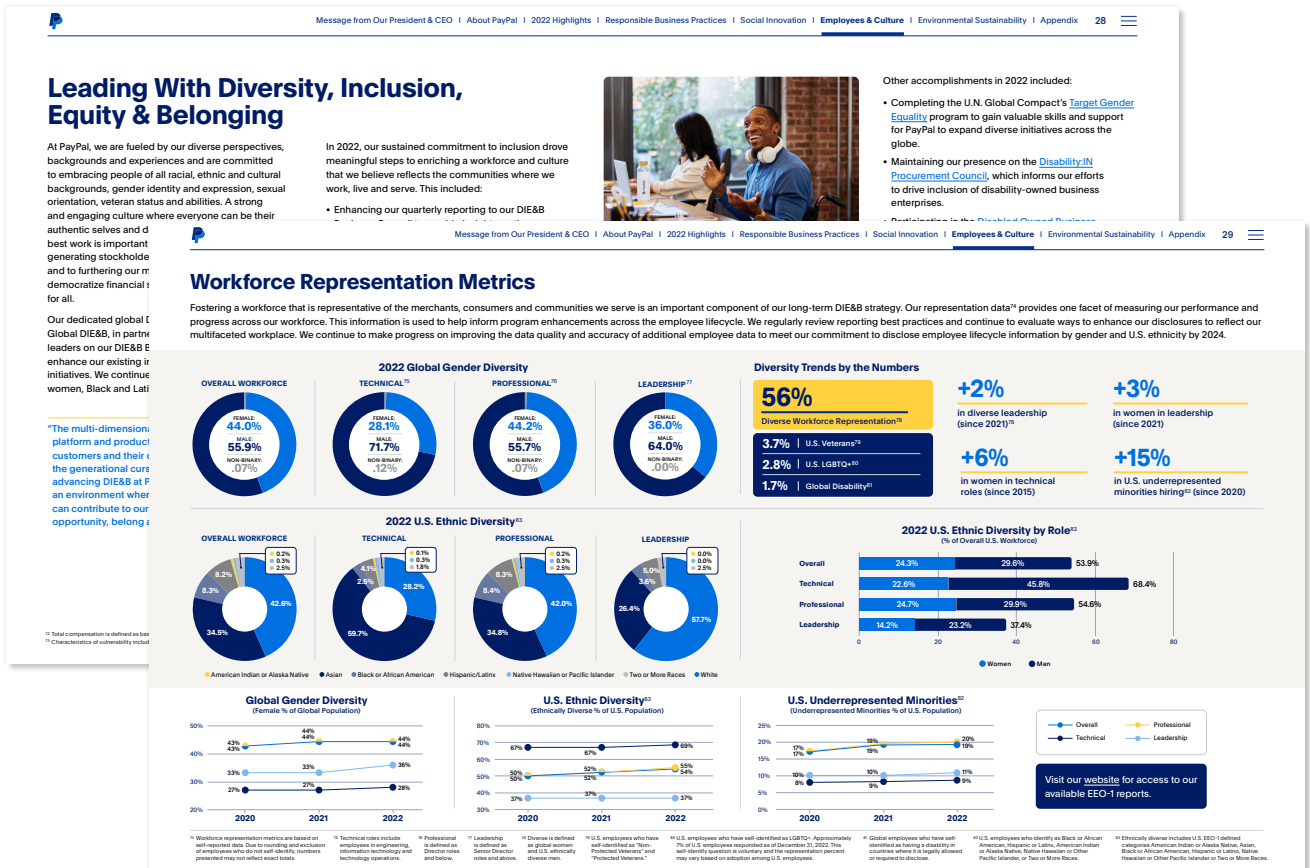
A number of best practices have emerged in U.S. ESG reports around racial and social justice disclosures. Labrador's benchmarking of 2021-2022 ESG reports from the S&P 50 found that:

- Nearly all included race, ethnicity and gender workforce diversity data.
 - A small percentage also included data on sexual orientation, age and disability status.
- Nearly all provided access to their most recent EEO-1 data.
- Around half set social goals with a 2-5 year target and showed quantitative changes from baseline year-to-year.
- Around one-third discussed gender or racial inequality, while a little less discussed systemic racism.
- Around one-fifth published separate Social, Human Capital Management, or DEI reports.
- Less than one-fifth discussed pay equity.

Labrador will be actively benchmarking the upcoming 2023 reports to determine whether there is a noticeable change in DEI disclosure practices based on recent events.

PayPal's 2022 Global Impact Report

PayPal's Global Impact report includes comprehensive workforce diversity data, details on social innovation, and employee and culture highlights.



Microsoft's 2022 Global Diversity & Inclusion Report and 2022 Impact Summary Report

Microsoft has multiple reports that cover sustainability, corporate responsibility, and diversity and inclusion. They have in-depth information on company culture and how they are turning commitments into action.

INTRODUCTION

Living our mission and embracing responsibility

Our mission to empower every person and every organization on the planet to achieve more has never been more urgent or more necessary. Our actions must be aligned with addressing the world's problems, not creating new ones. At our core, we need to deliver innovation that helps drive broad economic growth. As a company, we will do well when the world around us does well. That's why we remain steadfast in our commitments to:

- Support inclusive economic growth 5
- Protect fundamental rights 9
- Create a sustainable future 15
- Earn trust 19

As we look back on our progress this year, we should all be proud. But it's easy to talk about what we're doing well. As we look ahead, we'll continue to reflect on where the world needs us to do better. I truly believe if we continue to live our mission, embrace our responsibility and grasp the opportunity technology offers the world, there is no limit to what we can achieve together.

Satya Nadella
Chairman and CEO

Read Satya's Annual Shareholder Letter

Moving from pledges to progress

As existing challenges persist and new ones emerge, we must stay grounded in our mission and our commitments while responding to shifting needs and expectations.

Disruptive events like wars, pandemics, and recessions have a way of centering societal issues that were sidelined in times of peace and prosperity. These complex challenges require thoughtful, deliberate, multistakeholder solutions.

That's why we activate resources from across our business and our ecosystem—as we're doing in our response to the war in Ukraine—and work with our employees, partners, and customers to maximize positive impact.

The past few years have revealed another shift—increasingly, broadband internet and accessible technology must be considered fundamental rights. Without them, people lack access to education, healthcare, jobs, and essential services—and risk being left behind in today's digital world.

We remain committed to our mission to deliver technology that empowers others. I'm proud of our ongoing impact at the intersection of technology and society—much of which is highlighted in this summary.

Brad Smith
Vice Chair and President

Visit our Reports Hub

[2022 Impact Summary Report](#)

HOW WE WORK

Activate our ecosystem

With more than 400,000 partner organizations employing over 22 million people, thousands of suppliers, and customers of every size, in every industry, and in every part of the world, we have an enormous opportunity and responsibility to effect change through our ecosystem.

Collaborated with 52 of our largest global customers to advance shared social impact goals such as increasing access to skills for jobs and using AI for good.

Spent more than \$7 billion with US diverse-owned businesses as part of our Supplier Diversity Program, a 17% increase from last year.

Continued to work with our supplier network to uphold our commitments to accessibility, human rights, worker health and safety, and the environment through our supplier code of conduct, training, and capacity building.

Engage local communities

Change happens locally. We work closely with communities to understand their unique challenges and assets so we can best support them.

Invested \$7 million with local NGOs in 21 communities and 13 countries that have Microsoft datacenters to enable student training and scholarships, technical support, volunteerism, and environmental projects.

Helped catalyze more than \$70 million in additional funding from other organizations and upskilled more than 15,000 job seekers across eight US regions through Microsoft TechSpark, a program that works to ensure everyone can benefit from the digital economy.

Allocated over \$584 million of our \$750 million commitment since launching our affordable housing initiative, supporting the creation or preservation of over 9,200 housing units in Washington state.

Enable systemic change

We work to enable lasting, systemic change, including by advocating for public policies that move us toward a more inclusive, equitable, sustainable, and trusted future.

Protected personal data and privacy, including through the Trans-Atlantic Data Privacy Framework and our EU Data Boundary initiative, as well as through Trusted Cloud Principles, a new initiative to safeguard the interests of organizations and the basic rights of individuals using cloud services.

Advocated for carbon reduction, including serving as a founding signatory of the Carbon Call to standardize carbon measurement, accounting, and reporting—essential components to reach a net zero future.

Championed the adoption of global responsible AI standards, including supporting regulations for ethical facial recognition in Canada and Australia.

[2022 Global Diversity & Inclusion Report](#)

Racial Equity Initiative

We're committed to addressing racial injustice and inequity for Black and African American and Hispanic and Latinx communities and to helping improve lived experiences at Microsoft and beyond.

Our Racial Equity Initiative, announced in June 2020 for our core US Microsoft business, focuses on three multiyear pillars, each containing actions and progress we expect to make or exceed by 2025.

Our core Microsoft business

Our Racial Equity Initiative pillars

- Strengthening our communities:** We're using data, technology, and partnerships to help improve the lives of Black and African American people in the US, including our employees and their communities.
- Increasing representation and strengthening a culture of inclusion:** We're building on our momentum, adding a \$150 million investment to strengthen inclusion and double the number of US Black and African American and Hispanic and Latinx people managers, senior individual contributors, and senior leaders by 2025.
- Engaging our ecosystem:** We're using our balance sheet and relationships with suppliers and partners to foster societal change and create new opportunity.

Progress highlights

We're encouraged by our momentum toward fulfilling our representation commitments by 2025. As of June 2022:

Group	People Managers (Below Director Level)	Directors, Partners, and Executives (Including Senior Managers and Individual Contributors)
Black and African American	116.0%	92.0%
Hispanic and Latinx	46.5%	57.6%

Read more about these commitments and updates on our progress across these pillars.

Boeing Company 2022 Sustainability Report

Boeing shares in-depth diversity information, including veteran, disability, and LGBTQ+ diversity data.



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Operations
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Global Equity, Diversity and Inclusion

Progress on Our Equity, Diversity and Inclusion Commitments

Over the past year, we have seen the value inclusion brings to our global team as we continue to advance our equity, diversity and inclusion commitments. Although there is more work to be done, we are encouraged by our progress, especially in light of the COVID-19 pandemic and dynamic business environment.

In 2021, women and racial/ethnic minority representation at Boeing increased overall as compared with the prior year. And, in the second half of 2021, exit rates for women, men and teammates of all races were within 0.1 point of one another, meaning the rate of people exiting was relatively equal among race and gender. For the first time, we shared data related to women of color, disability, gender identity and sexual orientation.

In 2021, we established a set of near-term aspirations that we are striving to achieve by 2025 and introduced the Seek, Speak & Listen habits to build stronger teams and drive better business outcomes. While we are moving in the right direction, we want — and need — to accelerate change. In the spirit of Seek, Speak & Listen, we will continue seeking out and listening to ensure that we foster a culture of belonging and inclusion.

With nearly 142,000 team members across the U.S. and in over 65 countries, we remain committed to recruiting, supporting and developing diverse talent.

Gender¹

U.S. Overall

23.2%
Women

↑+.3pt

- 23.2% Women
- 76.3% Men
- 0.5% Undisclosed

International Overall

24.6%
Women

↑+.3pt

- 24.6% Women
- 71.9% Men
- 3.4% Undisclosed

Race and Ethnicity²

↑↓ pt change from previous year

U.S. Overall

32.7%
Racial and Ethnic Minorities

↑+1.5pt

- 67.1% White
- 14.6% Asian
- 7.4% Hispanic/Latino/a/x
- 6.6% Black
- 2.3% 2 or More Races
- 0.8% Native American
- 0.7% Pacific Islander

U.S. Veterans³

Veterans
14.6% ↓-.2pt

U.S. Disability⁴

Self-ID participation rate
28%

Self-ID as having a disability
6.4%

U.S. LGBTQIA+⁵

Gender identity self-ID participation rate
7.1%

Sexual orientation self-ID participation rate
6.1%

Above data based on voluntary, confidential self-identification by employees.

1. All data on gender is collected globally. Numbers for gender may not total 100% due to team members who identify as non-binary or who choose not to disclose. Data is segmented to show U.S. and International, which indicates team members outside the U.S.
2. Race identification formatting was changed in 2021 to more correctly reflect the identities of employees. Race and ethnicity data reflects the U.S. workforce only. Numbers may not total 100% due to inclusion of people who choose not to disclose or due to rounding. Racial and ethnic minority representation includes Asian, Black, Hispanic/Latino/a/x, Native American, Pacific Islander and Two or More Races as defined by the U.S. Equal Employment Opportunity Commission.
3. A veteran is defined as a person who served in the active military, naval, or air service and who was discharged or released therefrom under conditions other than dishonorable.
4. A disability is defined as a physical or mental impairment or medical condition that substantially limits a major life activity, or a history or record of such an impairment or medical condition.
5. LGBTQIA+ is a term that includes people of all genders and sexualities, such as lesbian, gay, bisexual, transgender, questioning, queer, intersex, asexual, pansexual and all others.

➔ Learn more about our team and the actions we're taking to recruit, support and develop diverse talent while creating an inclusive culture where everyone is seen, heard, valued and respected in the [2022 Global Equity, Diversity & Inclusion Report](#).

2022 Sustainability Report 27

Accenture 360° Value Report 2022

Accenture provides detail that helps readers understand their diversity, equity and inclusion goals, practices and progress.



Embedding I&D in everything we do

We treat inclusion and diversity like every other business priority—we set goals, share them publicly, collect data to continuously improve and hold our leaders accountable. We announce our goals because we believe transparency builds trust and holds us to a higher level of accountability.

As a business priority, inclusion and diversity at Accenture starts at the top with our Chair and CEO and our Board of Directors. Our Board demonstrates this commitment with 50% of our director nominees racially and ethnically diverse* and 50% women, including our Chair and CEO (a tie-breaker). We expect leaders at all levels to help create and sustain a culture of equality where everyone can achieve their professional and personal aspirations.

Our areas of focus include advancing inclusion and diversity for:

- Women
- Racial and ethnic minorities
- Persons with disabilities
- Lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) people
- People from different cultures
- People with different religious and faith-based traditions

We focus on it as a strategic

For the purposes based on self-req for further detail



Inclusion & Diversity goals & progress

Gender equality

Women now represent 47% of our workforce, closing the gap toward our goal to achieve gender parity—for those whose gender is binary—by 2025.

29% of our managing directors are women, approaching our goal to grow the percentage of women managing directors to 30% by 2025.

Race and ethnicity

Increase our race and ethnicity representation by 2025*

United States

African American and Black colleagues represent 12.1% of our workforce, achieving our goal to increase African American and Black colleagues from 9% to 12%, ahead of schedule.

Hispanic American and Latinx colleagues represent 11.1% of our workforce and 4.0% of our managing directors, on the path to our goal to increase Hispanic American and Latinx colleagues from 9.5% to 10% and managing directors from 3.5% to 4.5%.

African American and Black colleagues represent 4.2% of our managing directors, approaching our goal to increase managing directors from 2.8% to 4.4%.

South Africa African Black colleagues represent 44.4% of our workforce. We continue our journey to increase African Black colleagues from 45% to 68%.

United Kingdom

Black** colleagues represent 5.1% of our workforce and 12 of our managing directors, on the path to our goal to increase Black colleagues from 4% to 7% and more than double the number of our Black managing directors to 15 or more.

Coloured*** colleagues represent 9.8% of our workforce, on the path to increasing African Black, Coloured and Indian managing directors from 39% to 47.5%.

Our goals & progress

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Fostering disability inclusion

We strive to ensure that our people with disabilities have access to the latest technology, tools and training to succeed in a barrier-free workplace. Our global Disability & Neurodiversity Inclusion Council defines our priorities, measures progress and helps advance our disability inclusion agenda.

Our Accommodation Support Tool enables our people with disabilities to easily access assistive technology, flexible work arrangements, sign language interpreters, screen readers and more. This innovative tool, designed to make the request process easy, private and personalized, is available in 43 countries.

Our award-winning Abilities Unleashed disability inclusion leadership development program provides opportunities for our people with disabilities to feel empowered, gain their career journey, build their network and collaborate across the company.

We continue to create a safe environment for our people with disabilities to self-identify and, as of December 1, 2022, more than 11,500 of our people have done so.

Accessibility Centre

Our global network of Accessibility Centres works with clients and their teams to:

and technology they need to thrive in their roles. The centres include a wide range of assistive technology solutions for diverse needs, including hearing, vision, mobility and cognitive solutions, and disability prevention technology such as ergonomic keyboards. Importantly, they also offer a space to collaborate and exchange ideas about how we can support our people so that everyone, regardless of disability, is able to access opportunities to learn, grow and thrive. Currently, we have built 24 Accessibility Centres around the world with more to come.

Application accessibility

We are working to build accessibility practices into everything we do and to help provide our clients with the tools and the knowledge they need to implement those practices themselves. We have been on a journey to make interactions with our most heavily used, internally developed enterprise applications as accessible as possible for our people. Our journey will continue to focus on embedding accessibility requirements into every stage of the enterprise IT lifecycle.

Expanding impact with clients

Our Accessibility Activation Centers at our Advanced Technology Centers in India help us work with our clients to embed accessibility into their solutions through inclusive

clients to offer sustainable and inclusive digital channels to their consumers, employees, partners and communities, helping them increase the reach and revenue of client products and services by addressing the digital accessibility needs of more than 1 billion people globally living with some form of disability.

Disability Inclusion Champion Network

Our Disability Inclusion Champion Network of approximately 35,000 advocates worldwide brings our people together regularly to collaborate, network and support the community. We partnered with PurpleSpacex's global Purple Light Up initiative to celebrate the contributions of our people with disabilities, lighting up 2% of our locations.

Neurodiversity inclusion

Our neurodiversity employee network grew to over 900 members globally as of October 2022. Our employee network is partnering with our Global Inclusion & Diversity team to drive new, employee-led efforts to increase neurodiversity awareness and education.

Advancing LGBTIQ+ inclusion

Our Pride at Accenture community has more than 90 employee networks and over 110,000 lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) Allies in all countries in which we operate. This network is instrumental in driving progress toward our talent strategy goals, supporting recruitment initiatives and talent development activities, as well as collaborating externally with our ecosystem partners.

We provide specialized training, networking support and mentoring for our LGBTIQ+ people and help promote a workplace where everyone feels they belong and can thrive. Since 2018, more than 650 people have participated in LGBTIQ+ Leaders Learning, which provides high-potential LGBTIQ+ people and Allies with the information, tools and support to continue to build their careers and develop into LGBTIQ+ role models and leaders.

Same-sex and transgender health benefits

To be inclusive of LGBTIQ+ people—and all other sexual orientations, gender identities or gender expressions—around the world.

Equal access to medical plans for LGBTIQ+ employees and their partners through Accenture-sponsored medical plans is offered to 100% of our people where legally allowed or available in the market.*

We offer coverage for transgender-inclusive health care to 95% of our people through Accenture-sponsored medical plans or government provided plans, where legally allowed or available in the market.*

Our self-ID programs, where legally permitted, provide our people with the option to voluntarily share information about themselves—such as their gender identity and sexual orientation. Additionally, our people can share their pronouns in their internal online company profile.

Advocating for equality

We are proud to be recognized as a corporate leader that supports LGBTIQ+ people and the broader community. Accenture is a founding member of the Partnership for Global LGBTIQ+ Equality, a coalition of 22 leading multinational companies and six nonprofit organizations in partnership with the World Economic Forum and the United Nations Office of the High Commissioner for Human Rights. The UN Standards of Conduct provides a platform to accelerate LGBTIQ+ workplace inclusion globally by driving the adoption of the UN Standards of Conduct for Business. Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People. We have been recognized among the Stonewall Top Global Employers for seven years, and our Pride at Accenture employee network was named 2022 Network of the Year.

*Includes locally required entities.



Looking Ahead

Companies should monitor the ripple effects of the U.S. Supreme Court's ruling, the letter from certain Republic state attorneys general, and other challenges on corporate DEI programs and disclosures. At a minimum, we suggest companies disclose the "why" of their DEI and social justice initiatives and explain how they tie back to their core business value and value creation. In addition, a company's DEI efforts and disclosures should be thoroughly vetted by legal counsel, including any previously announced DEI goals around recruitment, to mitigate any unnecessary legal risk.

To date, however, the anti-DEI backlash being experienced in the U.S. has not slowed down advances in ESG corporate reporting regulations or voluntary frameworks development and alignment. The [United Nations Sustainable Development Goals \(UN SDGs\)](#), the [UN Global Compact](#), the [UN Guiding Principles on Business and Human Rights](#), the [Global Reporting Initiative \(GRI\) Standards](#), the [Just Capital Rankings and Scorecard](#), and the [Workforce Disclosure Initiative \(WDI\)](#), among others, require different levels of DEI, human rights and social justice commitments and/or disclosures from companies. While the newly released [International Sustainability Standards Board \(ISSB\) Standards](#) (which now subsume the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the existing Sustainability Accounting Standards Board (SASB) industry standards) focus only on financially material sustainability disclosures, depending on a company's industry and value chain relationships, racial and social justice issues may need to be disclosed.

Possibly the biggest set of changes coming, however, may be the newly released [European Sustainability Reporting Standards \(ESRS\)](#) under the [European Union's Corporate Sustainability Reporting Directive \(CSRD\)](#). Not only do the ESRS require disclosures related to a company's own workforce, workers in its value chain, affected communities, and consumers and end users of its products or services, but also compliance with the EU's [Corporate Sustainability Due Diligence Directive \(CSDDD\)](#). We suggest that U.S. companies start thinking now about if and how CSRD may apply to their business and corporate ESG reporting.

Citations

Barak Harif, Tal and Marques, Felipe. (April 27, 2023).

[“Disney Versus DeSantis: A Timeline of the Florida Feud.”](#) *Time Magazine*.

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Zheng, Lily. (June 16, 2020). [“We’re Entering the Age of Corporate Social Justice.”](#) *Harvard Business Review*.



LABRADOR

Transparency by design

About Labrador

Labrador exists to offer the science of transparency to corporations wishing to communicate effectively with their readers.

Our experienced and passionate team is composed of attorneys, designers, project managers, thinkers and web developers. We collaborate together around a process that encompasses drafting, editing, designing and publishing across all digital and print channels.

We are thrilled that communications prepared by Labrador have contributed to trustful relationships between our clients and their readers, whether investors, employees or other stakeholders.

In turn, our commitment to our clients has resulted in meaningful long-term relationships with some of the most respected public and private companies in the world.

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