

## Facts & Figures

### SUPPLIER SPEND DATA

Percentage of Total Procurement Spent on Tier 1 and Tier 2 Diverse Suppliers by the 2019 Top Companies for Supplier Diversity

Demographic	Tier 1	Tier 2
Blacks, Latinx, Asians/Native Hawaiians/ Other Pacific Islanders, American Indians/ Native Americans	11.21%	2.27%
Women	6.79%	1.41%
LGBT People	.15%	.03%
People with Disabilities	.08%	.02%
Veterans	.42%	.12%
Total	18.65%	3.85%

### 2019 PRACTICE INSIGHTS

#### TOP 10 + HOF TOP COMPANIES FOR SUPPLIER DIVERSITY

Senior Leadership and/or the Head of Management of the Procurement Department Accountability

**93%** | **100%** of companies' procurement management compensation (senior leadership and the head and management of the procurement department) is tied to diversity supplier results.

Maintaining Supplier Diversity Success

**100%** | **100%** of companies integrate supplier diversity initiatives into their overall business plan goal.

**100%** | **100%** of companies offered external training or mentoring programs for their diverse suppliers.

**100%** | **100%** of companies sponsor or provide scholarships/educational advancement for their diverse suppliers.

**73%** | **75%** of companies provide financial education for their diverse suppliers.

**67%** | **75%** of companies provide financial assistance for their diverse suppliers.

**76%** | **83%** of diverse vendors retained in the past year.

**ADDITIONAL RESEARCH INSIGHTS**

76% of all diverse suppliers met buyers' expectations and another 23% exceed them, according to research from The Hackett Group.

- Portion of diverse suppliers that exceeded expectations
- Portion of diverse suppliers that met expectations
- Portion of diverse suppliers that fell short of expectations

