

# CADIA Automotive and Mobility DEI Certification



## Annual Certification Application

**CADIA Automotive and Mobility D&I Certification**



**Instructions:** Use the below checklist to indicate what your company is doing with respect to Diversity, Equity & Inclusion. Depending on your business segment (Retail, OE, Auto Care etc.) the below items may be more or less relevant, feel free to identify your own initiatives in any of the categories. Your annual certification will be granted when you show progress in DEI progression. It is renewable annually. You will receive the CADIA Certification Badge and will be listed on our website as a CADIA Certified Company.

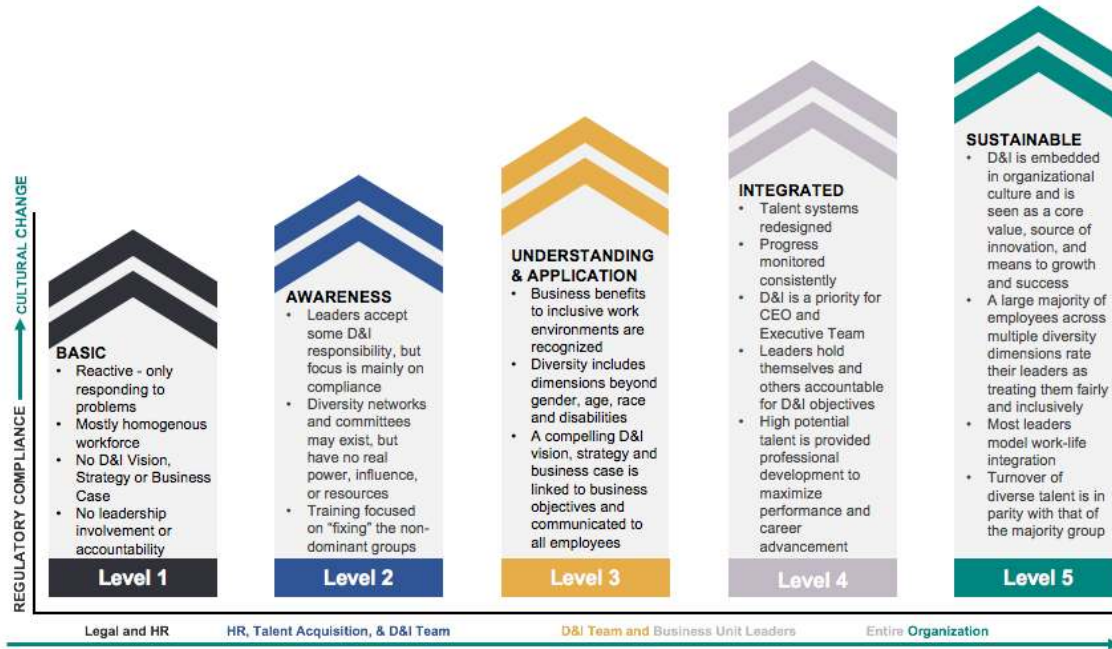
For questions or clarification, contact CADIA at [info@automotivediversity.org](mailto:info@automotivediversity.org).

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Company: \_\_\_\_\_  
Email: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Physical address: \_\_\_\_\_  
\_\_\_\_\_

Are you responding on behalf of your entire company, dealer group, a division, or other entity, please specify: \_\_\_\_\_

This certification will be valid from the date you receive your certification to the anniversary of that certification.

**Certification checklist - Please check all that apply to your company:**



**Basic: Level 1**

- We are just starting our DEI journey
- DEI is part of a conversation happening at the senior leadership/executive level
- We have a commitment to diversity in purchasing
- We have a commitment to diversity in hiring
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

**Awareness: Level 2**

- The senior leadership team or CEO has identified and communicated the business case for DEI
- We have a Corporate DEI Statement or Mission/Vision around DEI
- We have one or more people who are working on DEI initiatives

DEI information is included in a corporate report (such as a sustainability report)

We have a working level or grass roots DEI Committee

We have training on some aspects of DEI

DEI 101 or similar

Unconscious bias or similar

Micro-inequities

Inclusive Leadership

Women's Leadership Development

Other – please specify: \_\_\_\_\_

\_\_\_\_\_

We have at least 1 Employee Resource Group and others are in the planning phases.

Or – we provide support for underrepresented talent (sponsor membership in professional organizations).

We hold celebration and/or recognition of diversity of cultures, religions, etc. (ex. Pride Month recognition, Diwali celebration, etc.)

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### **Level 3: Understanding and Application**

Our top leader/CEO is committed to this vision and communicates this commitment consistently

We have a flexible work environment

DEI is addressed on the company's internal and external websites and/or communications

- We have an Executive DEI Committee
- We actively seek to attract and retain diverse talent
- As a company we embrace diversity dimensions beyond race, ethnicity and gender
- Diverse talent has career development opportunities and is part of those discussions
- Senior Leadership serves as sponsors/champions for Employee Resource Groups
- DEI is integrated into the organization's overall learning and education programs, including employee orientation, customer service, and management programs.
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- \_\_\_\_\_
- \_\_\_\_\_

**Level 4: Integrated**

- Leaders hold themselves and their teams accountable for DEI outcomes
- Everyone in the company has a role to play in supporting DEI.
- We have added Equity to our DEI strategy
- We have redesigned our talent systems to ensure Equity
- We are taking actions to elevate the conversation on DEI at all levels and within all functions
- We have solid commitment at the top that provides resources that includes the investment of budget, time and leadership focus and accountability.
- We have or are developing robust training both in DEI and in other areas that include DEI

Employee Resource Groups are leveraged for recruitment, marketing, community involvement and provides input to improve products and services.

We have Local and Regional DEI Committees

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**Level 5: Sustainable**

DEI is embedded in organizational culture and is not seen as an isolated program led by the HR department.

DEI is part of the core business strategy that contributes to the success of the company in measurable ways

Leaders at all levels lead the DEI initiatives and are seen as champions.

Turnover of members of underrepresented groups is in parity with that of the majority group.

The workforce across all levels and functions is generally representative of the available talent pool

Leaders model work life flexibility

DEI is integrated into all learning and advances the organizations' strategy.

DEI communication is frequent, ongoing, innovative, and contributes to an enhanced reputation for the company.

DEI topics are easily located on the organization's internal and external website and are regularly updated.

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