Diversity and inclusion drives our success. Without it, we lose something essential. It affects how we think about new opportunities; whom we attract and engage as talent; and how we ensure our competitiveness in dynamic, global markets.

At S&P Global, diversity is more than something to be celebrated. It is essential to our success. We recognize that our talented global workforce of diverse individuals allows us to deliver essential intelligence that powers the markets of the future. Bringing together people from various backgrounds and experiences enables our company to benefit from perspectives that strengthen the very core of our business. We believe that cultivating an inclusive workplace is critical to allowing diversity to flourish, and our approach to diversity and inclusion (D&I) is embedded throughout our organization.

Embedding a culture of D&I — Our approximately 20,000 employees in 31 countries bring remarkable people together empowered to contribute to our success. Our high-performance culture allows us to embrace change, sprout innovation, and be agile in how we think and act. It also requires collaboration and partnership, underpinned by our values of integrity, excellence and relevance.

- Our enterprise, divisional and functional scorecards reflect the importance of these values; leaders are held accountable for attracting, retaining and engaging a diverse workforce while creating an inclusive, respect-driven workplace in which innovative thinking can truly thrive.

- Inclusive leadership skill-building forms the foundation of our high-potential and emerging talent development programs.

- A peer recognition program (ACE) allows colleagues to publicly recognize role-model behaviors in D&I, innovation, and an “outside in” mindset to drive cultural agility among our employees through adopting a world view.

- Employee Resource Groups (ERGs) engage 10,000 employees across 50-plus chapters globally. Over a two-year period, membership has grown more than 50 percent. Our nine groups include Adelante (Hispanic and Latino Professionals); APEX (Asian Professionals for Excellence); BOLD (Black Organization for Leadership and Development); LEAD (Learning, Empowering and Accelerating...
Digital); REACH (Recognizing Employees of all Abilities, Celebrating and Harnessing); ParentsNet (Parents Nurturing and Excelling Together); Spectrum (Lesbian, Gay, Bisexual, Transgender and Queer [LGBTQ] and Allies); VALOR (Veterans and Allies Leading for Organizational Results); and WINS (Women’s Initiative for Networking and Success).

- S&P Global Ratings implements daily “huddles” across diverse countries, employee levels and functions to nimbly generate creative problem-solving.

Board and CEO commitment — We are pleased to have a diverse Board of Directors and executive team who continually elevate our D&I dialogue and demonstrate their commitment through tangible actions. In particular, we have been recognized by the 30% Club for surpassing 30 percent female membership on our Board of Directors.

- S&P Global joined a comprehensive roster of pan-sector organizations in signing the CEO Action Pledge in June 2017, committing to specific deliverables to advance D&I, including benchmarking and best practice sharing; implementing D&I training companywide; and creating open forums for complex, candid conversations about difference to take place.

- Nine regional Governance Committees were established in late 2017 to explore cross-division business opportunities, including ways to enhance talent and D&I accountability.

- A newly formed Women’s Leadership Council, consisting of senior executive women leaders representative of our global footprint from across S&P Global, meets to discuss issues and implement actions to retain and advance women.

Global approach, local engagement
— With a D&I framework that shapes talent acquisition, talent development, operational excellence, employee and leader engagement, and public affairs, our commitment is brought to life through global and local action.

Domestically

- In 2017 we published the globally acknowledged research paper The Key to Unlocking U.S. GDP Growth: Women, demonstrating that if more women were hired into the U.S. workforce, the U.S. economy would grow 5–10% and be $1.6 trillion larger. In June, we expanded upon this research with a follow-up paper, Adding More Women To The U.S. Workforce Could Send Global Stock Markets Soaring.

- Leaders from our ERGs have the flexibility to cultivate local partnerships with professional organizations or nonprofits to build a future talent pipeline and to align to one of our corporate responsibility imperatives (promoting sustainability; supporting women entrepreneurs; and elevating skills in science, technology, engineering and math [STEM]). A few examples include: Denver, CO — Femmes in STEM; Charlottesville, VA — Charlottesville Women in Tech; New York, NY — For Inspiration and Recognition of Science and Technology (FIRST) Robotics; national — Girls in Tech, Million Women Mentors, STEMConnector; and global — Kiva, MicroMentor.

- To enhance readiness for senior levels, S&P Global Market Intelligence launched
a Mentoring Program for U.S. women (mentees) at levels just below the executive ranks.

Internationally

- In Pakistan, to build a stronger pipeline of female leaders in our Islamabad office, the LEAP (Learn, Engage, Apply, Perform) Program was created, including mentoring, workshops and senior leader exposure. Our CRISIL division, headquartered in India, created WINspiration to enable female leadership similarly.

- Last year, we launched our Global LGBTQ Ally Program, sending a powerful message that we welcome all employees, regardless of sexual orientation or gender identity expression, through our doors. We provided resources to identify and inform allies about how to show support and promote equality for their LGBTQ colleagues.

- S&P Global is a primary sponsor of the 2018 Women Rule program at POLITICO, taking our conversation about elevating women to Los Angeles; Washington, D.C.; New York; Brussels; and London.

At S&P Global we firmly believe that D&I drives our success. It affects how we think about innovation and our ability to create new opportunities; how we view our employment brand to attract and engage talent; and how we ensure our competitiveness to deliver for clients in dynamic, global markets. A truly diverse workforce that thrives in an inclusive workplace is key to powering the markets of the future.

→ www.spglobal.com/careers/diversity-inclusion