Cognizant Earns Top Score in Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index

Cognizant earned a score of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index (CEI), the leading US benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.

The results of the 2023 CEI showcase how companies promote LGBTQ+ friendly workplace policies. Cognizant's efforts in satisfying all of the CEI's criteria earned the company a score of 100 and the designation as a recipient of the *Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion*.

"Recently Cognizant was recognized as a 'Gold' employer by the India Workplace Equality Index, and now we are honored to also receive the Equality 100 Award from the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index. This recognition reinforces our commitment to promoting a safe space for our people," said Shameka Young, VP and Global Head of Diversity & Inclusion, Cognizant. "We are pleased to receive this important recognition, but we also acknowledge that it takes consistent and intentional actions to create a welcoming environment where everyone can be authentic at work."

"For well over two decades, businesses have played an important role in furthering LGBTQ+ equality by centering employee needs and voices when it comes to workplace inclusion. While there is much more work to be done, year-over-year growth in CEI participation is evidence of a business community that recognizes the responsibility and value in upholding equity and inclusion," said RaShawn "Shawnie" Hawkins, Human Rights Campaign Sr Director of Workplace Equality.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities
- Equitable benefits for LGBTQ+ workers and their families
- Supporting an inclusive culture
- Corporate social responsibility

The full report is available online at **www.hrc.org/cei.**

Human Rights Campaign (HRC) also recognizes Cognizant Mexico in the Equidad MX Annual Report

The Mexico-based initiative, inspired by HRC's annual CEI is HRC's first in-country program in Latin America. For the 2023 cycle, the Equidad MX criteria included internal LGBTQ+ training and educational best practices among other requirements. Companies were also scored on their adoption of nondiscrimination policies, diversity and inclusion councils or ERGs, public engagement, and activities to support LGBTQ+ inclusion.

Cognizant Mexico obtained 100 points and the certification of "*Mejores Lugares para Trabajar LGBTQ+ 2024*" and with this recognition, Cognizant became one of 30 companies that received three awards in 2023 from the HRC Foundation's: CEI, HRC Equidad MX and HRC Equidade BR in Brazil.

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https://news.cognizant.com/top-score-hrcf-corporate-equality-index