

ADP Named to 2019 Best Companies for Multicultural Women List by Working Mother

ROSELAND, N.J. – May 9, 2019 – ADP, a global technology company providing human capital management (HCM) solutions, has been named to the [2019 Best Companies for Multicultural Women](#) list by *Working Mother* magazine — an accolade for U.S. companies that create and use best practices in hiring, retaining and promoting multicultural women. This is the sixth consecutive year ADP is recognized.

“It’s an honor to once again be named one of the best companies for multicultural women,” said Rita Mitjans, chief diversity and corporate social responsibility officer of ADP. “Every day, we strive to create a diverse and inclusive workplace, one that values and leverages the unique perspectives and backgrounds of all our associates. Women are key contributors to our company’s success and we want to ensure all women, regardless of demographic, are given the opportunity to reach their full potential.”

The Working Mother Best Companies for Multicultural Women application is available only to companies that have at least 500 U.S. employees. The winners were selected based on their answers to an extensive questionnaire covering representation; hiring; attrition and promotion rates; recruitment, retention and advancement programs; and company culture. The Working Mother Research Institute created a scoring algorithm based on the previous year’s benchmark results to determine the winners.

“As the demographics in our country continue to move toward a growing minority population, companies recognize that they must create an inclusive workplace environment for multicultural women or else they will miss out on this talent,” said Subha V. Barry, president of Working Mother Media. “The fact that we expanded our list to 50 companies this year reinforces the notion that companies are taking the hiring, mentoring, sponsoring and promoting of multicultural women seriously, and they are more confident in their progress on this front.”

“I am excited to see the growing number of multicultural women represented at the manager-level,” added Meredith Bodgas, editor-in-chief of Working Mother. “Our Best Companies continue to create policies and initiatives that are crucial to the success of multicultural women in the workforce and we hope that more organizations follow their example.”

Key findings of the 2019 Working Mother report include:

- Increased multicultural women representation at manager level and above: 15% in 2019 versus 13% in 2018 in management roles; 11% in 2019 versus 8% in 2018 in senior management roles; 6% in 2019 versus 3% in 2018 in corporate executive roles.
- The most significant change since 2018 is a steady increase in Asian women in almost every category, especially in the most senior ranks. Significant gaps remain, especially for black women and Latinas.
- Better participation of multicultural women in sponsorship and leadership development. The rise in formal sponsorship, in which a senior person advocates for a more junior person, has significantly impacted the progress of multicultural women at more senior levels. As such, 76% of companies offer formal sponsorship, up from 64% in 2018.
- Increases in CEOs holding leadership accountable for diversity results.

The winners will be featured in the June/July issue of *Working Mother* and at workingmother.com. To learn more about the ADP commitment to diversity and inclusion, please visit the Corporate Social Responsibility [page](#).

About ADP (NASDAQ - ADP)

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About Working Mother Media

Working Mother Media (WMM), a division of Bonnier Corp., publishes *Working Mother* magazine and its companion website, workingmother.com. [The Working Mother Research Institute](#), the [National Association for Female Executives](#), [Diversity Best Practices](#) and Culture@Work are also units within WMM. WMM's mission is to serve as a champion of culture change, and *Working Mother* magazine is the only national magazine for career-committed mothers. Follow us on [Facebook](#), [Twitter](#), [LinkedIn](#) and [Pinterest](#).

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