SCORING METHODOLOGY

The information below details the scoring criteria of the five pillars that form the CDSR Score. The score is measured on a scale from 0 to 10, with 10 being a perfect score.

Of the 29 available data items, not all are compulsory for the *score* to be generated, as some organisations may not be able gather certain data (*e.g.*: due to legal considerations). In this case, the removed criteria will not be included in the calculation.

1. Commitment pillar

The commitment score makes up 20% of the total score (2 out of 10).

It has a maximum value of 2 and is calculated by awarding one point for every scoring criteria, then dividing by the total possible points the organisation could have earned and then multiplied by 2.

Pillar	Scoring criteria	Point
Commitment	Survey results have been reported back to their staff, with evidence	1
	Survey results have been reported to the public, with evidence	1
	Asking sexuality question	1
	Asking either ancestry or belonging culture question	1
	Asking worldview question	1
	Asking identity priority question	1
	Asking free text DEI suggestion question	1

2. Community Representation pillar

The community representation score makes up 30% of the total score (3 out of 10). The score is calculated by dividing the number of earned points by the total possible points and multiplied by 3.

The score for each criteria is banded on a scale of 1-5. If the public data is not available, it will not be considered in determining the total possible points.

A global company with multiple regional offices is assessed for regional community representation in each country where it operates. The score takes the average of all regional scores.

Some census result does not provide the top 5s, for example Singapore census (2024) only provide top 4 languages. In this case, if the five most common languages of organisations include only 1 language from the top 4, then the company will score 1 point as it matches 25% of the top 4 languages.

Pillar	Scoring criteria	Scoring band	
Community representation	Compare the five most common languages of the organisation or regional office with the five most common languages of local census data	1/5	20 % languages matched
		2/5	40% languages matched
		3/5	60% languages matched
		4/5	80% languages matched
		5/5	100% languages matched
	Compare the five most common countries of birth of the organisation or regional office with the five most common countries of birth of local census data	1/5	20% countries matched
		2/5	40% countries matched
		3/5	60% countries matched
		4/5	80% countries matched
		5/5	100% countries matched
	Compare the five most common ancestral heritage of the organisation or regional office with the five most common ancestral heritage of local census data	1/5	20% worldviews matched
		2/5	40% worldviews matched
		3/5	60% worldviews matched
		4/5	80% worldviews matched
		5/5	100% worldviews matched
	Compare the five most common worldviews of the organisation or regional office with the five most common worldviews of local census data	1/5	20% worldviews matched
		2/5	40% worldviews matched
		3/5	60% worldviews matched
		4/5	80% worldviews matched
		5/5	100% worldviews matched