

Scoring Methodology

The information in this section details the scoring criteria of the five pillars that form the PCI Score. The score is measured on a scale of 0 to 10, with 10 being a perfect score.

Of the 30 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 criterion that is met, then dividing by the total possible points the organisation could have earned and then multiplied by 2.

Pillar	Scoring criteria	Point
1 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