

Metrics for Companies to consider



Recruitment

Comparing the number of applicants for open positions from monitored groups against the potential pool of applicants (ensuring labor market representation).



Selection

Tracking appointments of individuals from monitored groups compared with appointments of applicants who are not members of a monitored group



Representation

Percentage of employees from monitored groups compared with company, labor market or industry benchmarks
Percentage of suppliers from D&I companies



Development

Tracking lateral moves, appointments to acting roles, training and other learning and development participation, and other stretch assignment opportunities by identity group
are few substitutes



Promotion

Tracking promotions awarded to individuals from monitored groups compared with promotions awarded to individuals who are not members of a monitored group.

Employee engagement, focus groups & Charitable contributions