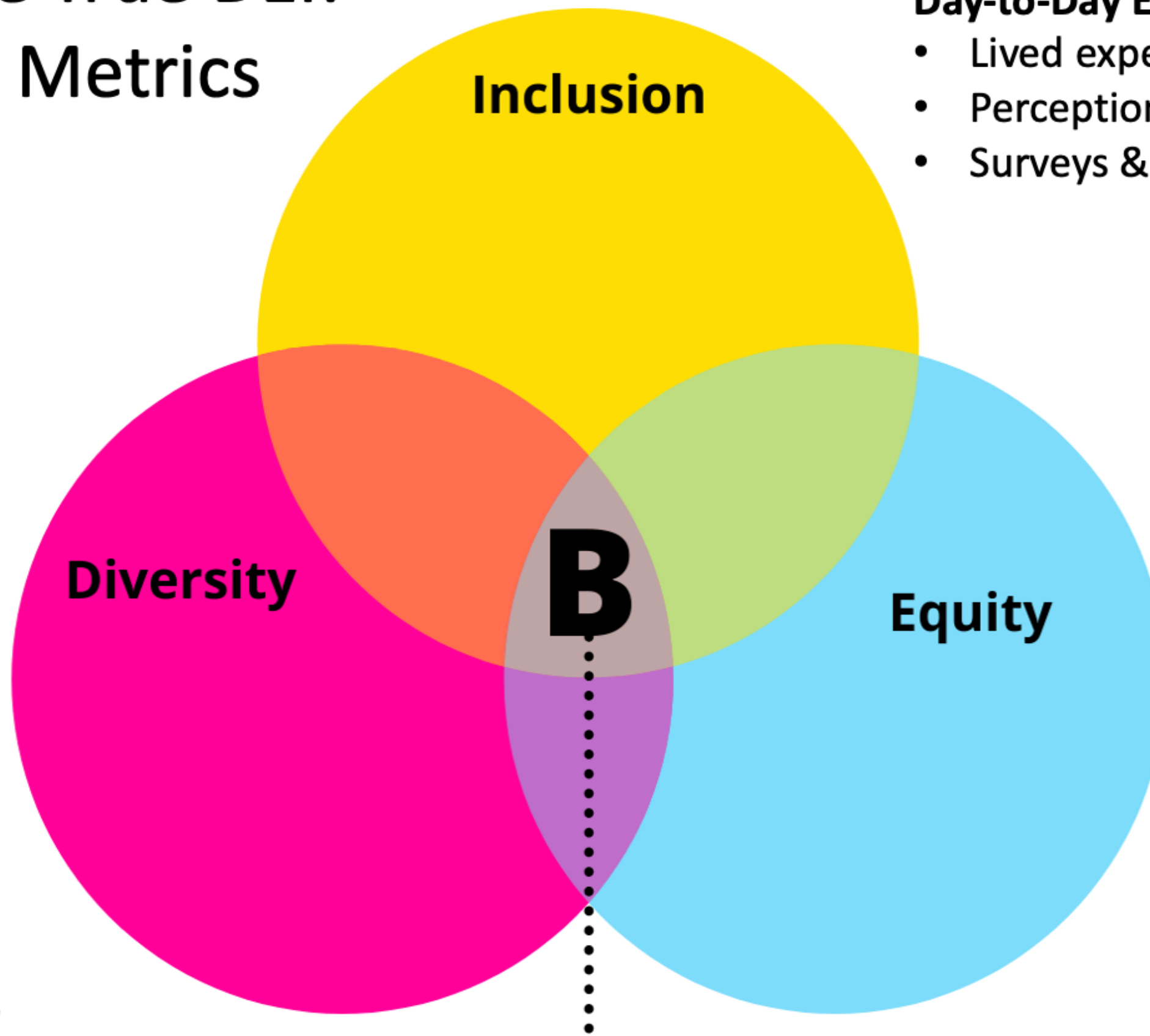


Want to Measure True DEI: Start with this Metrics



Day-to-Day Employee Experience

- Lived experience
- Perceptions and feeling
- Surveys & focus groups

Measure Difference

- Gender
- Race
- Ethnicity
- Sexual orientation
- Education
- Socio-economic Situation
- Experience, skills, certifications,
- Geographical location

“Combine, quantify and Segment the data by keeping intersectionality in mind”

Find the Gaps

- Pay
- Promotions
- Opportunities for development
- Special assignments
- Supplier Diversity
- Terminations
- High Potentials
- Retention

Belonging
D+E+I