

# Understanding DEIB Metrics



DEIB\* metrics are important tools organizations use to check their assumptions, measure their progress toward their DEIB goals, and meet the expectations of consumers, investors, and employees. However, organizations often find DEIB metrics difficult to use and struggle to understand and identify the appropriate data and metrics. There are metrics under each category—diversity, equity, inclusion, and belonging—that organizations should collect and analyze by employee characteristics.\*\*

## DEFINITION OF METRICS



### Diversity metrics

Measurements, based on employee data, to understand the inherent and self-evident characteristics of the current and future workforce of an organization.



### Equity metrics

Measurements, based on employee perception data collected directly from employees, and objective data based on employee actions, to understand differences in remuneration, benefits, opportunities, and access for different groups within an organization.



### Inclusion metrics

Measurements, based on employee perception and objective data, to understand the current state of integration, acceptance, and respect experienced by employees in an organization.



### Belonging metrics

Measurements, based on employee perception and objective data, to understand if employees feel valued and supported within an organization.

## PURPOSE OF METRICS

- Understand the current state of the workforce across the organization
- Understand the state of hiring
- Find out who is exiting the workforce

- Detect areas of systemic inequities
- Identify differences in capabilities, resources, and needs
- Implement systems and process that take inequities and differences into account

- Discover patterns of exclusion based on employee characteristics
- Understand if diverse employees feel accepted in the workplace
- Find out if they feel integrated into and a part of the wider organization

- Understand the difference in the sense of security experienced by diverse employees
- Find out if diverse employees feel connected with the company's values and purpose
- Bolster the company's ongoing efforts around inclusion and equity

## EXAMPLES OF METRICS

- Candidates hired
- New hire turnover
- Senior leadership
- Total workforce
- Tenure
- Overall applicant pool

- Frequency of manager check-ins
- Compensation ratio
- Succession plan
- Promotion rates
- Leadership programs offered
- Burnout rate

- Internal mobility
- Absenteeism
- Engagement score
- Feedback opportunities
- Employee resource groups offered
- Inclusion index

- Stretch assignments offered
- Well-being programs
- Levels of centrality in networks
- Belonging index
- Recognition opportunities
- Adoption / use of pronouns