

# Diversity and Inclusion



## DATA POINTS

How do you know if your organisation is doing "well" when it comes to diversity and inclusion? These are the data points you need to track.

DATA
<b>Demographics</b>
How representative is your team of your local community? How representative is your team of the national population(s) of the country/ies in which you operate?
How representative is your leadership team of the organisation as a whole? Are there demographic differences between junior and senior staff?
Are there demographic trends in the people who apply for jobs and who progress through the stages of the recruitment funnel?
<b>Equity</b>
Are there demographic trends in the people who progress within the organisation?
Does your organisation have any demographic pay gaps?
<b>Staff engagement</b>
How engaged are your staff? How does this compare to national and sector averages? Inclusion increases employee engagement by up to 83%!
Are there any demographic or role/function/seniority trends in who is or isn't engaged?
<b>Staff retention</b>
What is your retention rate? How does this compare to national and sector averages? Are there any demographic trends? Inclusion increases staff retention by 50%!
What is your rate of absenteeism? How does this compare to national and sector averages? Are there any demographic trends? A 10% increase in perception of inclusion adds one working day per year per employee.
<b>Feedback</b>
How positive is your online reputation (e.g. Glassdoor, social media), staff and customer feedback and exit interview feedback?
How many complaints do you receive each year regarding discrimination, bullying or harassment? Has there been a downward or upward trend over recent years?

If you would like support in collecting this data, or using it to set and track goals, email [hello@watchthisspace.uk](mailto:hello@watchthisspace.uk)