

ALD & Associates' Diversity, Equity, and Inclusion (DEI) Metrics Inventory

Overview: This tool is designed to capture DEI metrics to benchmark and assess DEI-related progress and outcomes. Every metric will not be applicable to every organization. ALD & Associates will help you adapt these metrics to your organization's DEI strategy.

Philosophy:

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Budget and Resources	Workforce Development & Representation	Accountability & Culture	Education & Training	Inclusion Integration and Engagement
<p>Resource Allocation</p> <ul style="list-style-type: none"> Number of FTEs in DEI functions Budget for DEI functions Percentage of budget allocated to specific DEI functions (e.g., resource groups, outreach, talent development) <p>Polices</p> <ul style="list-style-type: none"> Number of EEO- or DEI-related complaints or lawsuits filed Percentage of achievement of government-mandated diversity statistics Compliance with DEI-related Executive Orders <p>Funding</p> <ul style="list-style-type: none"> Percentage of organizational funding spent on talent development, education, training, resource groups Amount spent with or donated to community organizations through resource group efforts <p>Talent Acquisition Metrics</p> <ul style="list-style-type: none"> Percentage of POC/GSM/veterans/etc (any diversity dimension of interest) candidates in total pool Percentage of POC/GSM/veterans/etc (any diversity dimension of interest) candidates receiving interviews Percentage of POC/GSM/veterans/etc (any diversity dimension of interest) candidates extended offers Percentage of offer acceptance from POC/GSM/Veterans/etc (any diversity dimension of interest) candidates Percentage of compliance with diverse candidate slate requirements 	<p>Representation</p> <ul style="list-style-type: none"> Percentage of (group/s of interest) out of total workforce numbers Percentage of (group/s of interest) out of total entry-level numbers Percentage of (group/s of interest) out of total senior leadership numbers Percentage of (group/s of interest) out of total board representation <p>Internal Talent Mobility</p> <ul style="list-style-type: none"> Increase in (group/s of interest) workforce promotions Increase in (group/s of interest) senior leader promotions Increase in (group/s of interest) successor slates <p>Employee Engagement or Survey Scores</p> <ul style="list-style-type: none"> Tracking employee engagement scores Reporting employee engagement scores and related courses of action to the enterprise <p>Life Cycle Management</p> <ul style="list-style-type: none"> Tracking (group/s of interest)/senior leaders with less than two years' tenure Tracking (group/s of interest) /senior leaders with more than two years' tenure Tracking voluntary/involuntary turnover for (group/s of interest) <p>Compensation</p> <ul style="list-style-type: none"> Pay gap audit conducted Percentage of employees needing pay adjustments Demographic breakdown of employees needing pay adjustments Amount spent conducting pay adjustments 	<p>Mentorship Programs</p> <ul style="list-style-type: none"> Percentage of managers involved with mentoring programs Percentage of senior leaders involved with mentoring programs <p>Executive Diversity Council</p> <ul style="list-style-type: none"> Percentage of senior leaders participating on the council <p>Resource Group</p> <ul style="list-style-type: none"> Number of annual employee resource group activities events Percentage of leaders sponsoring or championing a resource group <p>Performance</p> <ul style="list-style-type: none"> DEI KPIs outlined in all performance plans <p>Performance Management</p> <ul style="list-style-type: none"> Percentage of leaders achieving DEI KPIs across the enterprise 	<p>Participation</p> <ul style="list-style-type: none"> Percentage of organizational participation in resource groups Number of DEI-specific events hosted <p>Learning and Development</p> <ul style="list-style-type: none"> Percentage of training evaluated for DEI-related components (in-person/e-Learning) <p>DEI Training</p> <ul style="list-style-type: none"> Percentage of employees participating in DEI training Percentage of managers participating in DEI-training Number of DEI training courses offered Cadence of DEI trainings <p>Talent Outcomes</p> <ul style="list-style-type: none"> Decreased attrition for participants Decreased attrition for leaders Increased promotion of participants Increased promotion of leaders Increased performance scores of participants Increased performance scores of leaders Increased engagement scores of participants Increased engagement scores of leaders 	<p>Inclusive Policies</p> <ul style="list-style-type: none"> Increase in number of inclusive policies Increase in demographic coverage of existing policies (e.g., transgender rights, parental leave for adoptions) <p>Thought Leadership</p> <ul style="list-style-type: none"> Number of white papers or articles released Number of citations in trade journals or news publications Citations or awards as a "best of" DEI company Citations or awards from diverse talent organizations or publications <p>Supplier Diversity</p> <ul style="list-style-type: none"> Supplier diversity policy in place or improved from previous year Percentage of business going to suppliers that support diversity Amount spent with suppliers that support diversity <p>Philanthropic and Community Efforts</p> <ul style="list-style-type: none"> Employee hours spent volunteering in the community Percentage of partnerships with organizations that have an explicitly DEI-driven mission statement <p>Community Outreach</p> <ul style="list-style-type: none"> Number of partnerships with diverse talent organizations (e.g., MOUs with SWaM, HBCUs, HSIs; minority-serving professional associations memberships, etc.) <p>Communications</p> <ul style="list-style-type: none"> Visits to external DEI site Visits to internal/intranet DEI site Number of DEI-related social media posts Impact of DEI-related social media posts