



## DEI: Most Meaningful Metrics

WBA DEI Task Force

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- Representative of our communities – Contextual - representing the communities in (US Census data base)
- Metrics and development of recruiting, promotion, management, board, C-suite and turnover
- Marketing promotions and campaigns
- #/% of all employee's on EEOC/ FDIC assessment for recruiting, promotion, board & C-suite
- Employee engagement/inclusivity survey work life balances, other – inclusivity surveys – creates the benchmark
- Benchmarking – to how/who are you comparing? Institutional goals, peer goals, etc.
- Supplier/vendor diversity – track, establish baseline, set goals
- Employee networks – stats of membership can be a good metric
- Campus hires – track, establish baseline, set goals
- Pay equity metrics by gender and color – get ratios—leadership make-up, retention, quantitative and qualitative are both important
- Internal Labor Map (ILM) allows you to review your work force using software
- % of employees and executives participating in mentor/sponsor programs