

# **Executive Summary (Analysis for Diversity Hires Forecasting)**

## **About Team**

### **Member 1: Aniket Gami**

He is highly passionate about data visualization, data optimization, data cleaning, data sorting. Familiar with Web-Development, Python, PowerBI, MySQL & has high level of logical thinking, quantitative analysis, solving skillset.

### **Member 2: Anamica Gupta**

She is an analytical person, a perpetual learner who loves asking questions, which makes Google her best friend. She is a Data Analytics aspirant, hence likes working with Excel, R language, Power BI, Tableau, Python language, Jupyter Notebook, MongoDB, SQL, Agile Methodologies. She is familiar with databases like Oracle, MySQL.

## **Problem Statement**

Our organization, AlwaysFirst, has recognized the need to improve its gender diversity ratio, which currently stands at 73% men to 27% women. Despite efforts to hire more diverse talent, progress has been slow due to a lack of supporting data. To address this, we have developed a D&I Metrics Dashboard, which aims to provide actionable insights and enable accountability for reaching our corporate D&I goals.

## **Methods of analysing the problem**

Common factors for lack of diversity in an organization include biased hiring practices, limited outreach efforts, a lack of inclusive culture, a dearth of diverse leadership and role models, unconscious bias in performance evaluation and promotion, inadequate diversity and inclusion initiatives, limited accessibility to opportunities, and a lack of clear diversity goals and metrics.

## **Proposed Solution**

Our proposed solution is a comprehensive D&I Metrics Dashboard that provides real-time tracking and analysis of key diversity and inclusion metrics. The dashboard offers a user-friendly interface, empowering managers and leaders to monitor progress, identify trends, and take proactive measures to improve diversity ratios.

## **Key Features of the D&I Metrics Dashboard**

- **Historic Data Analysis:** The dashboard enables reviewing historic data to identify clear trends and patterns, including diversity in applicants, hiring ratios at each stage, vendor diversity, and campus recruitment trends.

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- **Demand Prediction:** Based on historical data, the dashboard provides band-based and business unit-based demand predictions, ensuring minimum diversity ratio targets are met.
- **Data Analysis:** Allows slicing and dicing of data, enabling analysis of diversity ratios across all levels within the organization, from Analyst to MD.
- **Real-time Tracking:** Managers and HR professionals can access real-time diversity ratios and utilize custom datasets provided by HR. They can also add candidate data to the existing dataset for accurate tracking.
- **Graphical Representation:** Presenting graphical representations of band-wise and BU-wise rise/fall in demand and supply, facilitating a visual understanding of diversity trends.
- **Highlighting Gaps:** Highlights diversity ratio gaps on the BU map, helping identify areas that require targeted interventions.
- **Candidate Screening and Search:** The dashboard tracks metrics related to candidate sourcing channels, application conversion rates, interview panel diversity, and candidate experience feedback, enabling organizations to ensure an inclusive recruitment process.

### **Implementation**

To implement the proposed features and solutions, following tools will be needed:

#### **Data Analytics and Visualization Tools**

Data visualization tools are essential for presenting complex data in a visually compelling and easily understandable format, aiding data analysis and decision-making.

Power BI (Version: 2.117.286.0), Tableau (Version 2023.1.2), Microsoft Excel 2007 or Google Sheets.

#### **Predictive Analytics Tools**

Python programming language can be used with machine learning libraries to build predictive models for demand prediction based on historical data.

Python (Version: 3.11.4) with libraries like scikit-learn, Matplotlib, Numpy, Pandas.

#### **Custom Database Solutions**

Utilizing SQL databases can help store and manage candidate and employee data efficiently.

SQL (Version 8.0.33) databases like MySQL (Version 8.0.33)

#### **Collaboration and Communication Tools**

Microsoft Teams or Zoom (Latest version)

These platforms can facilitate communication and collaboration among HR teams, managers, and employees to discuss diversity initiatives and track progress.

#### **Coding Platforms**

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Coding platforms are needed to create custom visualizations, leverage advanced functionalities, and have greater control over the design and interactivity of visualizations.

Visual Studio (Version 17.6), Jupyter Notebook (v6)

**XAMPP server (Version 8):** enables localhost (hosting) and serving data visualizations online.

**Operating System:** Windows OS.

### **Users for the solution**

<b>Business Units Heads</b>	<b>Business Units HRA team / HR team</b>	<b>CIO</b>	<b>Recruitment team</b>
<b>Managers and Leaders</b>	<b>Internal Communications</b>	<b>Compliance and Legal Teams</b>	<b>External Reporting</b>