# Diversity and Inclusion Dashboard

## Description:

The Diversity and Inclusion Dashboard provides a comprehensive overview of hiring, promotions, and employee performance metrics. It allows stakeholders to analyze gender representation, promotion rates, and performance ratings across different departments and job levels.

**Features:**

* **Slicers:**
  + **Department:** Filter data based on the department of employees.
  + **Job Level:** Filter data according to the job level of employees.
  + **Age Group:** Analyze data segmented by employee age groups.
  + **Gender:** Filter the data based on male and female employees.

**Page 1:**

* **Visualizations:**
  + **Line and Clustered Column Chart:** Displays the percentage of men and women promoted over time.
  + **Clustered Column Chart:** Shows the average tenure of employees, providing insights into employee retention and turnover rates.

**Page 2:**

* **Visualizations:**
  + **100% Stacked Volume Chart:** Represents the performance ratings of male and female employees, facilitating gender comparison in performance metrics.
  + **Multi-Row Card:** Displays the average performance rating of male and female employees.
  + **100% Stacked Column Chart:** Illustrates the FY21 performance ratings, highlighting trends and patterns.
  + **Clustered Bar Chart:** Represents the distribution of employees by age group, offering insights into workforce demographics.
  + **100% Stacked Column Chart:** Shows position-wise age group distribution, helping to analyze age representation in various roles.

**Data Source:**

The dataset includes employee records encompassing demographic details, performance ratings, promotion history, and tenure information, enabling an in-depth analysis of diversity and inclusion metrics within the organization.

**Requirements:**

* Power BI Desktop (Version May 2024 or later recommended)
* No additional dependencies

**Usage Instructions:**

* **Opening the File:** Download and open the Power BI dashboard file using Power BI Desktop.
* **Interacting with the Dashboard:** Utilize the slicers to filter data based on specific departments, job levels, age groups, and gender.
* **Customization:** You can further customize visualizations to delve into specific metrics or employee demographics.

**Insights:**

* Analyze the trends in hiring and promotions across different demographics.
* Assess the performance ratings of male and female employees to identify any disparities.
* Understand the age distribution within the organization and how it correlates with hiring and promotions.

**Future Enhancements:**

* Adding additional KPIs such as employee satisfaction scores or training completion rates.
* Incorporating more advanced analytics to track diversity initiatives over time.