



DEI REPORT: SALES



Overview

- General overview Sales department
- Positive DEI trends
- Negative DEI trends
- Interesting findings
- DEI Suggestions



General Overview

Number of Employees:

Average Age:
38.87

Manager	Total Manager
No	90.78%
Yes	9.22%
Total	100.00%

2245



Positive Diversity

Overall D, Q1, Q2, Q3, Q4, Q5

PER MANAGER

Manager	Overall D	Q1	Q2	Q3	Q4	Q5
No	3.33	3.03	3.03	3.05	3.97	3.57
Yes	3.34	3.10	2.93	3.13	4.01	3.53
Total	3.33	3.04	3.02	3.06	3.98	3.57

Statistical analysis

A Welch two-sample t-test was conducted to compare the Diversity score between managers and non-managers. The t-test did not find a statistically significant difference in Diversity scores between managers and non-managers ($t = -0.19979$, $df = 245.34$, $p = 0.8418$). The outcome suggests that there is no significant difference in how managers and non-managers view Diversity in the company."

<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Neutral</i>	<i>Agree</i>	<i>Strongly Agree</i>
1	2	3	4	5

Q4: I believe I can advance in my career regardless of my background. (e.g. gender, ethnicity, etc.)

Q5: Our company does not tolerate any incidents of discrimination

Positive Equity

Overall E, Q3, Q1, Q4, Q2, Q5
PER MANAGER

Manager	Overall E	Q1	Q2	Q3	Q4	Q5
No	3.54	2.97	3.96	3.73	3.35	3.67
Yes	3.55	2.95	3.96	3.74	3.37	3.73
Total	3.54	2.97	3.96	3.73	3.35	3.68

Statistical analysis

A Welch two-sample t-test was conducted to compare the Equity score between managers and non-managers. The t-test did not find a statistically significant difference in Equality scores between managers and non-managers ($t = -0.32723$, $df = 240.95$, $p = 0.7432$). The outcome suggests that there is no significant difference in how managers and non-managers view equity in the company."

<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Neutral</i>	<i>Agree</i>	<i>Strongly Agree</i>
1	2	3	4	5

Q2: I believe employees from different background are treated fairly in our company

Q3: Our company is committed to meeting the needs of employees with any kind of disability.

Positive Inclusion

Overall I, Q1, Q2, Q3, Q4, Q5

PER MANAGER

Manager	Overall I	Q1	Q2	Q3	Q4	Q5
No	3.51	3.08	3.96	3.69	3.09	3.72
Yes	3.44	2.96	4.05	3.61	2.99	3.59
Total	3.50	3.07	3.97	3.69	3.08	3.71

Statistical analysis

A Welch two-sample t-test was conducted to compare the Inclusiveness score between managers and non-managers. The t-test did not find a statistically significant difference in Inclusiveness scores between managers and non-managers ($t = 1.174$, $df = 246.45$, $p = 0.2415$). This analysis suggests that there is no significant difference in how managers and non-managers view inclusiveness in the company.

<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Neutral</i>	<i>Agree</i>	<i>Strongly Agree</i>
1	2	3	4	5

Q2: I feel comfortable sharing my opinion even if it differs from the group.

Q5: I feel a sense of belonging to our company.

Positive DEI

Statiscal analysis

A Welch two-sample t-test was conducted to compare the DEI score between managers and non-managers. The t-test did not find a statistically significant difference in DEI scores between managers and non-managers ($t = 0.46803$, $df = 250.7$, $p = 0.6402$). This analysis suggests that there is no significant difference in how managers and non-managers view diversity, equality, and inclusiveness in the company

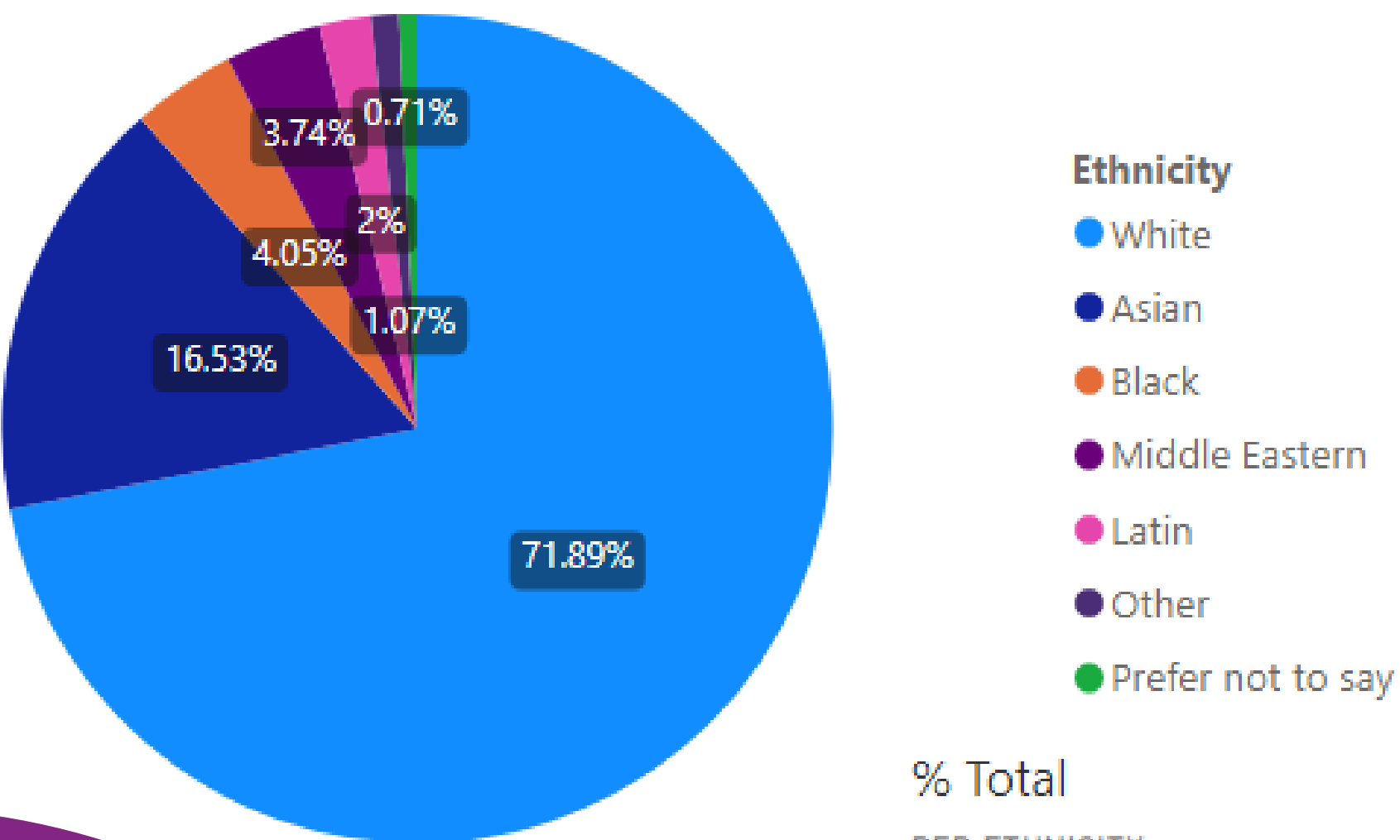
% Total

PER ETHNICITY, MANAGER

Ethnicity	No	Yes	Total
White	72.62%	64.73%	71.89%
Prefer not to say	0.79%		0.71%
Other	0.93%	2.42%	1.07%
Middle Eastern	3.48%	6.28%	3.74%
Latin	2.01%	1.93%	2.00%
Black	4.22%	2.42%	4.05%
Asian	15.95%	22.22%	16.53%
Total	100.00%	100.00%	100.00%



Negative DEI



% Total

PER ETHNICITY

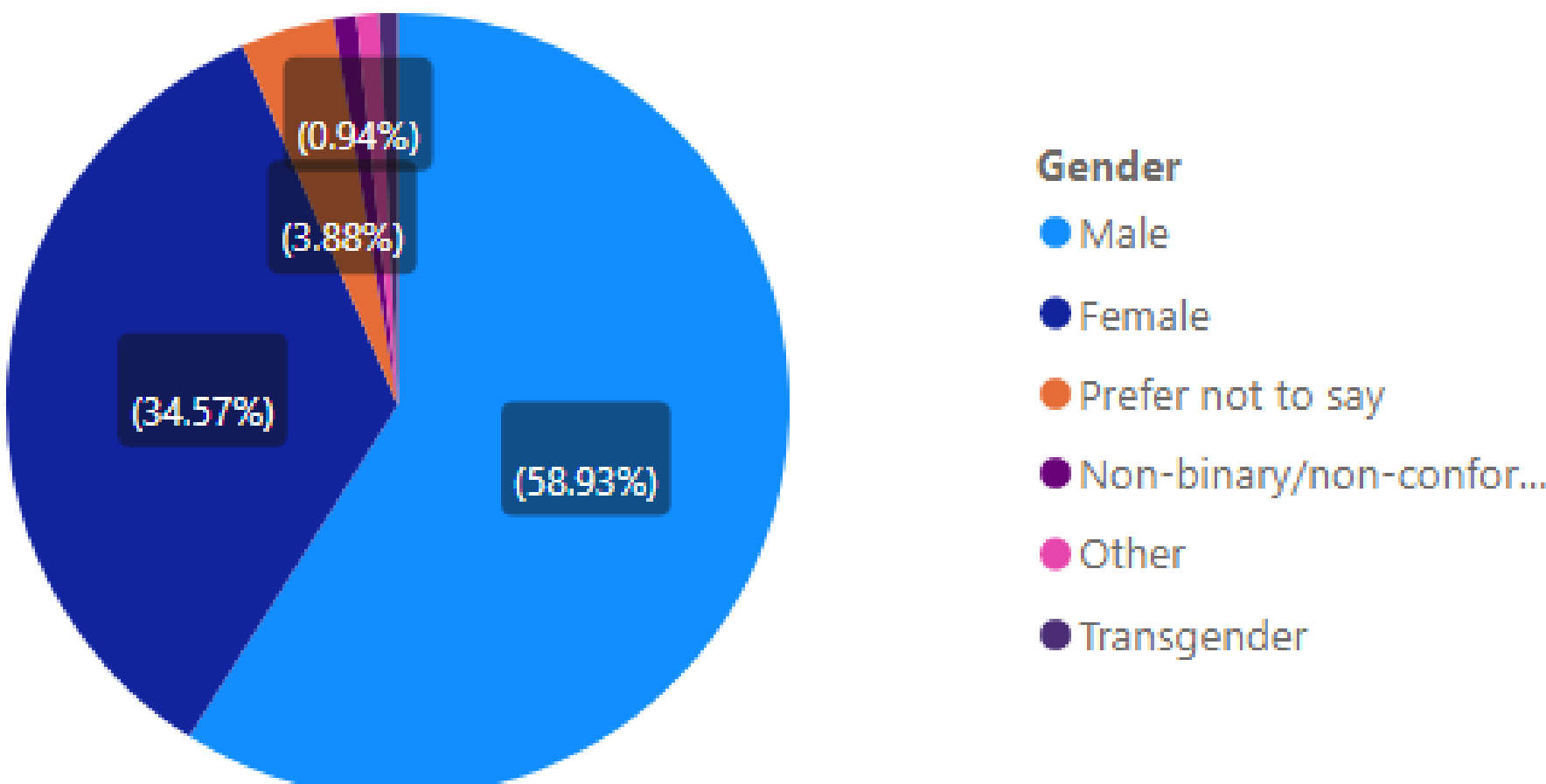
Ethnicity	% Total
Asian	16.53%
Black	4.05%
Latin	2.00%
Middle Eastern	3.74%
Other	1.07%
Prefer not to say	0.71%
White	71.89%
Total	100.00%

Number of Employees:

2245



Negative DEI



% Total

PER GENDER

Gender	% Total
Female	34.57%
Male	58.93%
Non-binary/non-conforming	0.94%
Other	0.94%
Prefer not to say	3.88%
Transgender	0.76%
Total	100.00%

Number of Employees:

2245



Negative DEI

% Total

PER LGBTQ

LGBTQ	% Total
No	83.21%
Prefer not to say	5.43%
Yes	11.36%
Total	100.00%

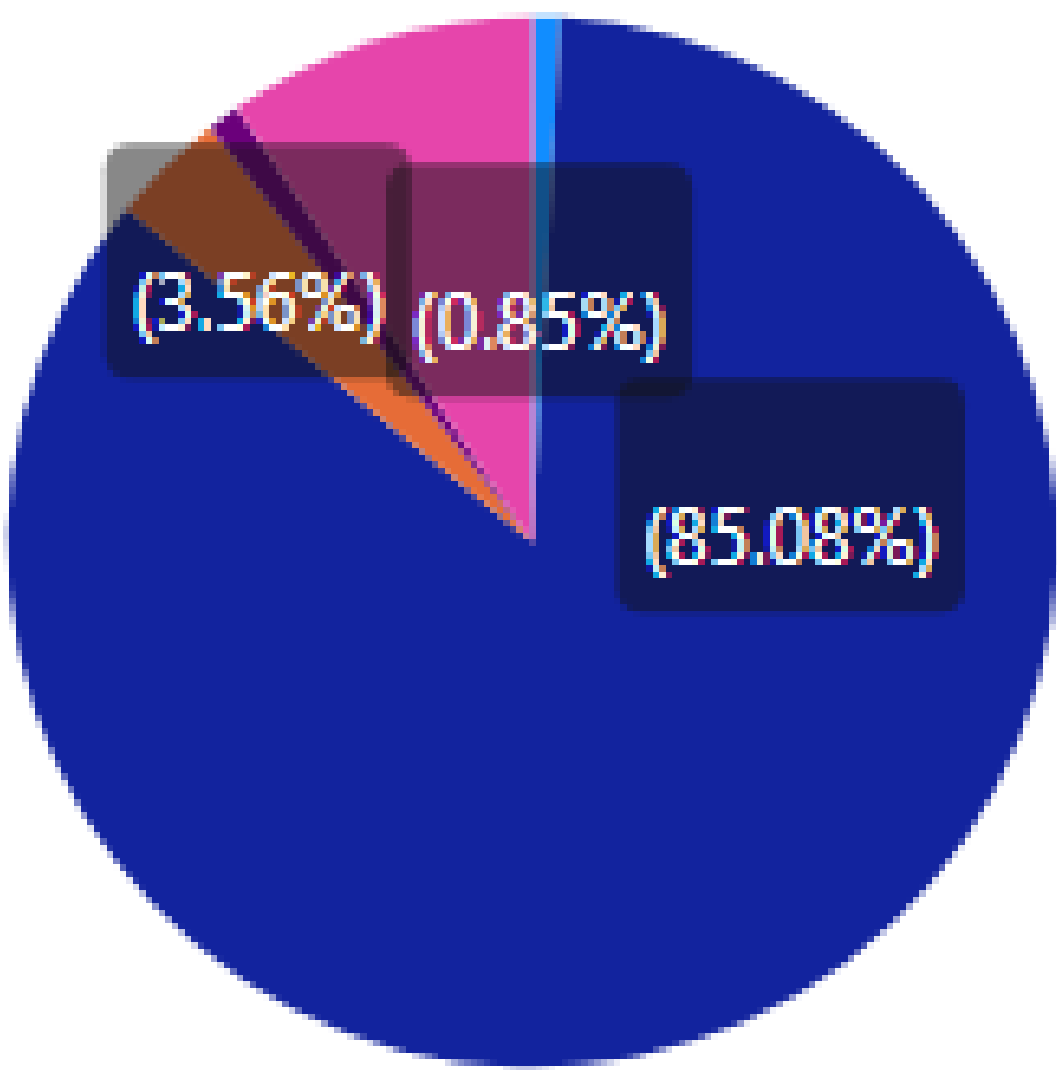
% Total

PER SEXUAL_ORIENTATION

Sexual_Orientation	% Total
Bisexual	0.85%
Heterosexual	85.08%
Homosexual	3.56%
Other	0.98%
Prefer not to say	9.53%
Total	100.00%

Number of Employees:

2245



Sexual_Orientation

● Bisexual

● Heterosexual

● Homosexual

● Other

● Prefer not to say

Interesting findings

<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Neutral</i>	<i>Agree</i>	<i>Strongly Agree</i>
1	2	3	4	5

Overall D, Q1, Q2, Q3, Q4, Q5

PER LGBTQ

LGBTQ	Overall D	Q1	Q2	Q3	Q4	Q5
<input type="checkbox"/> No	3.36	3.03	3.02	3.06	3.98	3.71
<input type="checkbox"/> Prefer not to say	3.43	3.20	3.08	3.10	4.07	3.70
<input type="checkbox"/> Yes	3.08	3.03	2.98	3.02	3.92	2.42
Total	3.33	3.04	3.02	3.06	3.98	3.57

Q5: Our company does not tolerate any incidents of discrimination



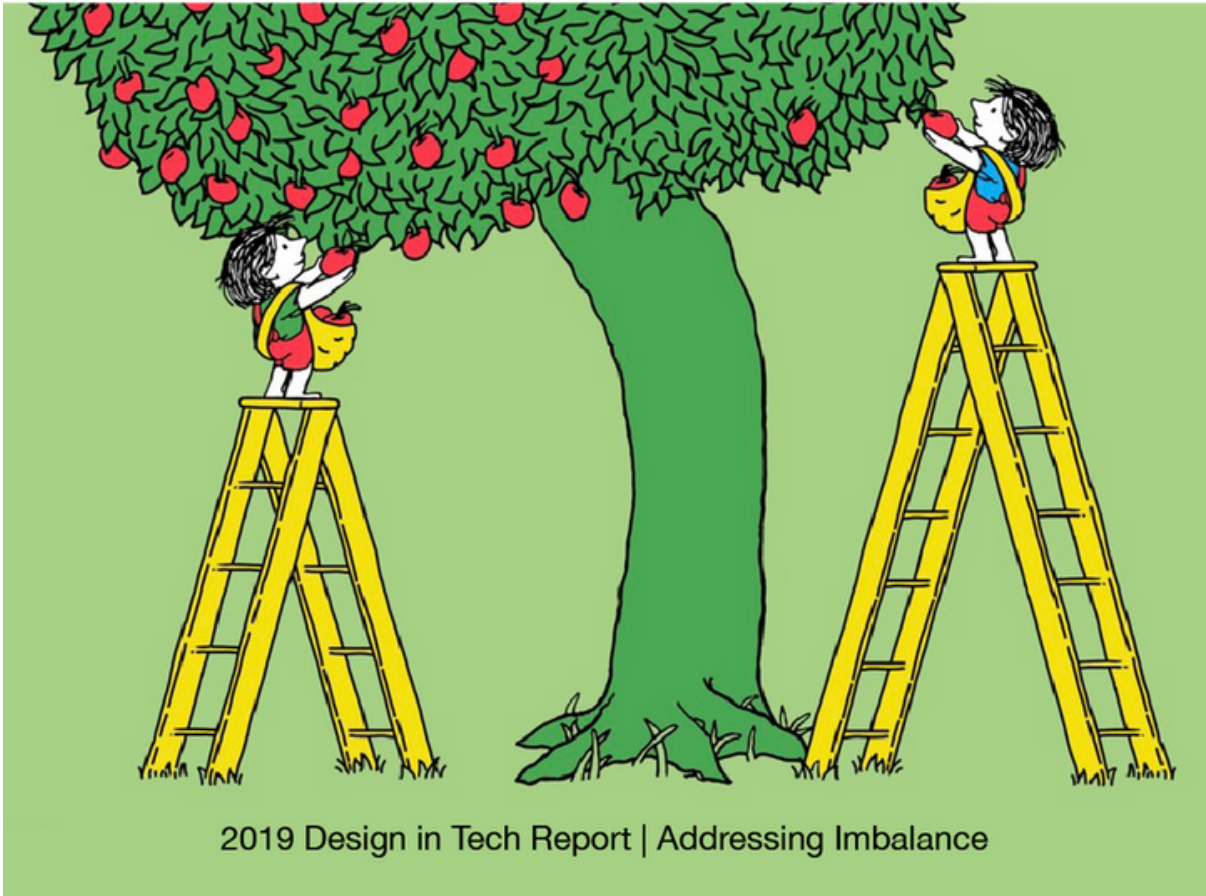
Interesting findings

<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Neutral</i>	<i>Agree</i>	<i>Strongly Agree</i>
1	2	3	4	5

Overall E, Q3, Q1, Q4, Q2, Q5

PER GENDER

Gender	Overall E	Q1	Q2	Q3	Q4	Q5
Female	3.38	3.00	3.95	3.77	2.46	3.72
Male	3.65	2.96	3.95	3.72	3.95	3.66
Non-binary/non-conforming	3.31	2.57	4.43	3.19	2.48	3.90
Other	3.30	3.62	3.86	3.67	2.33	3.00
Prefer not to say	3.49	3.08	4.11	3.63	2.86	3.75
Transgender	3.21	2.18	3.82	4.00	2.29	3.76
Total	3.54	2.97	3.96	3.73	3.35	3.68



Q1: Our company values equity

Q4: I believe employees are compensated fairly regardless of their gender

Interesting findings

Overall E, Q3, Q1, Q4, Q2, Q5

PER DISABILITY

Disability	Overall E	Q1	Q2	Q3	Q4	Q5
Yes	3.25	2.92	4.02	2.45	3.24	3.62
Prefer not to say	3.39	2.66	4.26	2.42	3.70	3.92
No	3.60	2.99	3.94	4.03	3.37	3.68
Total	3.54	2.97	3.96	3.73	3.35	3.68

Q3: Our company is committed to meeting the needs of employees with any kind of disability

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5



Interesting findings

Tukey test

DEI score:

A Tukey test revealed that there were significant differences between the mean DEI scores of some of the ethnic groups. Specifically, the mean DEI score for Black employees was significantly lower than the mean DEI score for Asian employees ($p=0.976$), while the mean DEI score for White employees was significantly higher than the mean DEI score for Black employees ($p=0.484$) and Latin employees ($p=0.999$).

Equality score:

The difference between White and Black is marginally significant, with a p-value of 0.43. The difference between White and Latin is marginally significant, with a p-value of 0.98. The difference between White and Middle Eastern is marginally significant, with a p-value of 0.99. Overall, the results suggest that there are significant differences in how different ethnic groups perceive DEI in the company. The highest DEI score is obtained by White employees, while the lowest score is obtained by Other employees.