



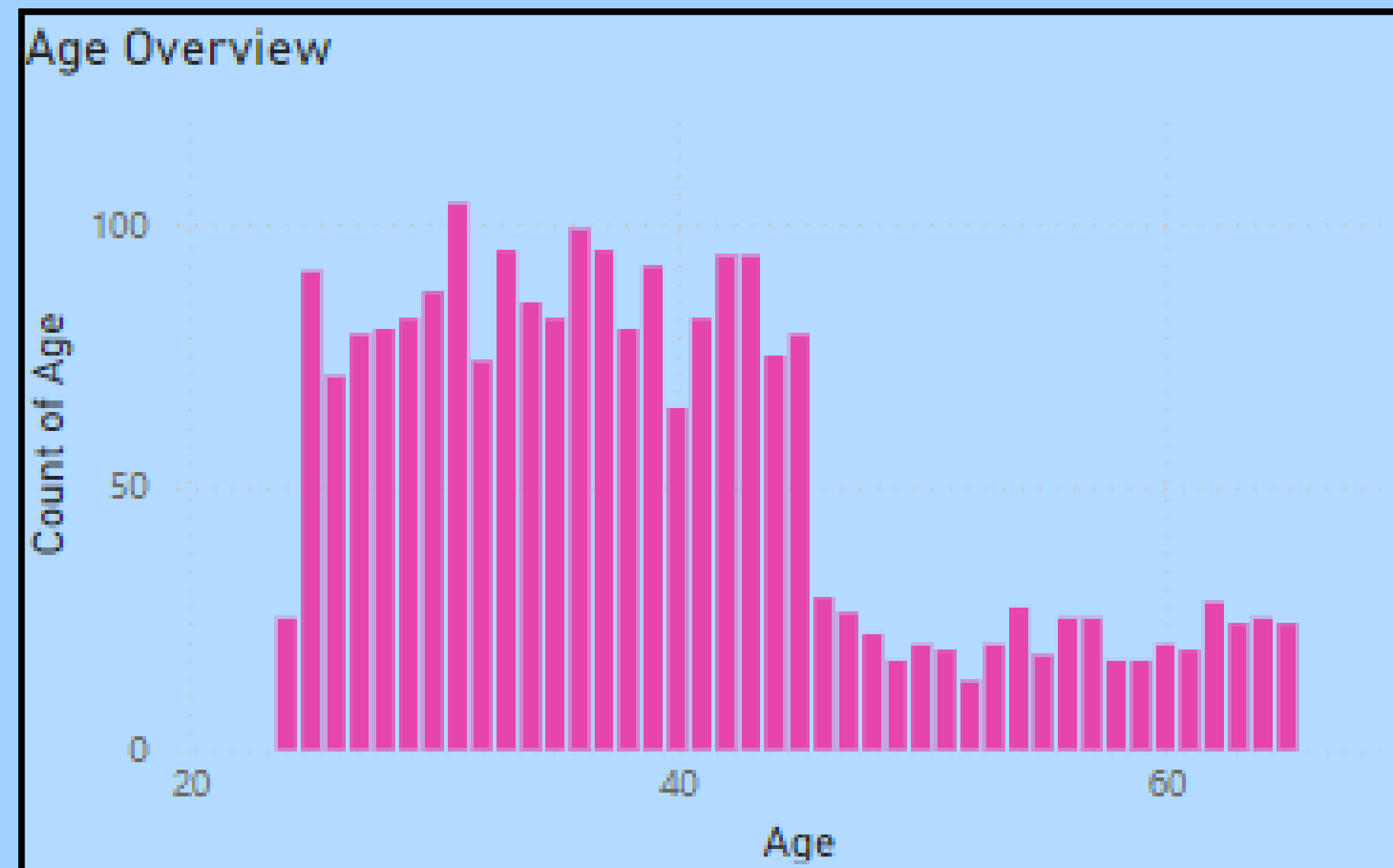
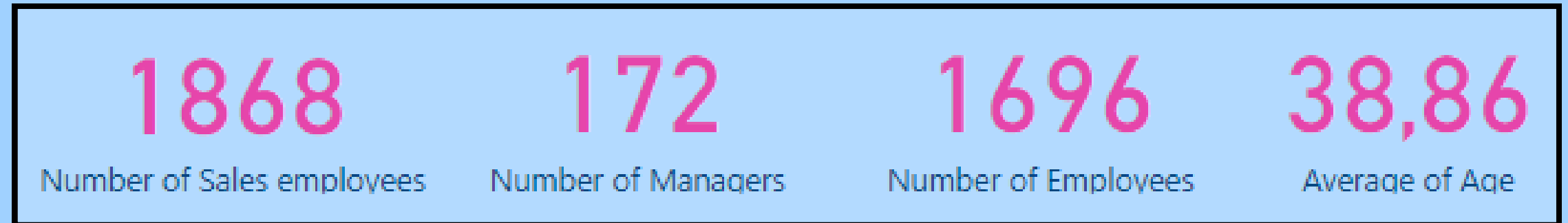
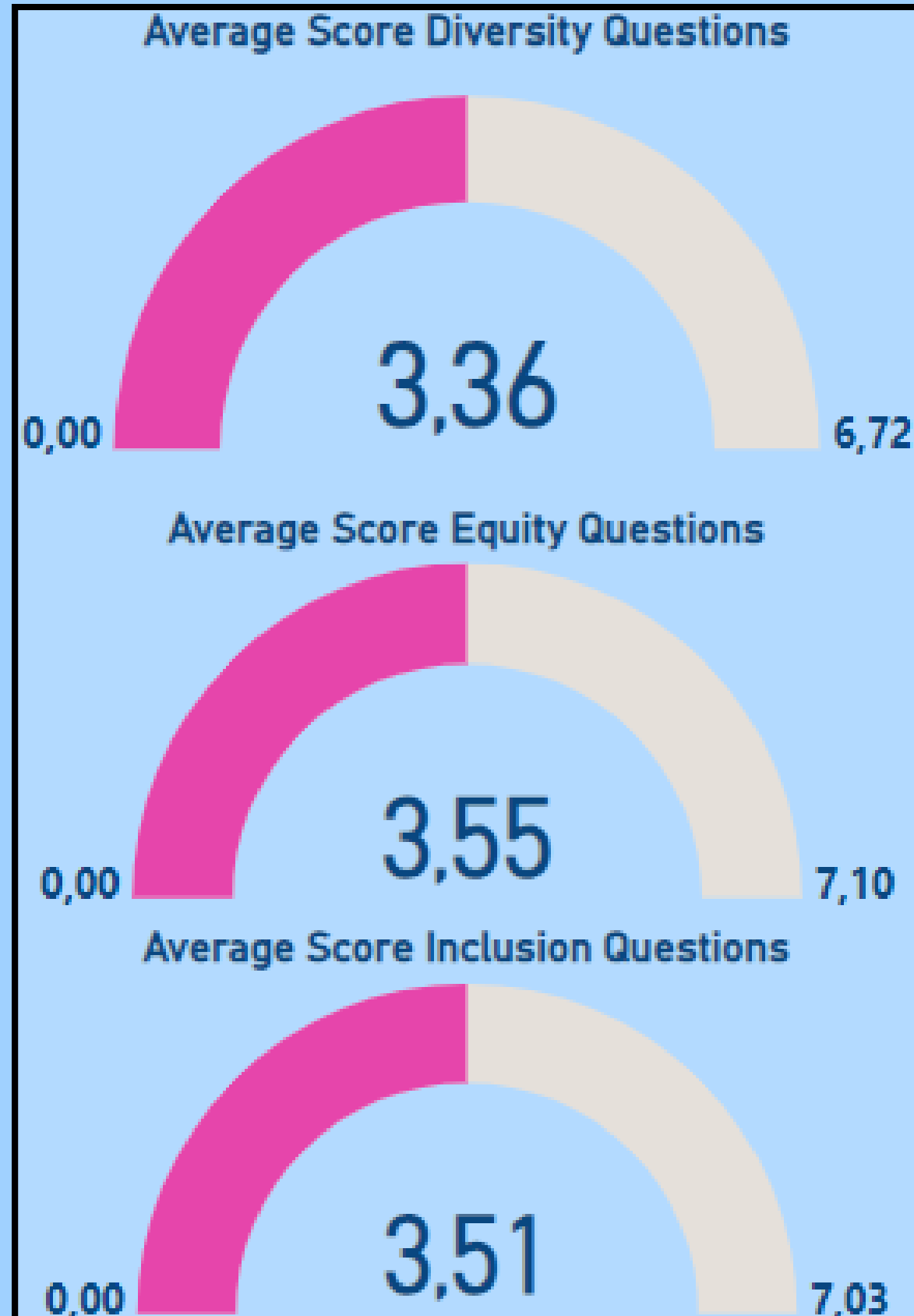
DEI REPORT: SALES

Overview

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



General Overview



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 |

| <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

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."

Positive Equity

| <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 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 |

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.

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."

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

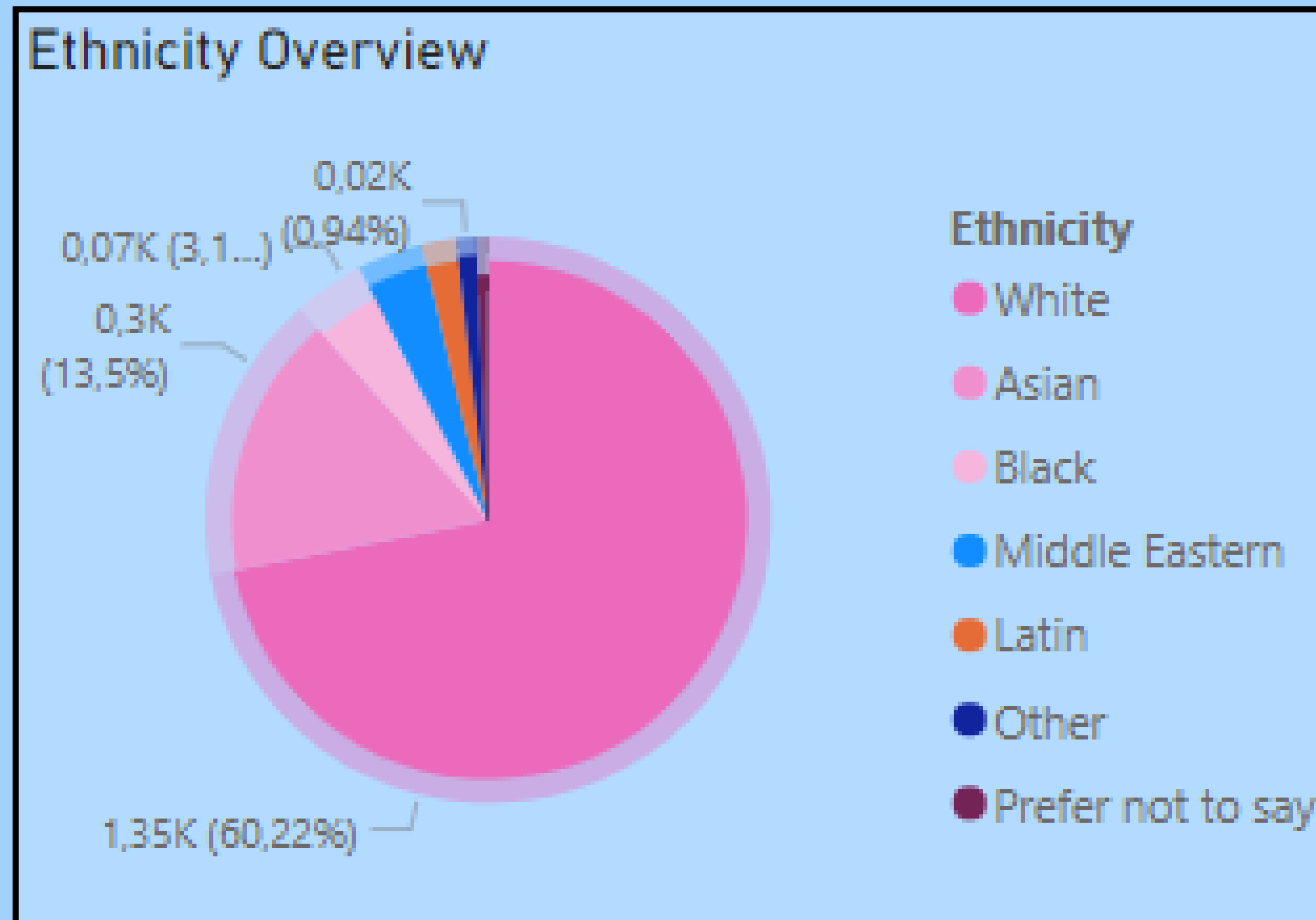
Statiscal analysis

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% |



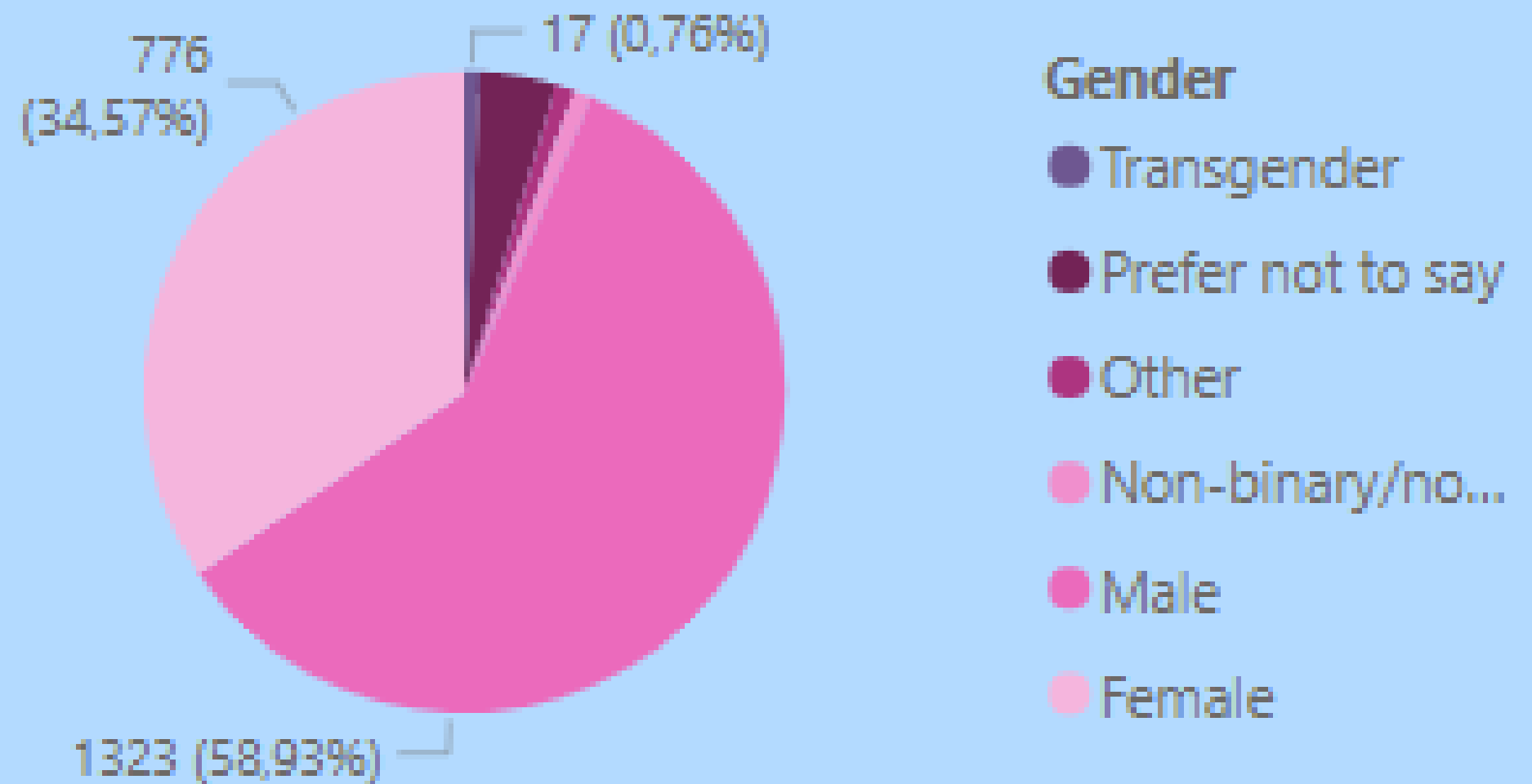
Negative DEI



Negative DEI

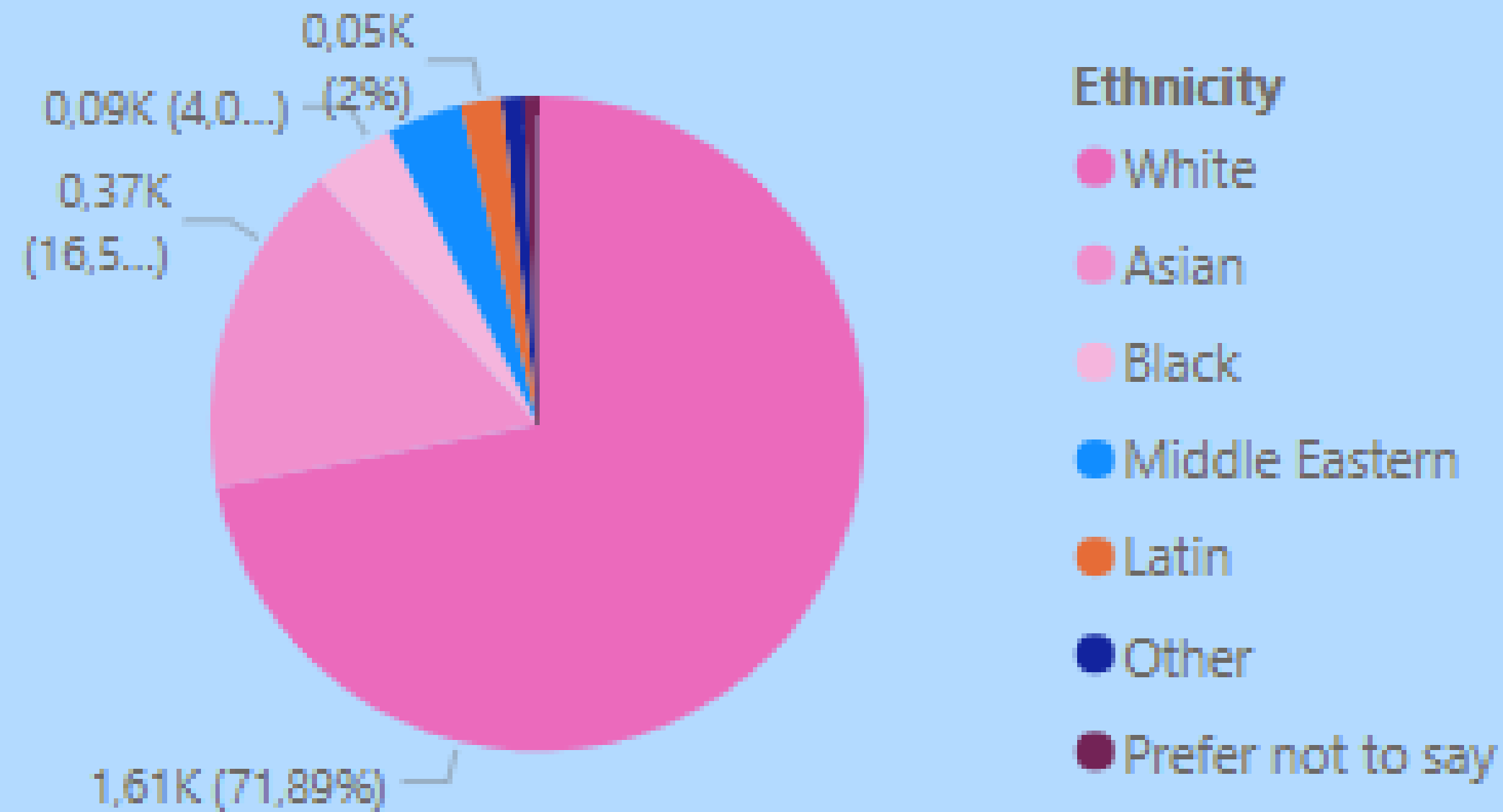


Gender Overview



Negative DEI

Ethnicity Overview



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



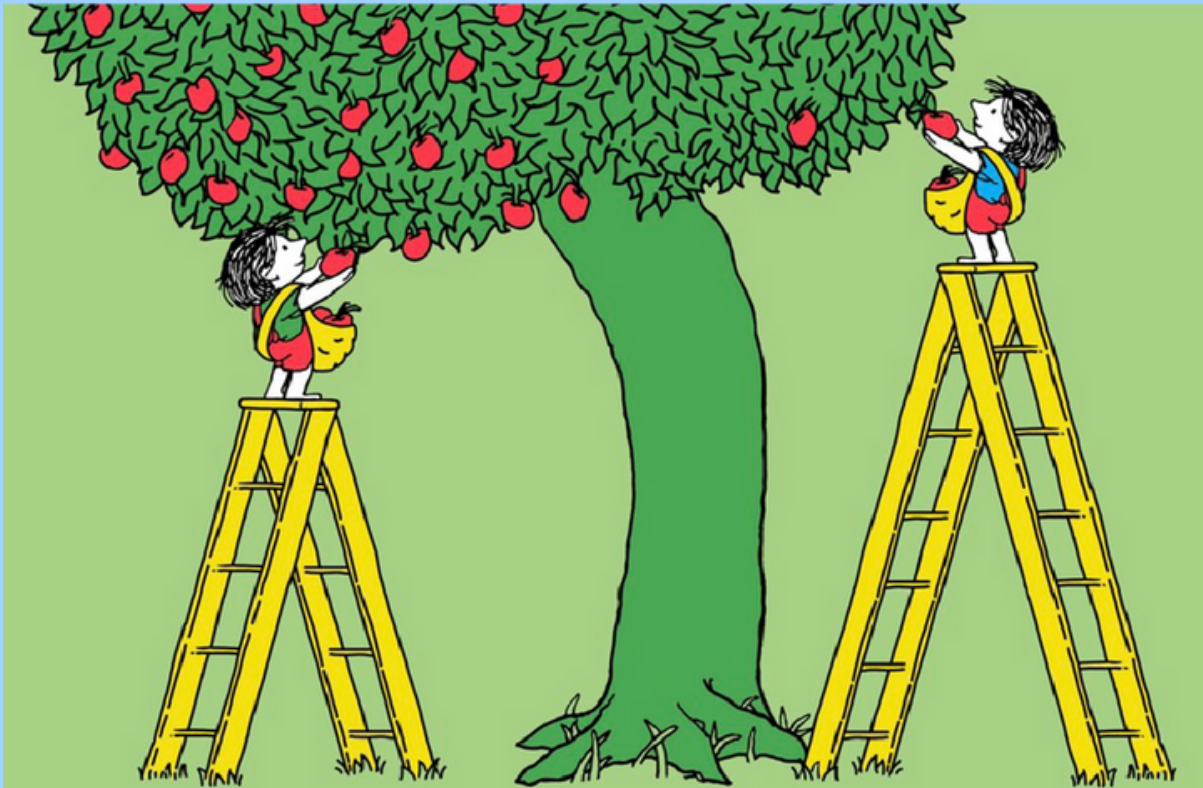
Interesting findings

| <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 |



2019 Design in Tech Report | Addressing Imbalance

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

| <i>Strongly Disagree</i> | <i>Disagree</i> | <i>Neutral</i> | <i>Agree</i> | <i>Strongly Agree</i> |
|--------------------------|-----------------|----------------|--------------|-----------------------|
| 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.