



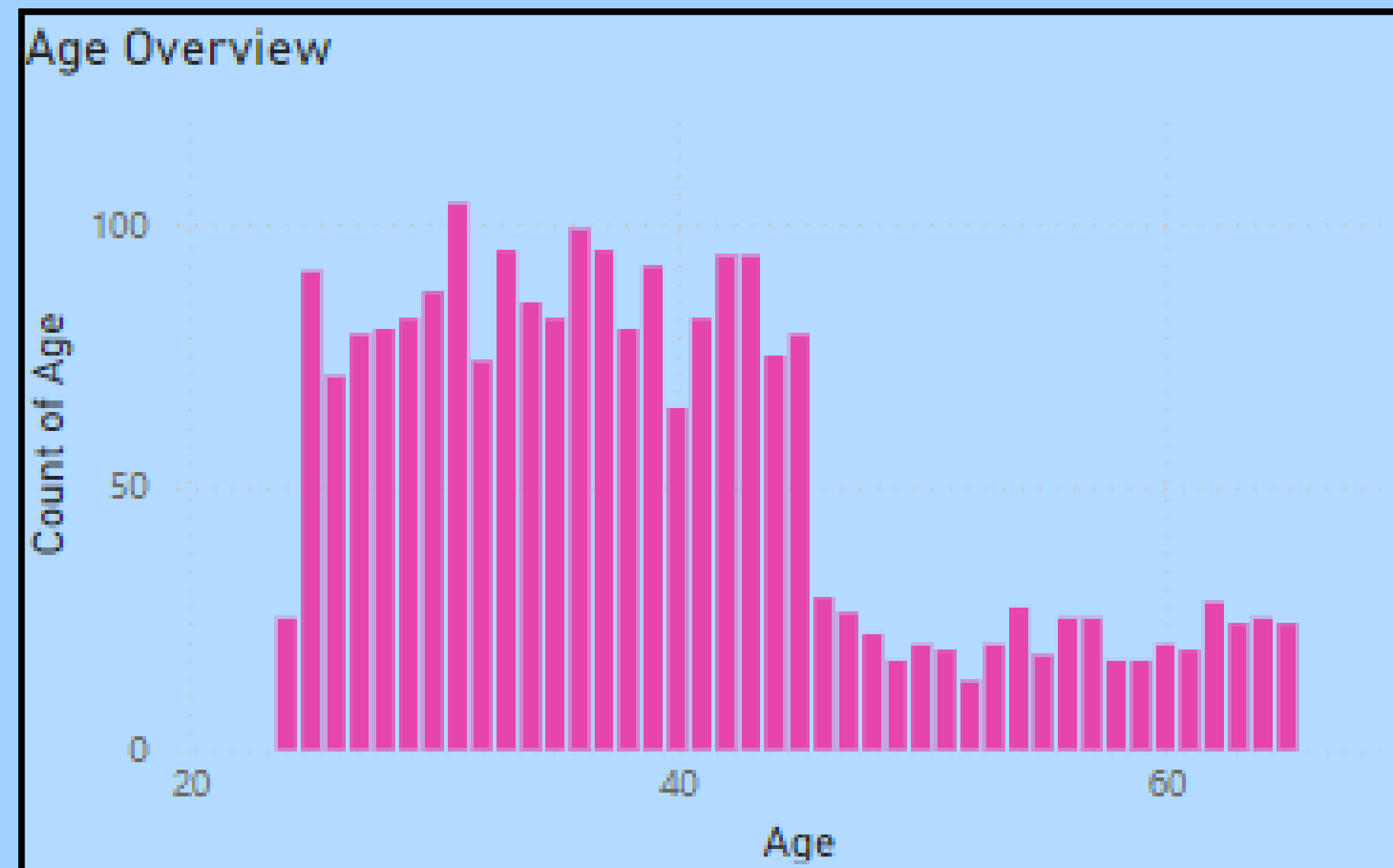
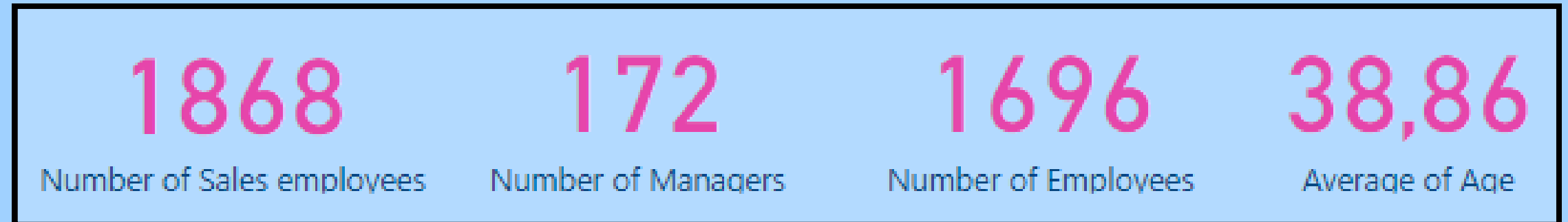
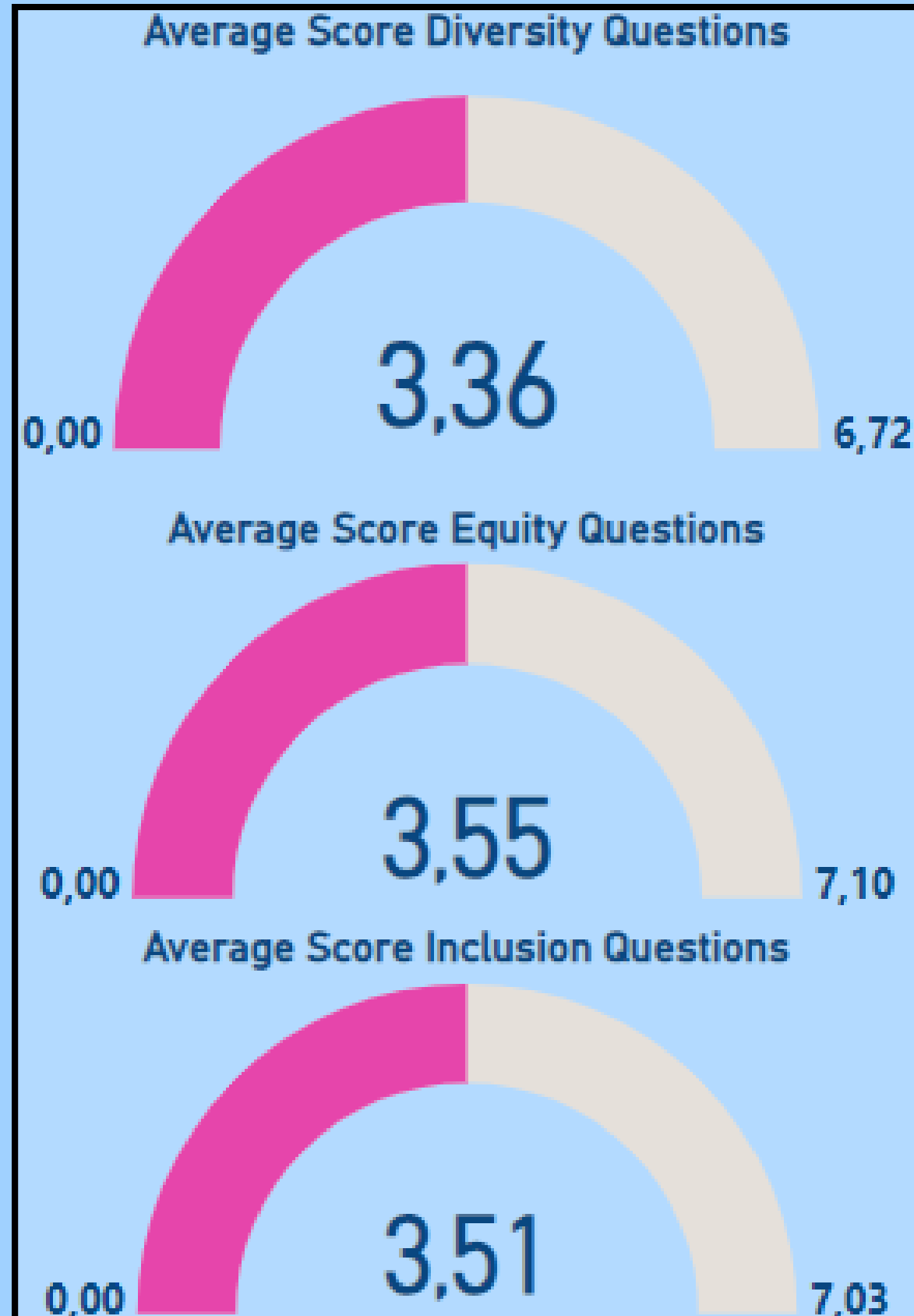
# DEI REPORT: SALES

# 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
<b>Total</b>	<b>3.33</b>	<b>3.04</b>	<b>3.02</b>	<b>3.06</b>	<b>3.98</b>	<b>3.57</b>

<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
<b>Total</b>	<b>3.54</b>	<b>2.97</b>	<b>3.96</b>	<b>3.73</b>	<b>3.35</b>	<b>3.68</b>

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

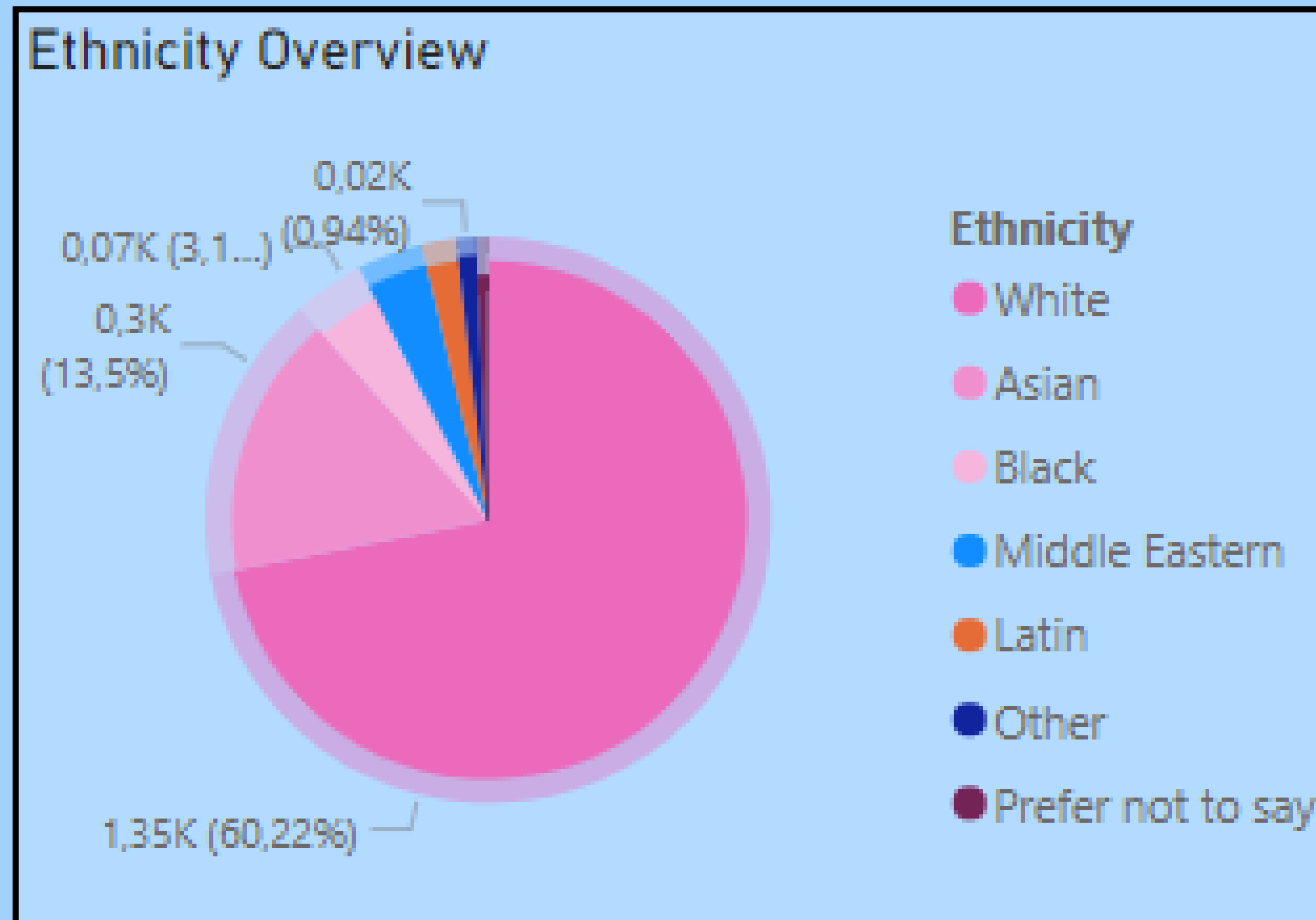
## Statiscal analysis

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%



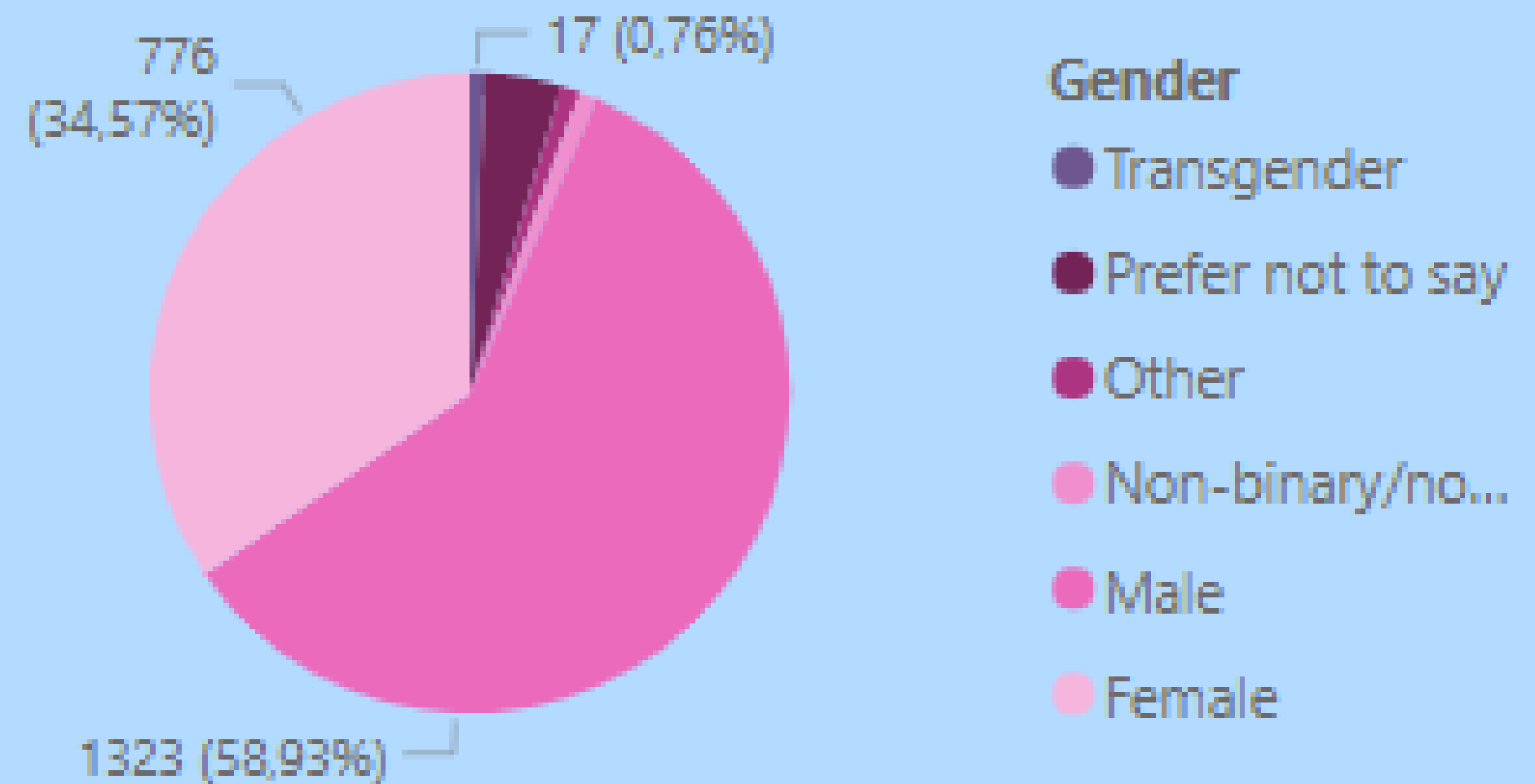
# Negative DEI





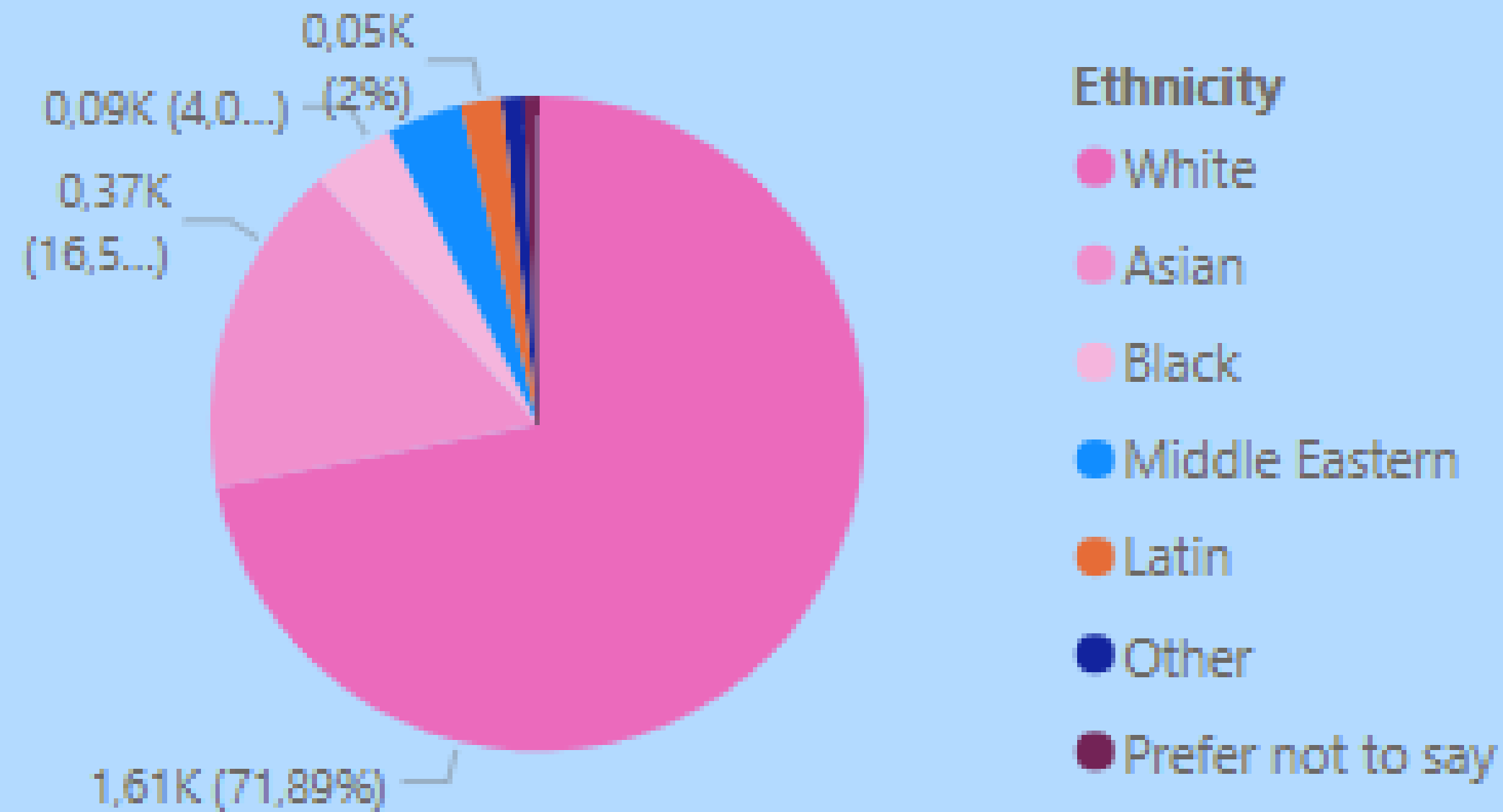
# Negative DEI

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
<b>Total</b>	<b>3.33</b>	<b>3.04</b>	<b>3.02</b>	<b>3.06</b>	<b>3.98</b>	<b>3.57</b>

Q5: Our company does not tolerate any incidents of discrimination



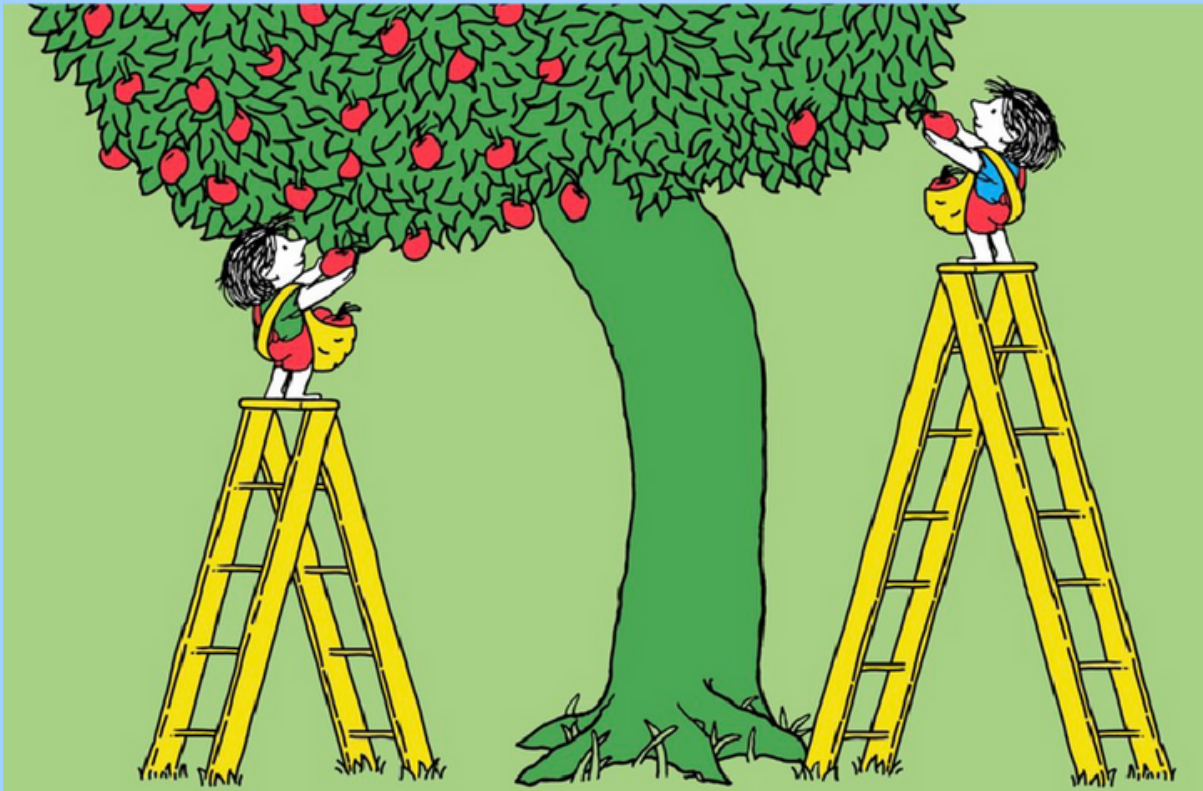
# Interesting findings

<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
<b>Total</b>	<b>3.54</b>	<b>2.97</b>	<b>3.96</b>	<b>3.73</b>	<b>3.35</b>	<b>3.68</b>



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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
<b>Total</b>	<b>3.54</b>	<b>2.97</b>	<b>3.96</b>	<b>3.73</b>	<b>3.35</b>	<b>3.68</b>

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.