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**Job Promotion Discrimination**

**Francisco Arrieta, Lucia Camenisch, Manuela Giansante, Oumaima Al Qoh, Emily Schmidt, Camille Beatrice Valera**

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**Executive Summary**

Diché

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Contents

[Introduction 2](#_Toc130368673)

[Results 3](#_Toc130368674)

[Table 1: Contribution by Promotion 3](#_Toc130368675)

[Table 2: Candidate Ranking 3](#_Toc130368676)

[Table 3: Promoted vs. Financial Contribution 3](#_Toc130368677)

[Conclusion 3](#_Toc130368678)

# Introduction

John Doe, represented by XYZ Law Firm, believes that he may have been discriminated against by his employer, ABC Organization. The plaintiff has been acknowledged as a high-ranking employee who unfortunately was not promoted after the last election of the chairman of a governing commission. In total, 10 employees were promotable, but only seven advanced in their careers. Of those seven, six individuals made financial contributions to the campaign of the winning while the others did not supply financial support. These monetary gifts were not required by any party.

ABC Organization’s promotion strategy is based on a standard test score that every promotable employee must take. Once those scores are ranked, the procedure follows that for each promotion slot, the successful candidate must be selected from those who are currently among the top three ranked candidates (including ties). This method is applied sequentially until all the available promotion slots have been filled. As an exceptional employee who received a ranking of four (4), John Doe speculates that his position should have been more than sufficient to obtain a promotion. Since the plaintiff did not make any contributions to the election, he claims that discrimination has occurred.

Diché Consulting’s objective is to support XYZ Law Firm and their client, John Doe, to reasonably prove that the plaintiff has been discriminated against due to his organization’s action of non-promotion. Due to the limited data obtained by the plaintiff, Diché Consulting will provide arguments for and against this inequality case through several statistical components. Prior to understanding those key points though, the relevant data must be discussed since it consists of critical information:

* Number of employees who contributed to the election campaign (Table 1) 🡨 Provide link to table
* Number of employees who did not contribute to the election campaign (Table 1)
* Number of employees who were promoted (Table 1)
* Number of employees who were not promoted (Table 1)
* Rankings for each candidate (Table 2)

Number of employees who were not candidates for promotion who were asked two questions:

* Did they feel a positive or negative change in their conditions after the election was held? (Table 3)
  + Options to answer: Positive, Negative, Unknown
* Did they make financial contributions to the campaign of the winning candidate? (Table 3)
  + Options to answer: Contributed to Winner, Did Not Contributed to Winner, Unknown

\*Unknown: No response to that question was provided

Diché Consulting focuses on three main elements. Table 1 directs its focus towards the employees’ contributions and the percentage of those who were promoted. Table 2 provides data to understand how the promotion procedure operates through probabilities. Lastly, Table 3 gives information about the non-promotable employees, their opinions, and actions. To ensure that XYZ Law Firm and John Doe are well equipped, Diché Consulting has prepared a data-driven report that should assist the clients’ decision to proceed with this discriminatory case.

# Results

XYZ Law Firm obtained relevant data from John Doe while working at ABC Organization. Each section represents information that could potentially be used to support Doe’s claim as well as provide limitations where the council should increase their knowledge or introduce additional data for further analysis.

## Table 1: Contribution by Promotion

Table

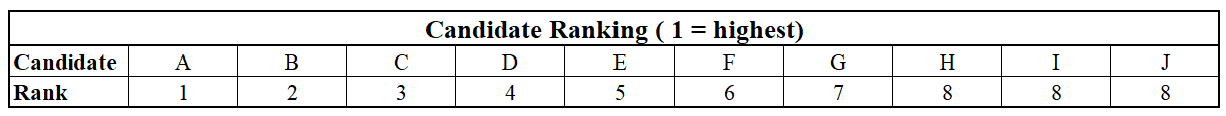
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To help prove that discrimination in the workplace occurred, Diché has utilized Table 1. This provides data on the individuals who were promoted versus those who were not based on their possible financial donations. Out of the 10 promotable employees, only seven were promoted. From those seven, 85.7% were advanced in their careers and had contributed to the winner. The other 14.3% did not give a monetary contribution and were still promoted. There was no one who gave funds to the chairman of a governing commission and was not upgraded to a higher position.

In addition, the relationship between promotion and contribution has a high correlation at 80.0% (1, 2). This means that an employee is most likely going to be promoted if they have participated in a donation. Since John Doe did not supply to the campaign, he only had a 14.3% chance of getting selected and even then, odds are very slim.

Please note that this data is limiting because there are only 10 entries and no prior data that was shared with Diché Consulting.

## Table 2: Candidate Ranking



The table above displays the candidate raking for the first round of promotions. Assuming that the procedure is sequential, this ranking is maintained after each of the seven rounds, not including the individual who was promoted. All others will gain one position every time the chance for advancement is offered.

During those seven rounds of promotions, employee D (John Doe) places himself in the top three starting from round two, making him eligible for a promotion for the remaining six cycles. The team computed the probability of employee D being promoted under the assumption that candidates are randomly selected following a uniform distribution and each draw is independent from the other.

There is a 92.0% chance of being selected for the promotion during six rounds of advancement. Consequently, the possibility of not being selected for those higher spots within the company is 8.0%. Moreover, Doe was in the top one position starting from round four. It is very unlikely that the promotion did not happen out of mere casualty if ABC Organization stuck with their promotion strategy.

## Table 3: Promoted vs. Financial Contribution

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Doe gave his representative, XYZ Law Firm, additional details that could potentially benefit their case against ABC Organization. Although this is the weakest evidence of discrimination, there are recommendations that Diché will provide to hopefully increase its validity. In Table 3, it provides information on two questions. One, employees who were not candidates for promotion were asked a question regarding whether they felt a positive or negative change in their job conditions after the election was held. Second, those same individuals were asked whether they made financial contributions to the campaign of the winning candidate.

There were two approaches that were taken to analyze how this data could impact Doe’s claim. First, the data was manipulated to not include any ‘unknown’ values. If those were removed, there is a 100% probability that if the non-promotable employee contributed to the campaign, that they had a feeling of positivity towards their job conditions. On the other hand, if that employee did not contribute to the campaign, they had a perfect correlation of negative feeling. The discrimination in question surrounds financial favoritism due to the likelihood of those participating in giving money to the winner will always benefit more than those that do not. Secondly, all data was considered which just shows that those that are anonymous tend to share their negative feelings more. But we wanted to try to prove this was true. Unfortunately, there was a very weak correlation (22.0%) (3, 4) between whether they answered or not. The idea was surrounded by the fact there were nine employees who had a negative feeling but did not answer to the contribution status. From this conclusion, we did not move forward with any additional analysis.

The downside of this data though has the issue of multiple limitations. For instance, the data may not be representative of all the employees who were not categorized as promotable. In addition, the definition of ‘unknown’ is not specific enough because it could be due to other unidentified factors. Diché’s team was not given information on how this data was processes and collected, which could also be problematic as it could be invalidate the arguments. These drawbacks are an important indication that there could be a gap in data and knowledge gathered which could harm the discrimination case.

# Conclusion

# Appendix

*Figure (1)*: Represents the 10 candidates by two variables, ‘Promoted’ and ‘Contributed.’ If a 1 is present, this means that the individual has either been promoted or has contributed. Otherwise, the value would be 0.

Table

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*Figure (2)*: From Figure 1, the correlation matrix was computed to get the following results:

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*Figure (3)*:

Table

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*Figure (4)*:

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