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**Job Promotion Discrimination**

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**Executive Summary**

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# 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

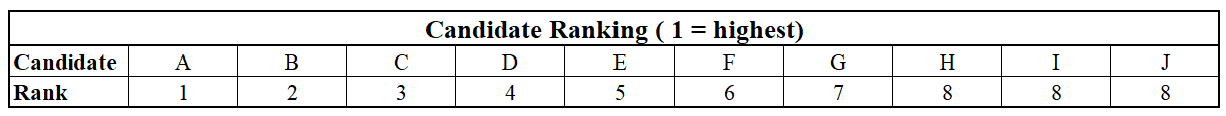
XYZ Law Firm obtained relevant data from John Doe while working at ABC Organization. Each section represents information that could potentially be used to support Doe’s claim as well as provide limitations where the counsel should increase their knowledge or introduce additional data for further analysis.

## Table 1: Contribution by Promotion

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## Table 2: Candidate Ranking



## Table 3: Promoted vs. Financial Contribution

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# Conclusion