

# Company Analysis: Diversity, Equity, Inclusion

INTRODUCTION

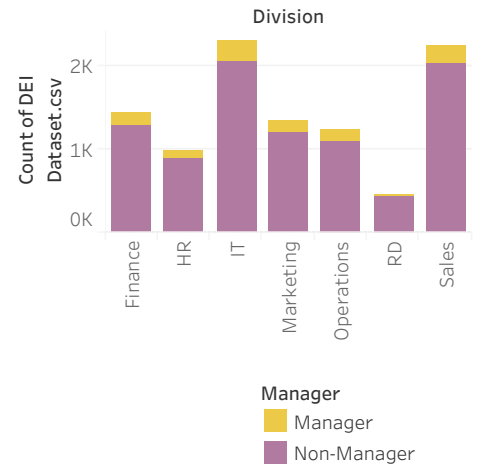
COMPANY BASICS

DIVERSITY

## DEI - Corporate Analysis

The following tableau story looks at a 10,000 entry data set from a theoretical corporation. Each respondent was asked to answer five questions in each category regarding DIVERSITY, EQUITY, and INCLUSION. Responses could be positive, negative, or neutral. The analysis that follows examines trends based on employee demographics, in addition to aggregations by employee responses. Suggestions are made based on individual graphs, as well as a final conclusion for future company initiatives based on the data.

Department Totals



[Diversity. Equity. Inclusion Data Set](#)

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INTRODUCTION

COMPANY BASICS

DIVERSITY

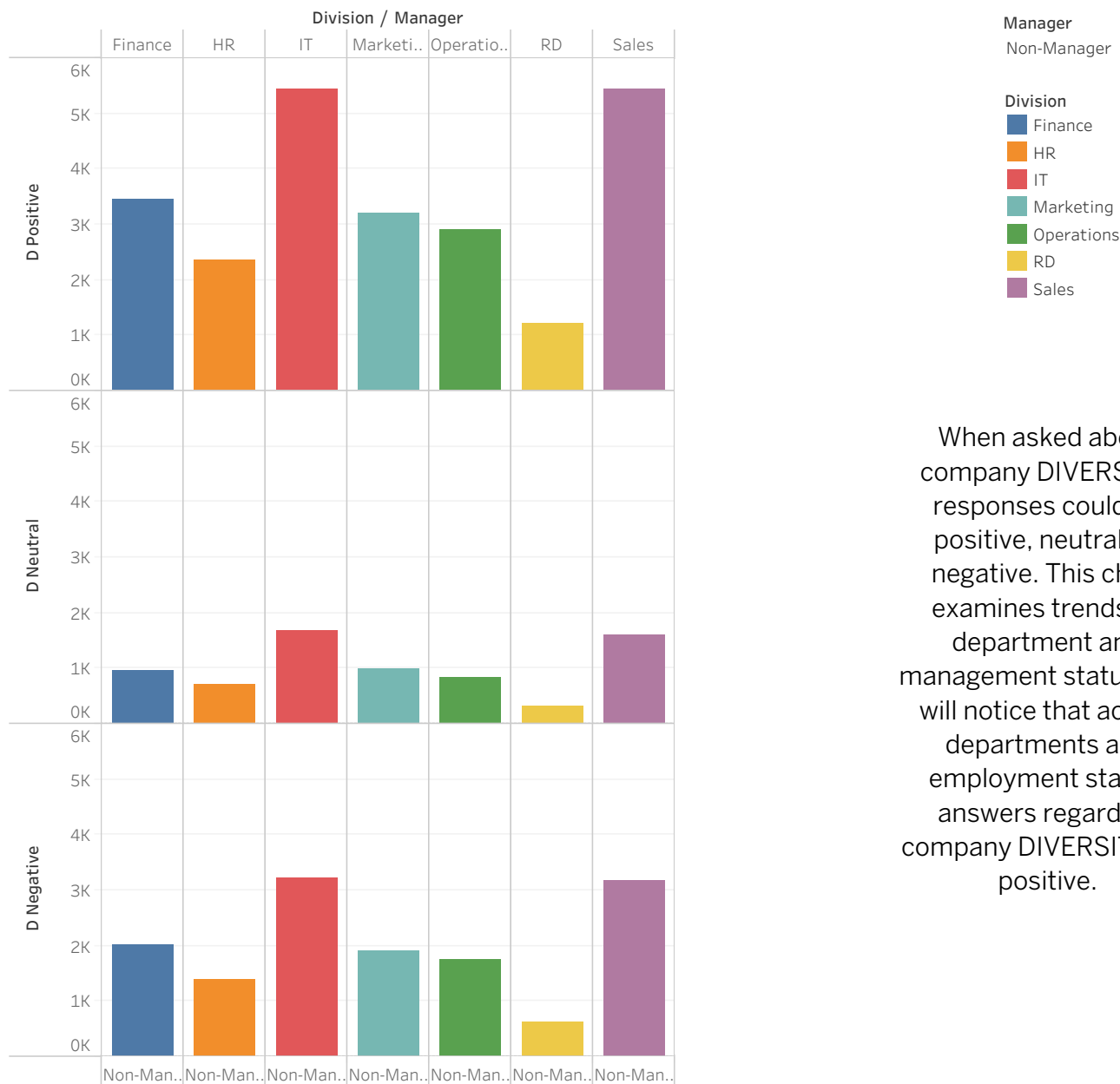


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COMPANY BASICS

DIVERSITY

DIVERSITY



When asked about company DIVERSITY, responses could be positive, neutral, or negative. This chart examines trends by department and management status. You will notice that across departments and employment status, answers regarding company DIVERSITY are positive.

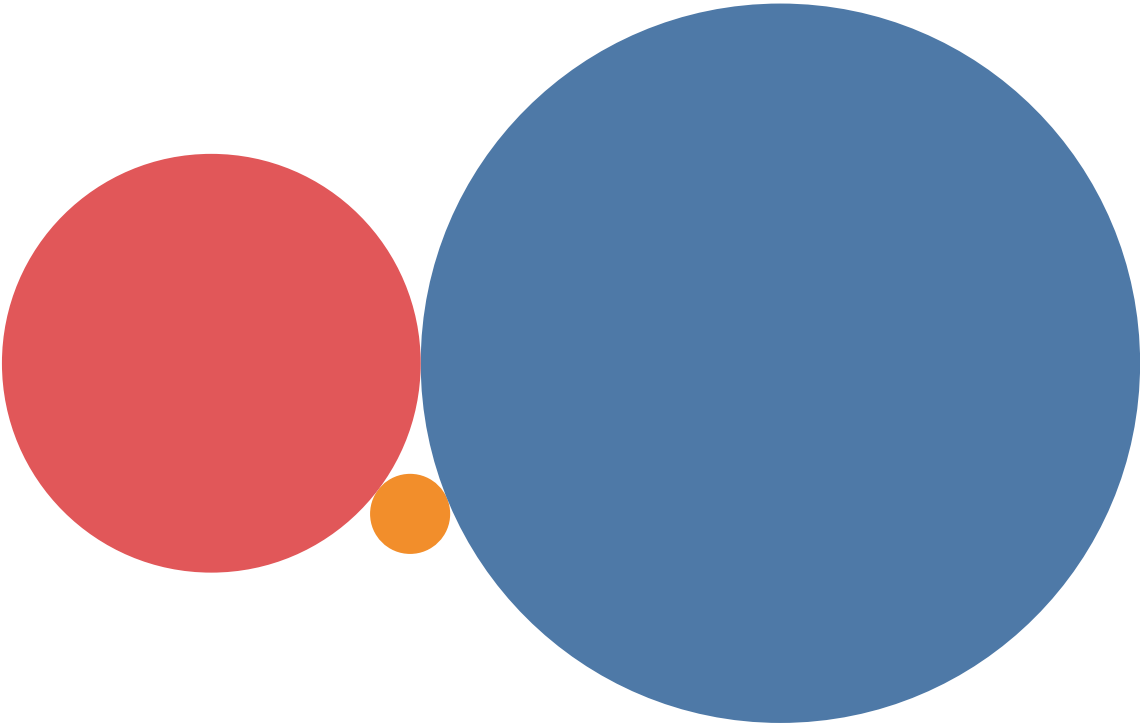
# Company Analysis: Diversity, Equity, Inclusion

DIVERSITY	DIVERSITY	EQUITY
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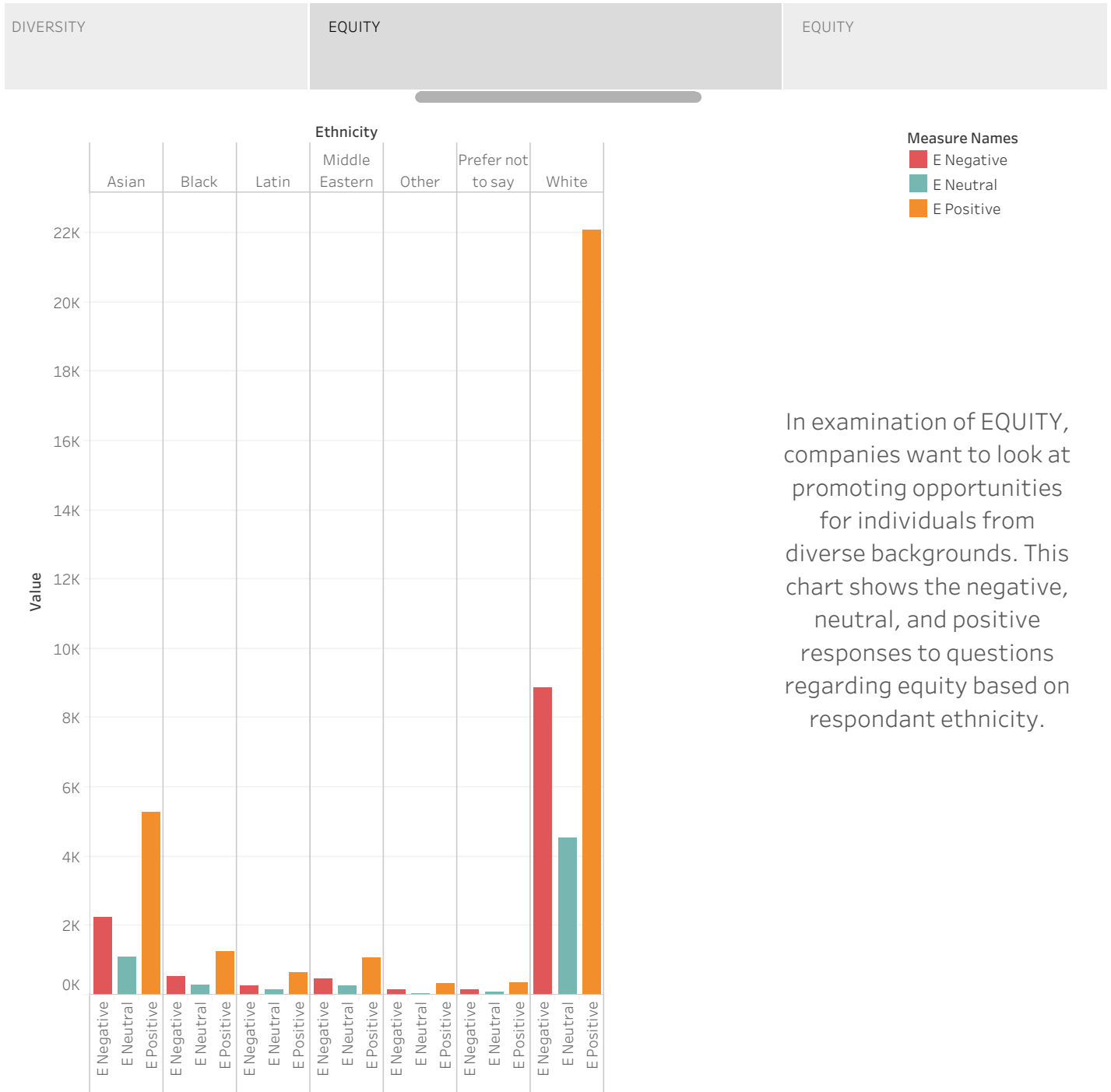
To further understand DIVERSITY amongst the employees and management, the following chart helps us to better visualize how many employees identify as minorities. This chart can also be filtered to show distributions amongst management.

Manager  
Manager

- Minority
- Minority
  - Non-Minority
  - Prefer not to say

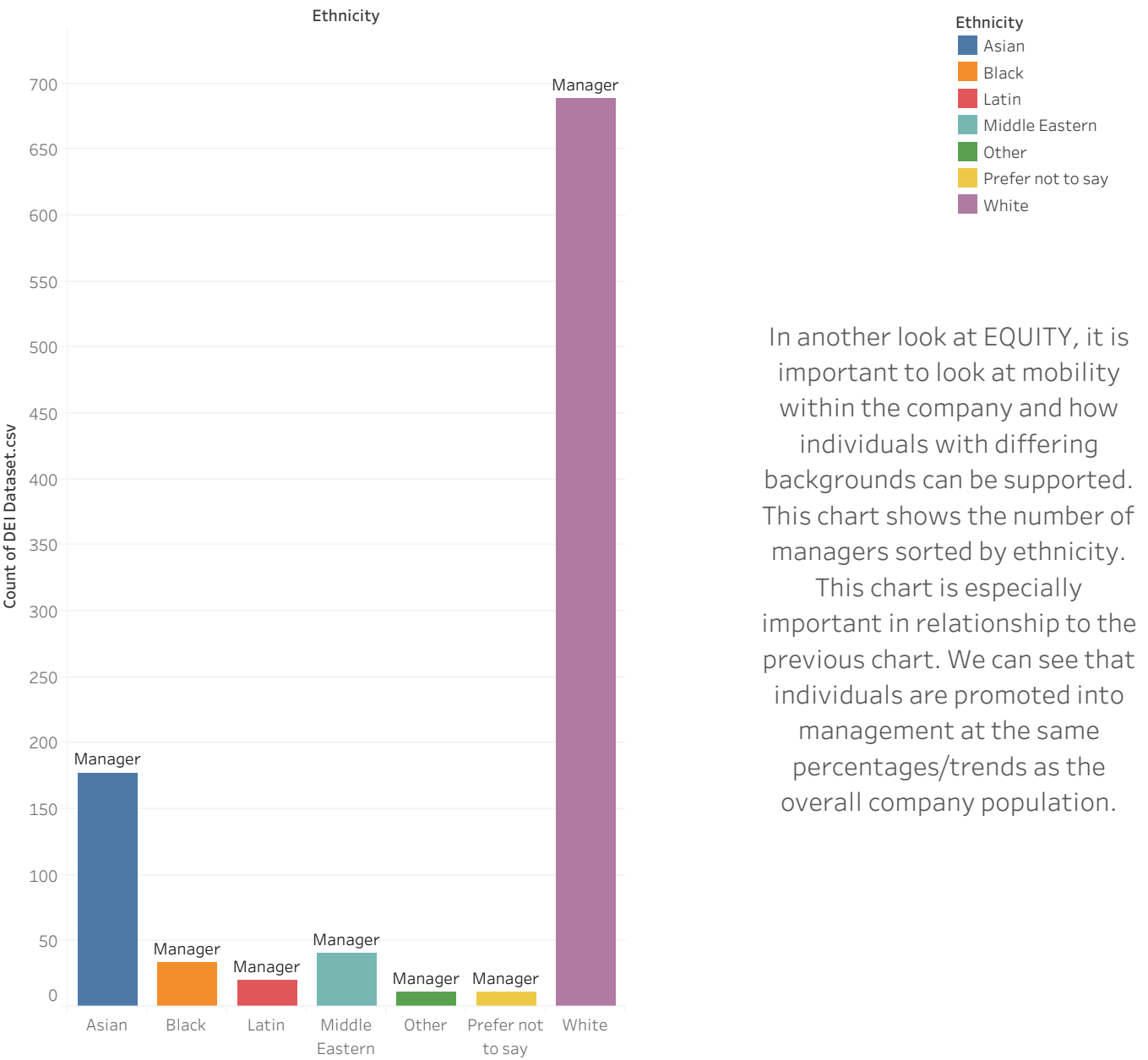


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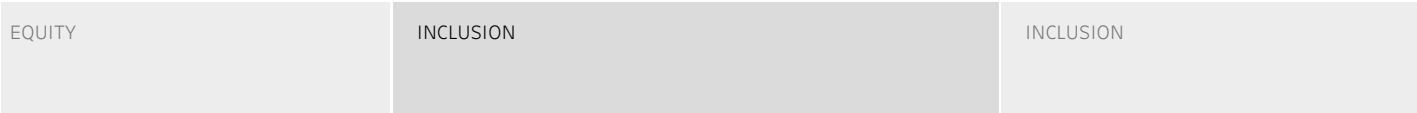


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EQUITY	EQUITY	INCLUSION
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In examining INCLUSION, this treemap shows distributions of employees identification of LGBTQ, Disability, Indigenous, and Veteran status, grouped by department.

Company-wide percentages:

11.75%  
LGBTQ

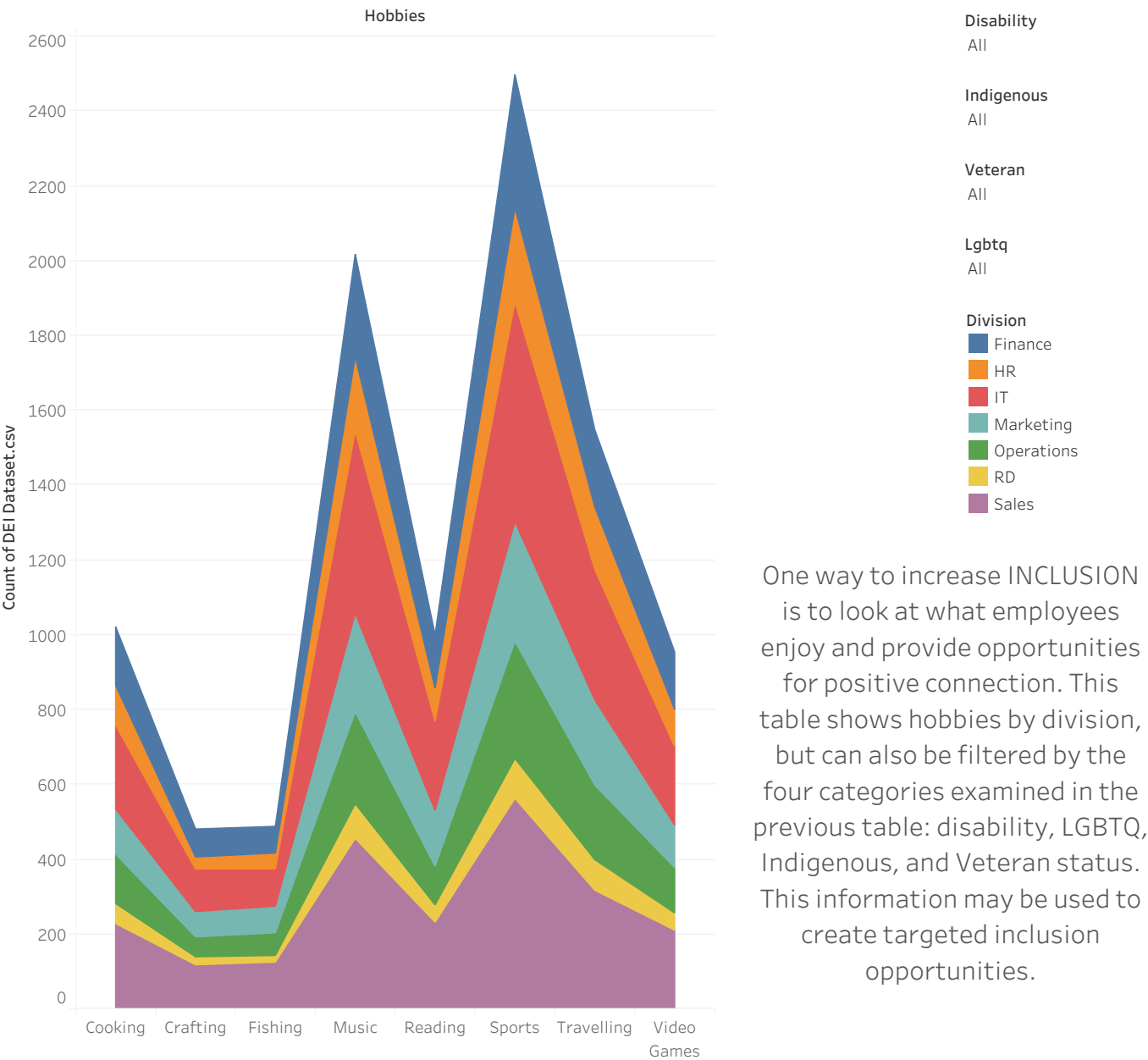
4.94%  
Indigenous

15.45%  
Disability

.93%  
Veteran

# Company Analysis: Diversity, Equity, Inclusion

INCLUSION	INCLUSION	CONCLUSION
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INCLUSION	INCLUSION	CONCLUSION



## Key Conclusions:

1. The company's initiatives in improving DIVERSITY, EQUITY, and INCLUSION have resulted in predominately positive answers in all areas.
2. Management ethnicity numbers match the overall company numbers, this means that there is not a disparity for upward mobility in the company.
3. When looking at activities enjoyed by employees, trends match across departments, ability, veteran, LGBTQ, and Indigenous status. There is much that unites the corporate work population. These common interests may certainly be leveraged to build greater inclusion, equity, upward mobility, and commitment.
4. The company has several areas that are ready for targeted improvements.
  - a. Age diversity in the workforce
  - b. Targeted recruitment of veterans
  - c. Special supports or programming for disabled individuals (the company has very encouraging overall numbers for this cohort).
5. At every department level, the largest group is made up of white, heterosexual, middle-aged individuals. Ensuring inclusion opportunities for minority populations should be a key initiative.