

Project Title: HR Gender Diversity, Equity and Inclusion Analytics

Introduction

In the contemporary workplace, fostering an environment that champions gender diversity and inclusion is not just an ethical imperative but also a strategic advantage. This project aims to leverage the analytical power of Power BI to develop a comprehensive dashboard that provides key insights into gender diversity and inclusion metrics within an organization. By tracking and analyzing various dimensions of diversity, this initiative seeks to promote transparency, identify opportunities for improvement, and drive strategic decisions towards creating a more inclusive workplace.

Executive Summary – FY2020 (Diversity & Inclusion)

In FY2020, the organisation employed 500 people (295 male, 205 female) with an overall employee turnover rate of 9.4%. While workforce participation at junior and mid-levels shows reasonable gender balance, senior leadership remains heavily male-dominated, with 87.5% of executives being male. Critically, 100% of executive hires and promotions to executive roles in FY2020 went to men, despite performance ratings being virtually identical between women (2.42) and men (2.41). The workforce is predominantly early-career, with most employees aged 20–39, presenting a strong opportunity to correct leadership imbalances if promotion pathways are improved.

Key Features

Comprehensive Dashboard

Utilizing Microsoft Power BI, this project delivers an intuitive and interactive dashboard that aggregates and visualizes key performance indicators (KPIs) related to gender diversity and inclusion. The dashboard serves as a central platform for HR and management teams to monitor and assess gender diversity across different levels and departments within the company.

Multi-Dimensional Metrics

The analytics cover a broad spectrum of metrics, including but not limited to:

Age Diversity: Analysis of gender representation across different age groups.

Regional Diversity: Insights into gender diversity across various geographic locations and offices.

Job Diversity: Examination of gender distribution across different job functions and levels.

Employee Turnover Rate: Gender-specific insights into employee attrition, providing clues to potential areas of concern regarding inclusion.

Promotion Statistics: Tracking of promotion rates among genders, highlighting progress towards equitable career advancement opportunities.

Technology Stack

Data Modeling and Visualization: Developed with Microsoft Power BI, the dashboard harnesses advanced data modeling techniques to present data in a user-friendly manner.

Data Preparation: Utilizing Microsoft Excel for initial data cleaning and preparation, ensuring high-quality, actionable insights.

Benefits, Transparency and Accountability

The dashboard promotes a culture of transparency by providing clear visibility into gender diversity metrics, enabling the organization to hold itself accountable for its diversity and inclusion goals.

Identifying Gaps and Opportunities

By dissecting gender diversity across various dimensions, the project helps identify gaps in representation and inclusion. This insight is crucial for developing targeted strategies to address these gaps.

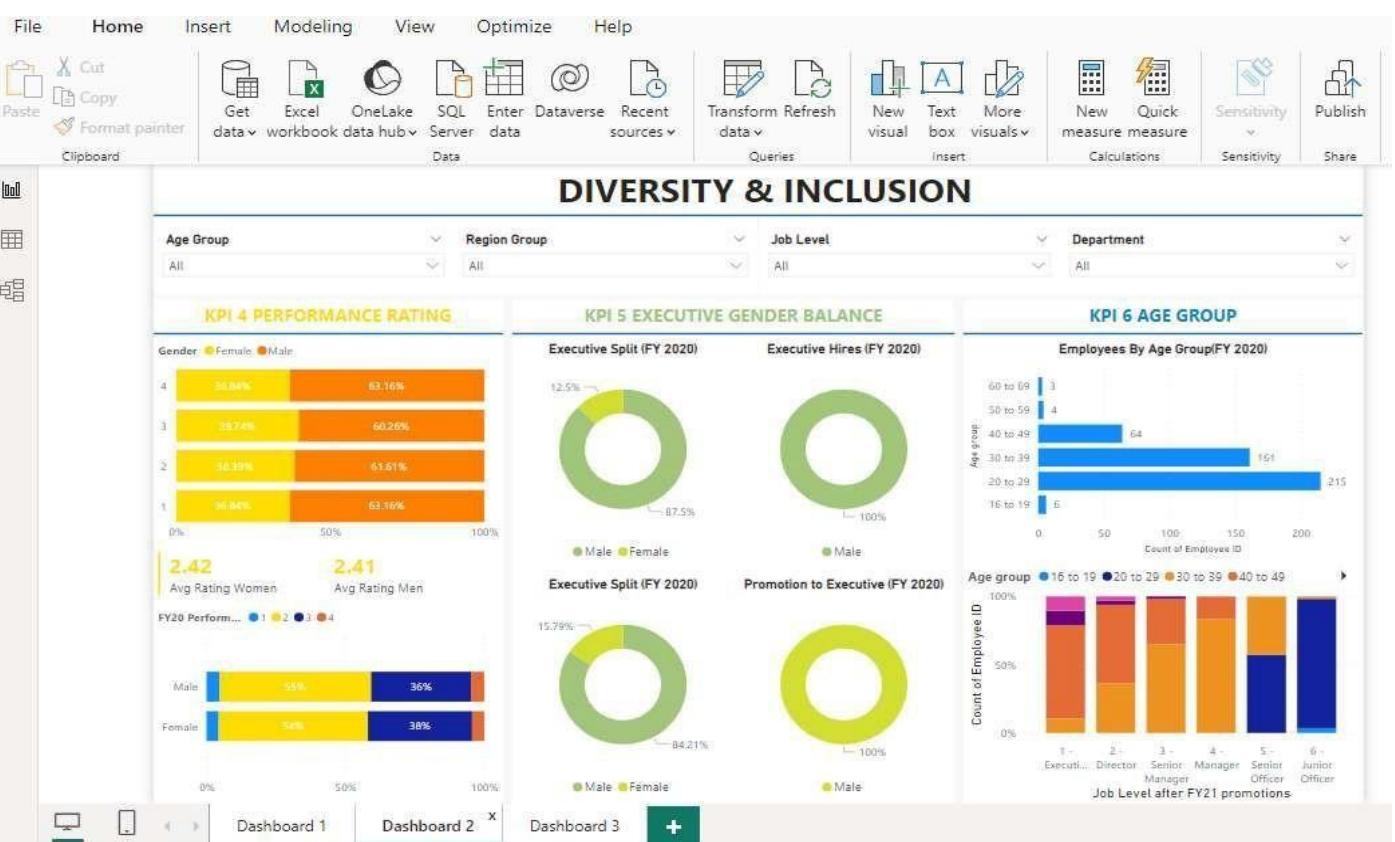
Data-Driven Decision Making

Empowers HR and management teams to make informed decisions based on robust data analytics. This approach ensures that strategies for enhancing gender diversity are grounded in reality and tailored to the organization's specific context.

Fostering an Inclusive Culture

Ultimately, the project's goal is to leverage data analytics to foster a workplace culture that values and promotes diversity and inclusion. By continuously monitoring and addressing gender diversity metrics, the organization can make significant strides towards creating an equitable and inclusive environment for all employees.

Screenshots





Key Insights (FY2020)

1 Leadership pipeline is the core DEI risk

Executive gender split: ~87.5% male / 12.5% female

Executive hires: 100% male

Promotions to executive: 100% male

This indicates a systemic barrier to leadership access, not a talent shortage.

2 Performance does NOT explain the gender gap

Avg rating – Women: 2.42

Avg rating – Men: 2.41

Women perform at the same level as men, yet are not progressing to leadership at the same rate.

3 Hiring already introduces imbalance

59% of hires were male, 41% female

This compounds over time and worsens leadership imbalance if not corrected early.

4 Young workforce = opportunity to fix the future

Most employees are aged 20–39 (over 70% of the workforce). This is the pipeline for the next 5–10 years of leadership, so intervention now will have long-term impact.

5 Turnover is manageable but must be targeted

Overall turnover = 9.4%, but varies by job level — indicating retention issues may be structural (career progression, manager quality, growth opportunities).

Final Recommendations

1. Fix executive entry points

Enforce gender-balanced shortlists for executive hiring

Require documented promotion criteria and panels for executive promotions

2. Build a fair promotion pipeline

Track and monitor:

Promotion rate by gender

Time to promotion by gender

Performance vs promotion alignment

Introduce sponsorship and leadership tracks for high-performing women.

3. Use data to stop silent bias

Use analytics to detect:

Who gets promoted

Who stagnates

Who exits

Before they leave.

4. Turn DEI into a business KPI

Make this part of leadership scorecards:

% women in leadership

Gender promotion parity

Leadership diversity trend

Conclusion

The HR Gender Diversity and Inclusion Analytics project exemplifies the power of data analytics in driving meaningful change within organizations. Through meticulous data analysis and interactive visualization, this Power BI dashboard enables stakeholders to gain insights into critical aspects of gender diversity and inclusion, laying the groundwork for a more diverse, equitable, and inclusive workplace.