

LP6: Build Diverse and Inclusive Workforce

Time of Effectiveness	Mid-term Long-term
Repeatability	85% (17 reports out of 20)
Level of Confidence	8.82/10
Category	Labor Practices
Outcomes	<ul style="list-style-type: none"> Promote Connection between employees with the same culture Allows employee to have a more diverse point of view in their decision making Give opportunity to undeserved communities Promote equality between human beings
Metrics	<ul style="list-style-type: none"> Part of employee by ethnicity per position (%/ethnicity/position) Part of women per level of position (%/position) Satisfaction and engagement of employees who followed the trainings (survey)
Problematic	<ul style="list-style-type: none"> UN SDG 5: Gender Equality UN SDG 8: Decent work and economic growth UN SDG 10: Reduced inequalities
Additional Components	None

Description

Nowadays, diversity and inclusivity started to be crucial aspects and challenges of our society. Inclusivity concerns every action which is taken in order to reach a better representativity of women in a company; diversity is the same idea applied to ethnicity. In order to promote it, and also to show the way in those fields, companies implemented measures and policy to apply these aspects. The policies can vary depending on the company but most of the time concern: men/women parity and equality of salary, employment programs for undeserved communities, ethnic diversity in the leading positions or the creation of community-based research groups.

Example: Intel (p.34-36, 41)

Intel took several initiatives in order to create a more inclusive workforce. They created a Network of Executive Women, in 2015 the memberships to that network increased by 35%. They also claim that they reached a 100% pay parity between men and women. Regarding diversity, they organized different diverse hiring events and were hoping to reach 40% of diverse hiring for 2015, they exceeded that goal and reached 43.1%. Moreover, they created different research group to link employees with common interest and became then more attractive for underrepresented peoples. In terms of statistics, the progress regarding diversity and inclusivity at Intel are shown on the table on the right coming from Intel report.

U.S. Representation versus Intel Market Average

	EOY 2014	EOY 2015
Female	23.5%	24.8%
Technical Female	19.0%	20.1%
Non-technical Female	51.8%	50.7%
Underrepresented Minorities	12.3%	12.4%
Technical African American	3.3%	3.3%
Technical Hispanic	8.1%	8.1%
Technical Native American	0.5%	0.5%
Non-technical African American	4.1%	4.4%
Non-technical Hispanic	9.6%	9.9%
Non-technical Native American	0.5%	0.6%

