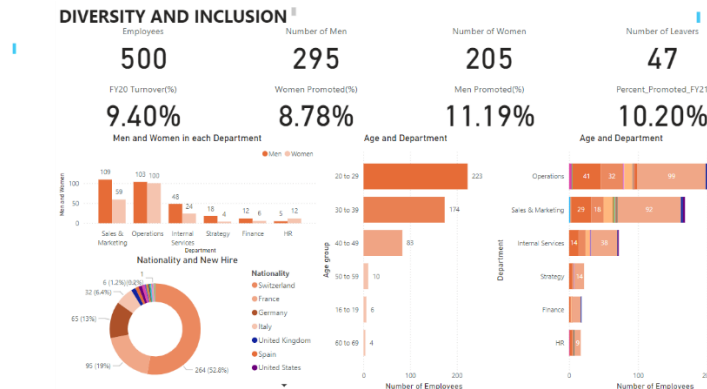


# DIVERSITY AND INCLUSION DASHBOARD



*Created for PwC Switzerland Job Simulation on Forage*

## Key Insights:

### Gender Distribution in Departments:

- **Sales & Marketing:** Nearly equal gender distribution with **men (109)** and **women (100)**, signaling gender balance.
- **Other Departments:** Operations, Strategy, and Finance show significant gender disparity, with **men outnumbering women**.

### Promotion Rates:

- Women have a **lower promotion rate (8.78%)** compared to men (**11.19%**). This indicates potential **gender bias** or barriers to women's advancement within the company.

### Age Distribution:

- The majority of employees are within the **20-39 age range**, with numbers dropping significantly for older age groups, suggesting potential issues with **age diversity** or the **retention of older employees**.

### Nationality and New Hires:

- High concentration of employees from the **United States (52.8%)**, but a relatively diverse international representation.
- However, new hires are predominantly from the **United States and Italy**, suggesting a **lack of diversity in recruitment** efforts.

### Employee Turnover:

- The turnover rate for FY20 is **9.40%**, a moderate figure that may warrant further analysis, particularly in terms of **diversity dimensions**.

## **Solutions for Diversity Issues:**

### **1. Enhanced Recruitment Strategies:**

- **Target underrepresented genders** in departments such as Operations and Finance.
- **Diversify sourcing channels** to include platforms catering to a wider range of candidates.

### **2. Promotion and Development Programs:**

- **Develop mentorship** and leadership programs for women and other underrepresented groups to boost their promotion rates.
- Regularly review **promotion criteria** to ensure fairness and unbiased processes.

### **3. Retention Strategies for Older Employees:**

- Introduce **flexible working arrangements** and **phased retirement** options.
- Provide continuous learning and career development opportunities for **employees of all age groups**.

### **4. Cultural Competence Training:**

- Conduct regular **training sessions** to improve cultural competence and foster an inclusive work environment where diverse perspectives are valued.

### **5. Regular Diversity Audits:**

- Perform **regular audits** of diversity metrics to track progress and adjust policies in real-time, ensuring continuous improvement in diversity and inclusion.

By addressing these areas, the company can enhance its **diversity and inclusion efforts**, leading to a more **equitable and productive workplace**.

## **Analysis Summary:**

This dashboard provided critical insights into **gender distribution**, **promotion rates**, **age diversity**, and **nationality diversity**, leading to actionable solutions to foster an inclusive work environment within the company.