

This Word doc represents results from Kruskal-Wallis test whether which pair shows significant difference in the segments by less than/Greater than of their median values.

Median	Segment
4	Q1
5	Q2
4	Q3
0	Q4
4	Q5
2	Q6
4	Q7
0	Q8
4	Q9

Q1) DIVERSITY IN POLICIES AND PROCEDURES,
Q2) INCLUSIVITY BY POLICIES AND PRACTICES,
Q3) DIVERSITY BY RECRUITMENT PROCESS
Q4) DIVERSITY IN POLICIES AND PROCEDURES
Q5) INCLUSIVITY BY POLICIES AND PRACTICES
Q6) WORKPLACE INCLUSION AND DIVERSITY BY RECRUITMENT PROCESS
Q7) ORGANIZATION'S CULTURE
Q8) INCLUSION BY DIFFERENT NEEDS
Q9) WORKPLACE INCLUSION AND DIVERSITY BY CAREER DEVELOPMENT AND EMPLOYEE RETENTION

Segments	Less than or Greater than
<u>(Q2-Q4)</u>	Q2 is Greater than Q4
<u>(Q2-Q5)</u>	Q2 is Greater than Q5
<u>(Q2-Q6)</u>	Q2 is Greater than Q6
<u>(Q4-Q7)</u>	Q4 is Less than Q7
<u>(Q2-Q8)</u>	Q2 is Greater than Q8
<u>(Q7-Q8)</u>	Q7 is Greater than Q8

Understanding this difference will help suggesting the interventions to individual sectors. (Q2-Q4), (Q2-Q5), (Q2-Q6), (Q4-Q7), (Q2-Q8) and (Q7-Q8).

Here the interpretation of the table comes out to be the unique pairs displaying (Q2-Q4), (Q2-Q5), (Q2-Q6), (Q4-Q7), (Q2-Q8) and (Q7-Q8) are the segments that were significant from the statistical test. So, we have to take into consideration that this pair of segments behaves in the most different way in the sector Art (711S).

Also, we can see here that Q2 that is ***INCLUSIVITY BY POLICIES AND PRACTICES*** is greater than its comparisons with Q4, Q5, Q6 and Q8. Whereas Q4 that is ***DIVERSITY IN POLICIES AND PROCEDURES*** is less than ***ORGANIZATION'S CULTURE***.

Here in this **sector(711S)** for Q8 that is ***INCLUSION BY DIFFERENT NEEDS*** has the lowest possible median rank in comparison to ***INCLUSIVITY BY POLICIES AND PRACTICES*** and ***ORGANIZATION'S CULTURE***.

- Hence, we can suggest that from the above results that this **sector might need tools (Interventions)** that are related to ***DIVERSITY IN POLICIES AND PROCEDURES*** (Employees with this specific job titles Senior Manager or administrator, Executive / C-Suite, Owner / Principal) and tools related to ***INCLUSION BY DIFFERENT NEEDS***.
- The organizations strongest point seems to be ***INCLUSIVITY BY POLICIES AND PRACTICES***.
- We noticed here that even though ***INCLUSIVITY BY POLICIES AND PRACTICES*** had the highest median, but its organization might seem to have do with ***WORKPLACE INCLUSION AND DIVERSITY BY RECRUITMENT PROCESS***.