

# Nexus Intelligent Systems DEI Benchmark Report

## Executive Summary

This Diversity, Equity, and Inclusion (DEI) Benchmark Report ("Report") provides a comprehensive assessment of Nexus Intelligent Systems, Inc.'s ("Nexus" or the "Company") current diversity landscape, strategic initiatives, and progress toward meaningful organizational inclusion as of January 22, 2024.

## 1. Organizational Demographics

### 1.1 Workforce Composition

- Total Employees: 87
- Gender Distribution:
  - Female: 38% (33 employees)
  - Male: 59% (51 employees)
  - Non-Binary/Other: 3% (3 employees)

### 1.2 Racial/Ethnic Representation

- White: 52%
- Asian: 32%
- Hispanic/Latino: 8%
- Black/African American: 6%
- Two or More Races: 2%

### 1.3 Leadership Representation

- Executive Leadership Team (C-Suite):
  - Female Representation: 33% (2/6 executives)
  - Racial/Ethnic Minority Representation: 17% (1/6 executives)

## 2. Recruitment and Talent Acquisition

### 2.1 Hiring Practices

- Implemented blind resume screening
- Standardized interview evaluation protocols

- Partnerships with diversity-focused recruitment platforms
- Targeted outreach to underrepresented technology talent pools

## **2.2 Recruitment Metrics**

- Total New Hires in 2023: 22
- Diversity of New Hires:
- Female: 45%
- Racial/Ethnic Minorities: 35%

## **3. Compensation and Pay Equity**

### **3.1 Compensation Analysis**

- Conducted comprehensive pay equity audit
- Identified and addressed potential compensation disparities
- Implemented standardized compensation bands

### **3.2 Pay Equity Metrics**

- Gender Pay Ratio: 0.96 (Female-to-Male)
- Racial Pay Equity Ratio: 0.94

## **4. Professional Development and Advancement**

### **4.1 Training Initiatives**

- Mandatory unconscious bias training
- Leadership development programs
- Mentorship and sponsorship programs
- Annual diversity and inclusion workshops

### **4.2 Career Progression**

- Internal promotion rate: 28%
- Promotion rates by demographic groups:
- Female: 32%
- Male: 26%
- Racial/Ethnic Minorities: 30%

## **5. Inclusion and Belonging**

### **5.1 Employee Resource Groups (ERGs)**

- Women in Technology
- BIPOC Professionals Network
- LGBTQ+ Allies Group
- Neurodiversity Support Network

### **5.2 Employee Engagement**

- Annual DEI survey participation rate: 92%
- Overall inclusion sentiment score: 4.6/5.0

## **6. Strategic Recommendations**

### **6.1 Short-Term Objectives**

- Increase racial/ethnic minority representation in leadership
- Expand ERG programming
- Enhance recruitment partnerships

### **6.2 Long-Term Goals**

- Achieve 50% gender balance across all organizational levels
- Develop comprehensive succession planning with DEI considerations
- Create sustained pipeline for underrepresented talent in technology

## **7. Legal Compliance and Disclaimer**

This report represents Nexus Intelligent Systems' good faith assessment of its diversity, equity, and inclusion efforts. All data has been collected and analyzed in compliance with applicable employment laws and regulations, including but not limited to:

- Title VII of the Civil Rights Act
- Equal Employment Opportunity Commission (EEOC) guidelines
- Americans with Disabilities Act (ADA)

The information contained herein is confidential and intended for internal use and potential regulatory reporting purposes.

## **8. Certification**

Certified by:

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.

Date: January 22, 2024