HR DIVERSITY SCORECARD

Leaders can use this Scorecard to understand the overall diversity of their organization, as well as diversity by job level and tenure.
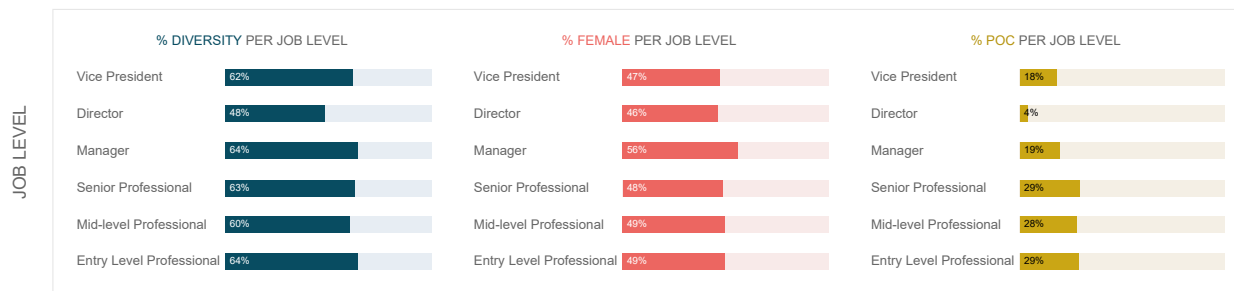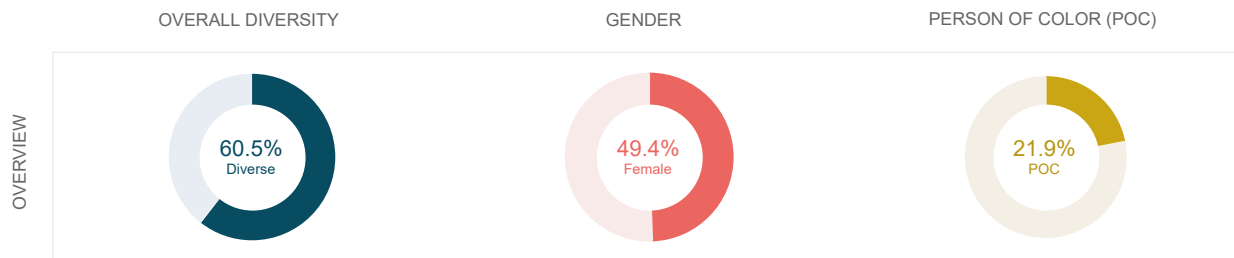Data current as of 2021. For interactivity purposes, you can filter relative to today.
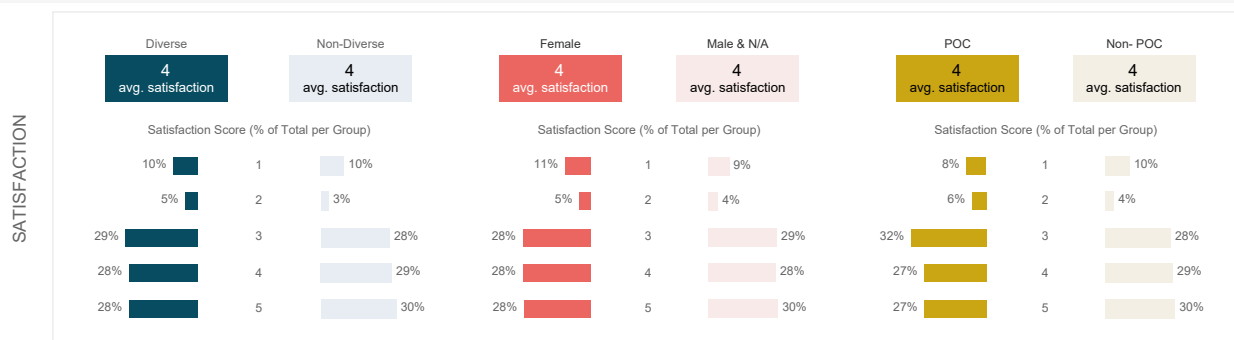
Year of Hire Date
All
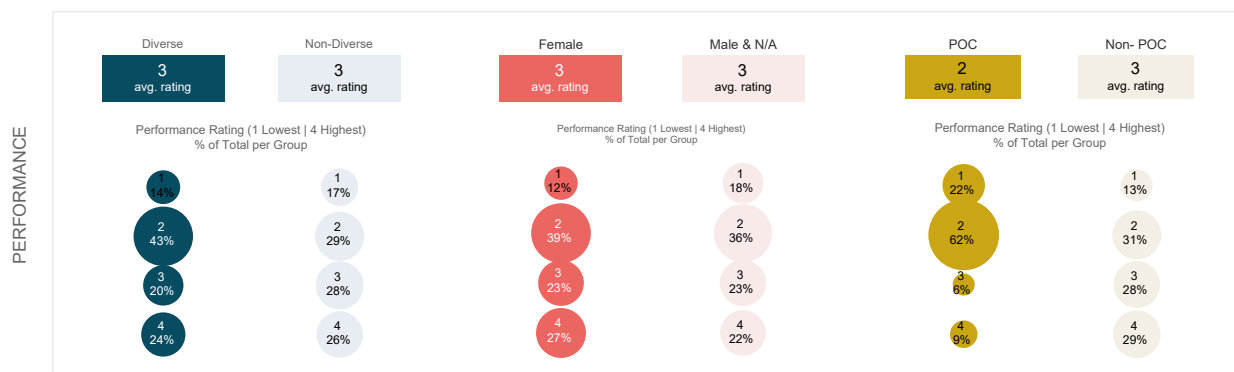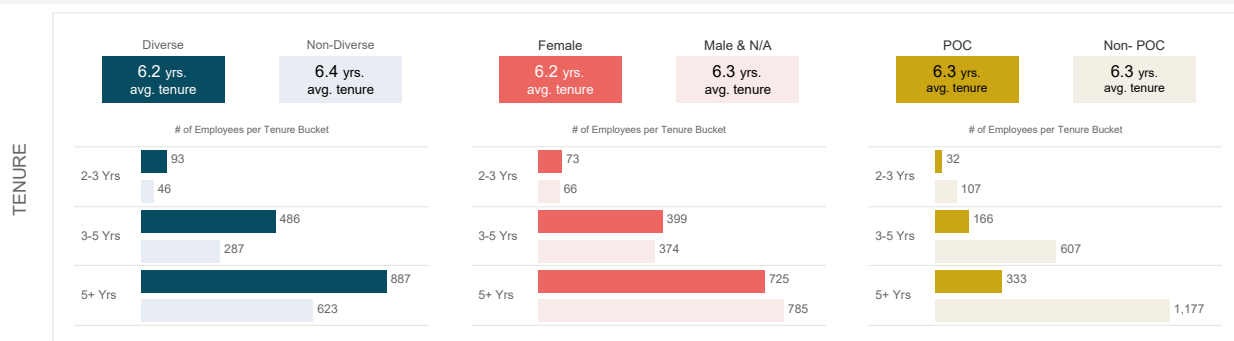
Include "Asian" in POC?
Include Asian in POC

Lovelytics

How diverse is your workforce? What is representation by gender and Person of Color ("POC") overall, and by job level?

OVERVIEW

OVERALL DIVERSITY	GENDER	PERSON OF COLOR (POC)
60.5% Diverse	49.4% Female	21.9% POC

JOB LEVEL

% DIVERSITY PER JOB LEVEL

Vice President	62%
Director	48%
Manager	64%
Senior Professional	63%
Mid-level Professional	60%
Entry Level Professional	64%

% FEMALE PER JOB LEVEL

Vice President	47%
Director	46%
Manager	56%
Senior Professional	48%
Mid-level Professional	49%
Entry Level Professional	49%

% POC PER JOB LEVEL

Vice President	18%
Director	4%
Manager	19%
Senior Professional	29%
Mid-level Professional	28%
Entry Level Professional	29%

How satisfied are your employees, by demographic? (Satisfaction score range: 1 = very unsatisfied; 5 = very satisfied.)

SATISFACTION

Diverse	Non-Diverse	Female	Male & N/A	POC	Non- POC
4 avg. satisfaction	4 avg. satisfaction	4 avg. satisfaction	4 avg. satisfaction	4 avg. satisfaction	4 avg. satisfaction

Satisfaction Score (% of Total per Group)

Diverse	Score	Non-Diverse	Female	Score	Male & N/A	POC	Score	Non-POC
10%	1	10%	11%	1	9%	8%	1	10%
5%	2	3%	5%	2	4%	6%	2	4%
29%	3	28%	28%	3	29%	32%	3	28%
28%	4	29%	28%	4	28%	27%	4	29%
28%	5	30%	28%	5	30%	27%	5	30%

How diverse is your workforce by job tenure? And how well do they perform by demographic?

TENURE

Diverse	Non-Diverse	Female	Male & N/A	POC	Non- POC
6.2 yrs. avg. tenure	6.4 yrs. avg. tenure	6.2 yrs. avg. tenure	6.3 yrs. avg. tenure	6.3 yrs. avg. tenure	6.3 yrs. avg. tenure

# of Employees per Tenure Bucket

	Diverse	Non-Diverse	Female	Male & N/A	POC	Non-POC
2-3 Yrs	93 / 46		73 / 66		32 / 107	
3-5 Yrs	486 / 287		399 / 374		166 / 607	
5+ Yrs	887 / 623		725 / 785		333 / 1,177	

PERFORMANCE

Diverse	Non-Diverse	Female	Male & N/A	POC	Non- POC
3 avg. rating	3 avg. rating	3 avg. rating	3 avg. rating	2 avg. rating	3 avg. rating

Performance Rating (1 Lowest | 4 Highest) % of Total per Group

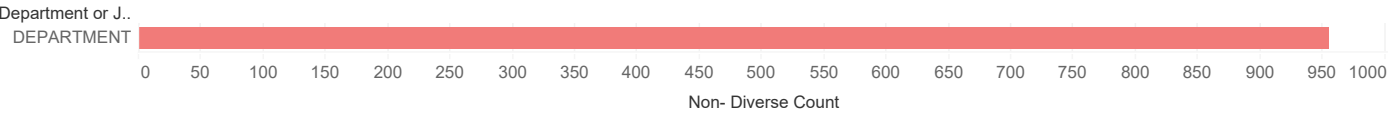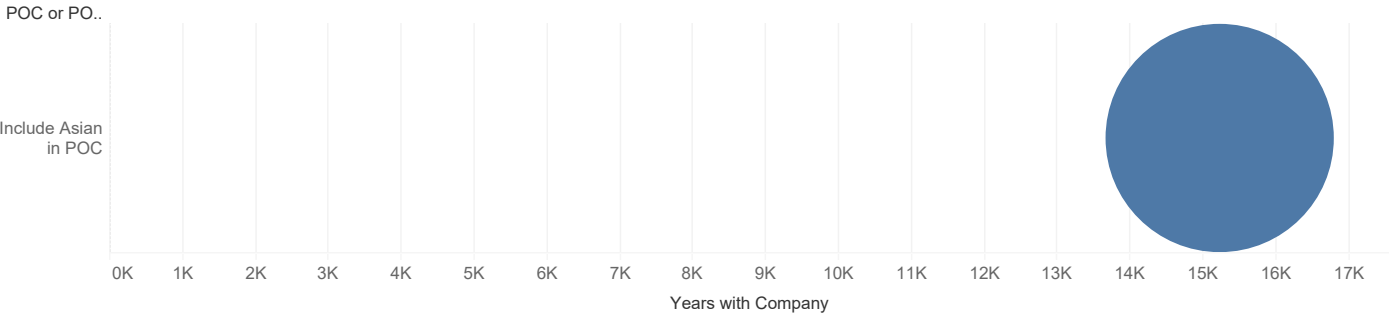|	Diverse	Non-Diverse	Female	Male & N/A	POC	Non-POC
1	14%	17%	12%	18%	22%	13%
2	43%	29%	39%	36%	62%	31%
3	20%	28%	23%	23%	6%	28%
4	24%	26%	27%	22%	9%	29%

Employee Total

2,422 employees displayed

Total Employees. The data is filtered on HIre Date Year, which keeps 7 of 7 members.
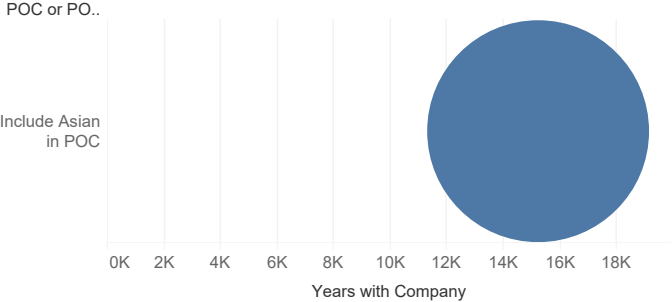
SUM (Non-Diverse count)

Department or J..
DEPARTMENT

| 0 | 50 | 100 | 150 | 200 | 250 | 300 | 350 | 400 | 450 | 500 | 550 | 600 | 650 | 700 | 750 | 800 | 850 | 900 | 950 | 1000 |

Non- Diverse Count

Sum of Non- Diverse Count for each Department or Job Role (Parameters). The data is filtered on HIre Date Year, which keeps 7 of 7 members.
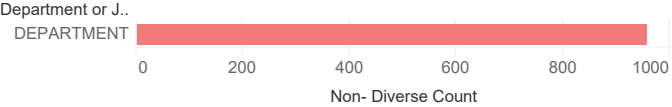
Years with Company

POC or PO..

Include Asian in POC

| 0K | 1K | 2K | 3K | 4K | 5K | 6K | 7K | 8K | 9K | 10K | 11K | 12K | 13K | 14K | 15K | 16K | 17K |

Years with Company

Sum of Years with Company for each POC or POC-NA (Parameters). The data is filtered on HIre Date Year, which keeps 7 of 7 members.
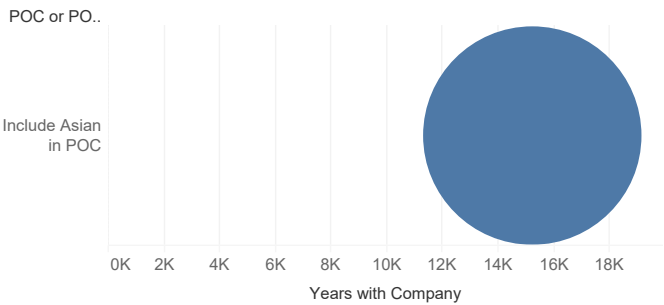
Years with Company

POC or PO..

Include Asian
in POC

0K 2K 4K 6K 8K 10K 12K 14K 16K 18K

Years with Company

SUM (Non-Diverse count)

Department or J..
DEPARTMENT

0 200 400 600 800 1000

Non- Diverse Count

Story 1

Years with Company

POC or PO..

Include Asian in POC

0K 2K 4K 6K 8K 10K 12K 14K 16K 18K

Years with Company

SUM (Non-Diverse count)

Department or J..
DEPARTMENT

0 200 400 600 800 1000

Non- Diverse Count