Here is a hint: Calculating the following **measures** could help to define proper KPIs:

* # of men
* # of women
* # of leavers
* % employees promoted (FY21)
* % of women promoted
* % of hires men
* % of hires women
* % turnover
* Average performance rating: men
* Average Performance rating: women

**Your task** is to do the following:

1. Define relevant KPIs in hiring, promotion, performance and turnover, and create a visualization.
2. Write what you think some root causes of their slow progress might be.