

Workforce Development – Potential Key Performance Indicators (KPIs)

Output indicators

- Public statement endorsing workforce D&I principles available
- D&I council established within organization
- D&I council develops comprehensive workforce D&I strategy
- Employee resource groups available at organization
- Number of employees that received a comprehensive D&I training annually
- Career development programs for underrepresented groups available at organization

Outcome indicators

- High attendance of D&I programs across employee type
- D&I principles cited in departmental SOPs
- Increased proportion of leadership from underrepresented demographics
- Increased self-reported understanding of cultural humility, social identity and implicit bias on company-wide survey
- D&I principles cited in commercial strategy