The Diversity, Equity and Inclusion (DEI) Metrics Inventory

Overview: This tool is a compilation of metrics collected by organizations to demonstrate DEI outcomes and progress. It is designed to help you and your teams better assess the metrics you track and report for different audiences in your organization.

Questions to Consider:
- If you do not track all the metrics listed below, which of the categories would you prioritize based on your DEI strategy?
- How would you adapt these metrics to best demonstrate current DEI progress?
- How would you adapt these metrics to best highlight organizational needs for DEI improvements?
- Which of these metrics will help you form a compelling narrative for key stakeholders about DEI progress?

Audience

DEI and HR Function	Workforce	Leaders	Resource Groups	Enterprisewide
Headcount and Budget • Increased FTEs in the DEI function • Increased total budget for the DEI function • Percentage of budget allocated to specific activities (e.g., resource groups) • Number of regions covered by the DEI team **Government Requirements (e.g., EEOC in U.S.)** • Number of EEOC- or DEI-related complaints filed against the company (in U.S.) • Percentage of achievement of government-mandated diversity statistics **Learning and Development** • Percentage of training canon evaluated for DEI-related components **Recruiting Metrics** • Percentage of diverse candidates in total pool • Percentage of diverse candidates receiving interviews • Percentage of diverse candidates extended offers • Percentage of offer acceptance from diverse candidates • Percentage of compliance with diverse candidate slate requirements **Sourcing Channels** • Number of partnerships with diverse talent organizations (e.g., Black Engineers of America) **Talent Management** • Percentage of business units conducting talent reviews with DEI-specific questions or components	**Representation** • Percentage of diverse talent out of total workforce representation • Percentage of diverse talent out of total senior leader representation • Percentage of diverse talent out of total board representation **Internal Talent Mobility** • Increase in diverse workforce promotions • Increase in diverse senior leader promotions • Increase in resource group leader promotions • Increase in diverse successor slates • Increase in diverse internal candidates for open roles **Employee Engagement or DEI Index Scores** • Increase in employee engagement scores • Increase in employees agreeing the organization is a place that values DEI • Increase in Net Promoter Scores • Increase in an index from employee survey (e.g., Gartner Inclusion Index) **Turnover** • Decrease in diverse employees/senior leaders with less than two years' tenure • Decrease in diverse employees/senior leaders with more than two years' tenure • Decrease in voluntary/involuntary turnover for diverse talent **DEI Training** • Percentage of employees participating in DEI-specific training • Percentage of managers participating in DEI-specific training • Scores or ratings of trainings • Number of DEI-specific training courses offered **Compensation** • Pay gap audit conducted • Percentage of employees needing pay adjustments • Amount spent conducting pay adjustments	**Mentorship Programs** • Percentage of managers involved with mentoring programs • Percentage of senior leaders involved with mentoring programs **Executive Diversity Council** • Percentage of senior leaders participating on the council **Regional Diversity Council** • Percentage of regions with a DEI council • Percentage of regional leaders participating in a DEI council **DEI Training** • Percentage of leaders participating in DEI-specific training **Resource Group** • Percentage of leaders sponsoring a resource group **Events** • Number of DEI-specific events attended **Performance** • Percentage of leaders achieving DEI-specific MBOs or KPIs **Performance Management** • Percentage of leaders achieving DEI MBOs or KPIs across the firm	**Participation** • Percentage of organizational participation in resource groups • Number of employees in one resource group • Number of employees in two resource groups • Number of employees in three or more resource groups • Number of DEI-specific events hosted **Funding** • Percentage of organizational funding spent on resource groups **Community Impact** • Number of community partnerships established • Amount spent with or donated to community organizations through resource group efforts **Business Impact** • Amount generated from resource group efforts • Number of business unit partnerships **Talent Outcomes** • Decreased attrition for participants • Decreased attrition for leaders • Increased promotion of participants • Increased promotion of leaders • Increased performance scores of participants • Increased performance scores of leaders • Increased engagement scores of participants • Increased engagement scores of leaders	**Inclusive Policies** • Increase in number of inclusive policies • Increase in demographic coverage of existing policies (e.g., transgender rights, parental leave for adoptions) • Increase in geographic coverage of policies **Thought Leadership** • Number of white papers or articles released • Number of citations in trade journals or news publications • Citations or awards as a "best of" DEI company • Citations or awards from diverse talent organizations or publications **Supplier Diversity** • Supplier diversity policy in place or improved from previous year • Percentage of business going to suppliers that support diversity • Amount spent with suppliers that support diversity **Philanthropic and Community Efforts** • Amount spent or donated to philanthropic causes • Amount spent with organizations that have an explicitly DEI-driven mission statement • Employee hours spent in the community • Percentage of partnerships with organizations that have an explicitly DEI-driven mission statement **Customer Strategies** • Number of DEI-specific product development or marketing efforts • Amount generated from market expansion to diverse customer segments • Number of business units adopting DEI-specific market efforts **Communications** • Visits to external DEI site • Visits to internal/intranet DEI site • Number of DEI-related social media posts • Impact of DEI-related social media posts

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