



Why Quantifying Diversity & Equity Matters

Unlock the Invisible!

**DR. SOLANGE CHARAS
HC MONEYBALL LLC**





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Ira Wolfe and Dr. Solange Charas

Why Quantifying Equity Matters

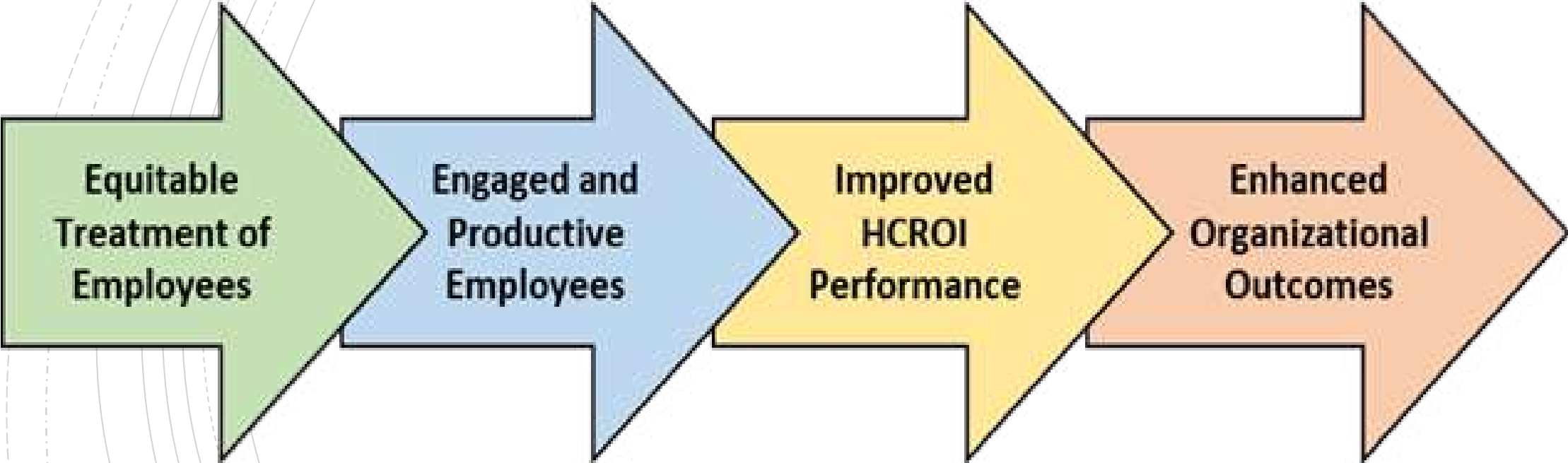


DOING THE RIGHT THING



Social and Ethical Issues

DOING THE SMART THING



MEASURING PERFORMANCE

EQUITY

- **Pay Equity** – Are pay practices biased? Are all ethnic and gender categories in all job categories treated fairly?



- **Training Equity** – Which ethnic and gender categories receive the benefit of training investment?

MEASURING PERFORMANCE

EQUITY

- **Mobility/Advancement Equity** – Are all ethnic and gender categories provided the same opportunities for mobility and advancement?



- **Velocity Equity** – Do certain EEO, gender and ethnic categories experience privilege in the speed at which they experience mobility, advancement, and training?

MEASURING PERFORMANCE

EQUITY

- **Attrition Equity** – Which ethnic, gender and EEO categories leave and at what pace?



- **Recruitment Equity** – Do candidate pools represent a diverse slate? Do they reflect the composition of the available labor market? Are candidates screened and selected in an unbiased way? Are job offers made equitably? Are candidates in all demographics accepting extended job offers?

Data Requirements

■ Diversity

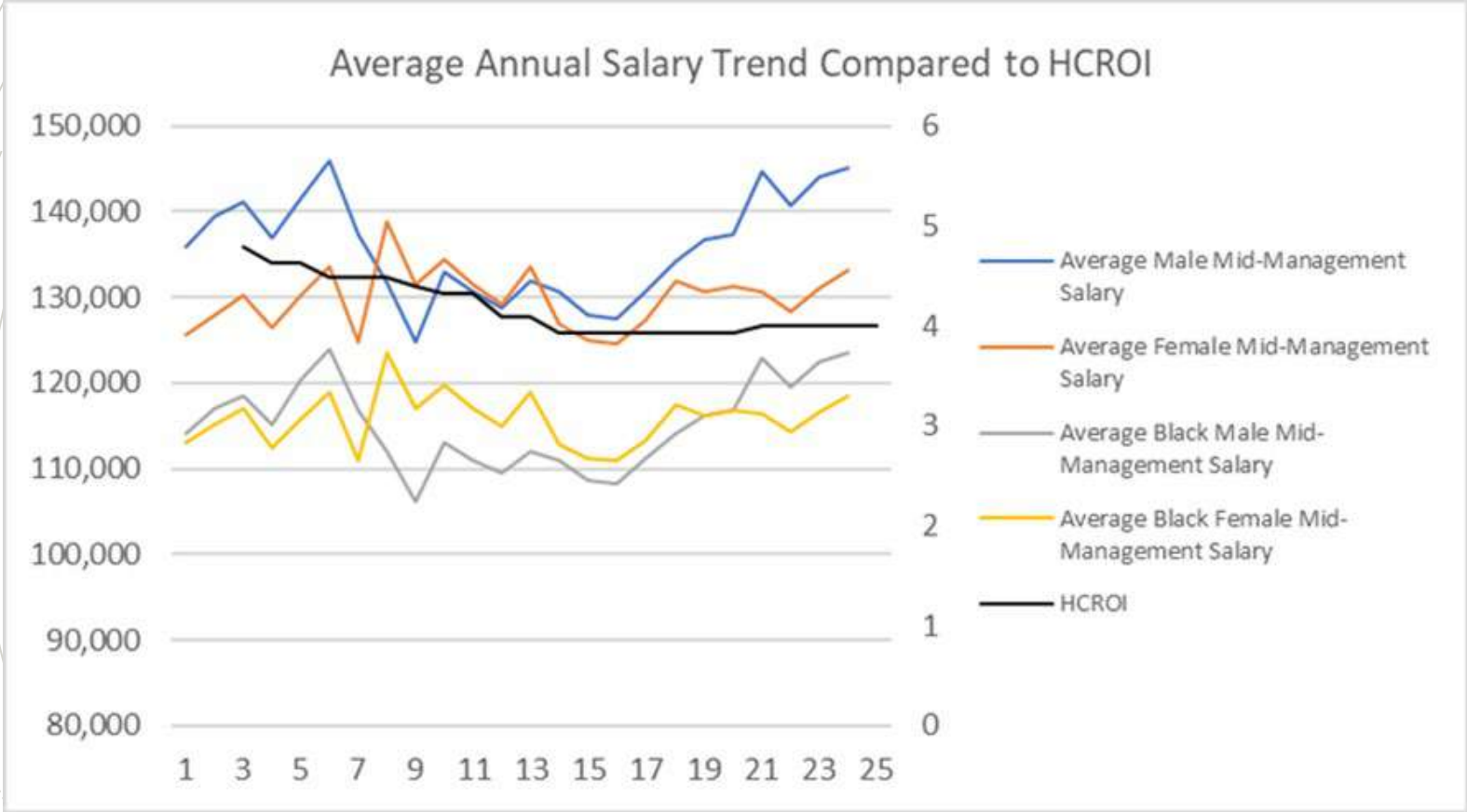
- 1.1 Executive/Sr. Level Officials and Managers
- 1.2 First/Mid-level Officials and Managers
- 2. Professionals
- 3. Technicians
- 4. Sales Workers
- 5. Administrative Support Workers
- 6. Craft Workers
- 7. Operatives
- 8. Laborers and Helpers
- 9. Service Workers

Number of Employees									
Hispanic or Latino		Male			Female			Hispanic or Latino	
Male	Female	White	Black or African American	Native American	Two or More Races	White	Black or African American	Native American	Two or More Races

- In addition, collect monthly information on pay (wages and bonuses), lateral moves, promotions, terminations (regrettable and involuntary), training programs (number or hours), applicants, candidates interviewed, offers made, offers accepted

AUDIT to ESTABLISH A BASELINE

PAY EQUITY



DEVELOPING STRATEGIES



COMMUNICATIONS is CRITICAL!



QUESTIONS

