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