NCTECH Association

2022-2023

DIVERSITY
BENCHMARK INITIATIVE

the diversity movement

inclusion analytics

rpg

Agenda

- Diversity, equity, and inclusion (DEI) in context
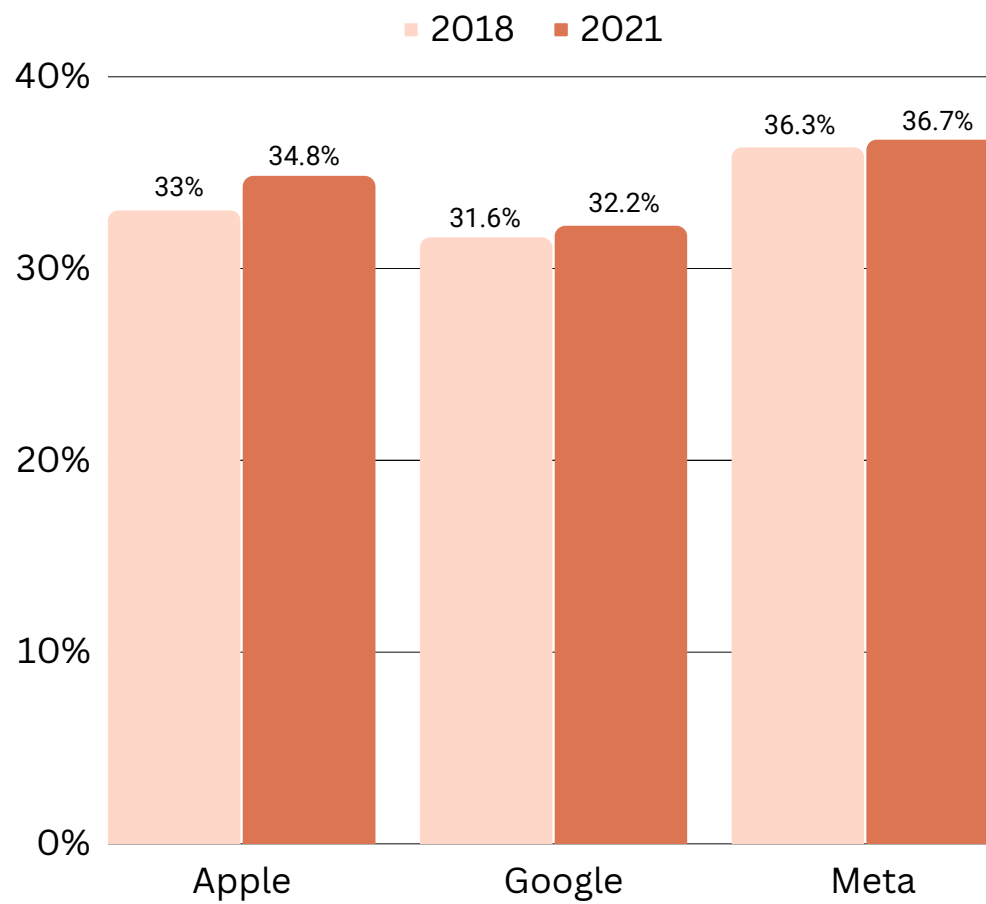
- Assessment Overview

- The Process

- Q&A

Value for DEI in candidates

- 76% of job seekers prioritize a diverse workforce
  - Increases to 80% when focusing on Black, Latino/a, and LGBTQ+ job seekers
  - Nearly 1/3 of candidates will not even apply to a company that lacks diversity

- ≈ 1/2 of Black and Latino/a job seekers reported quitting a job due to witnessing or experiencing discrimination

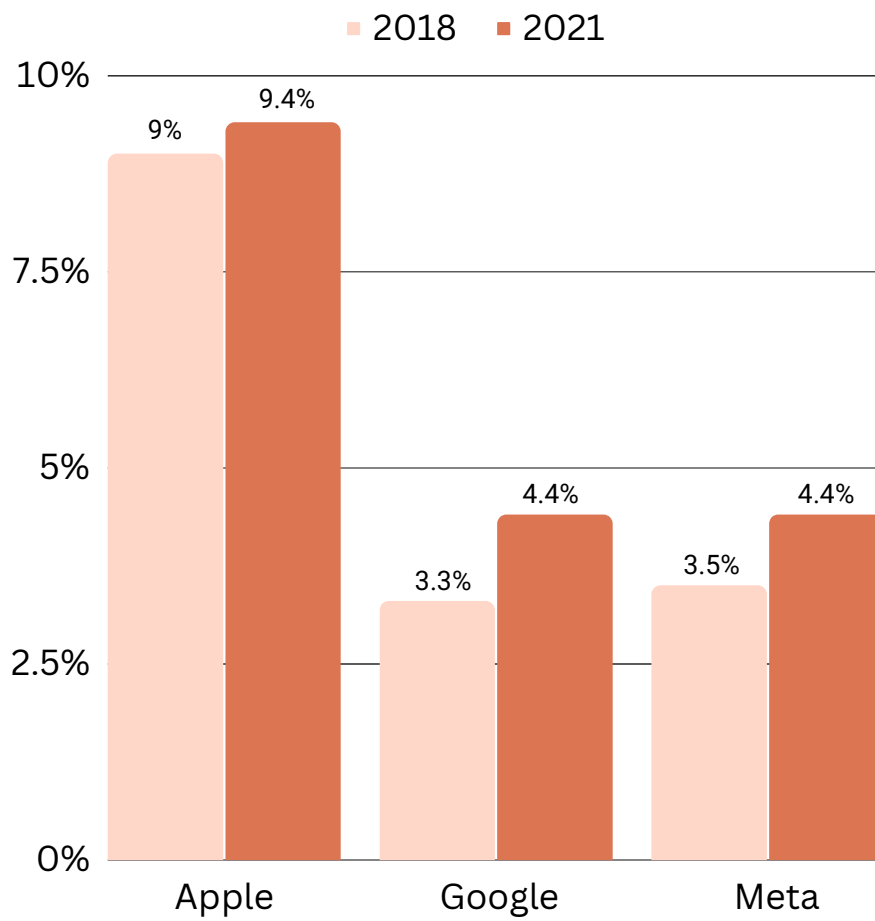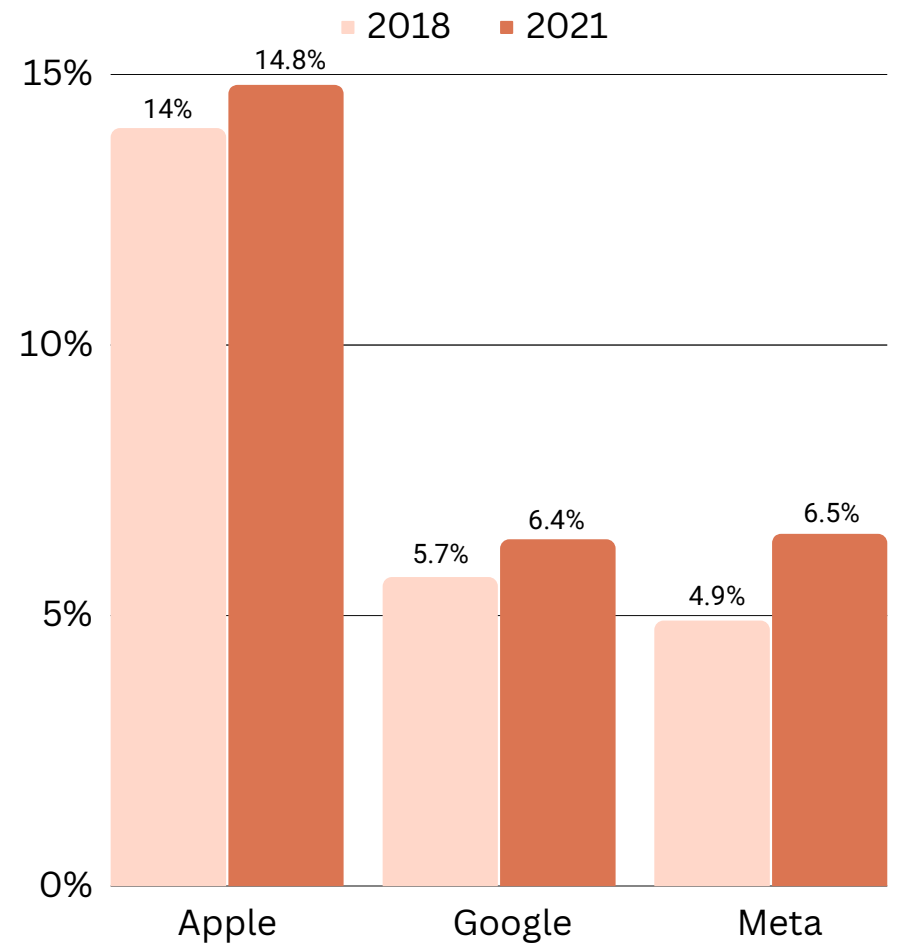Glassdoor, 2022

Diversity Growth in Tech

Representation of women 2018 - 2021

Black representation across time — Bar chart comparing 2018 and 2021 Black representation at Apple, Google, and Meta.

- Apple: 2018 = 9%, 2021 = 9.4%
- Google: 2018 = 3.3%, 2021 = 4.4%
- Meta: 2018 = 3.5%, 2021 = 4.4%

Latino/a representation across time — Bar chart comparing 2018 and 2021 Latino/a representation at Apple, Google, and Meta.

- Apple: 2018 = 14%, 2021 = 14.8%
- Google: 2018 = 5.7%, 2021 = 6.4%
- Meta: 2018 = 4.9%, 2021 = 6.5%

The Great Resignation Trends

- 57 million employees quit between January 2021 and February 2022

- Mid-career employee resignation rate has increased by 20%
  - 55% of the individuals who left technology jobs went to different industries

- Most cited reasons: low pay, no opportunities for advancement, and feeling disrespected.

Harvard Business Review, 2021; 2022; McKinsey, 2022; Pew Research Center, 2022
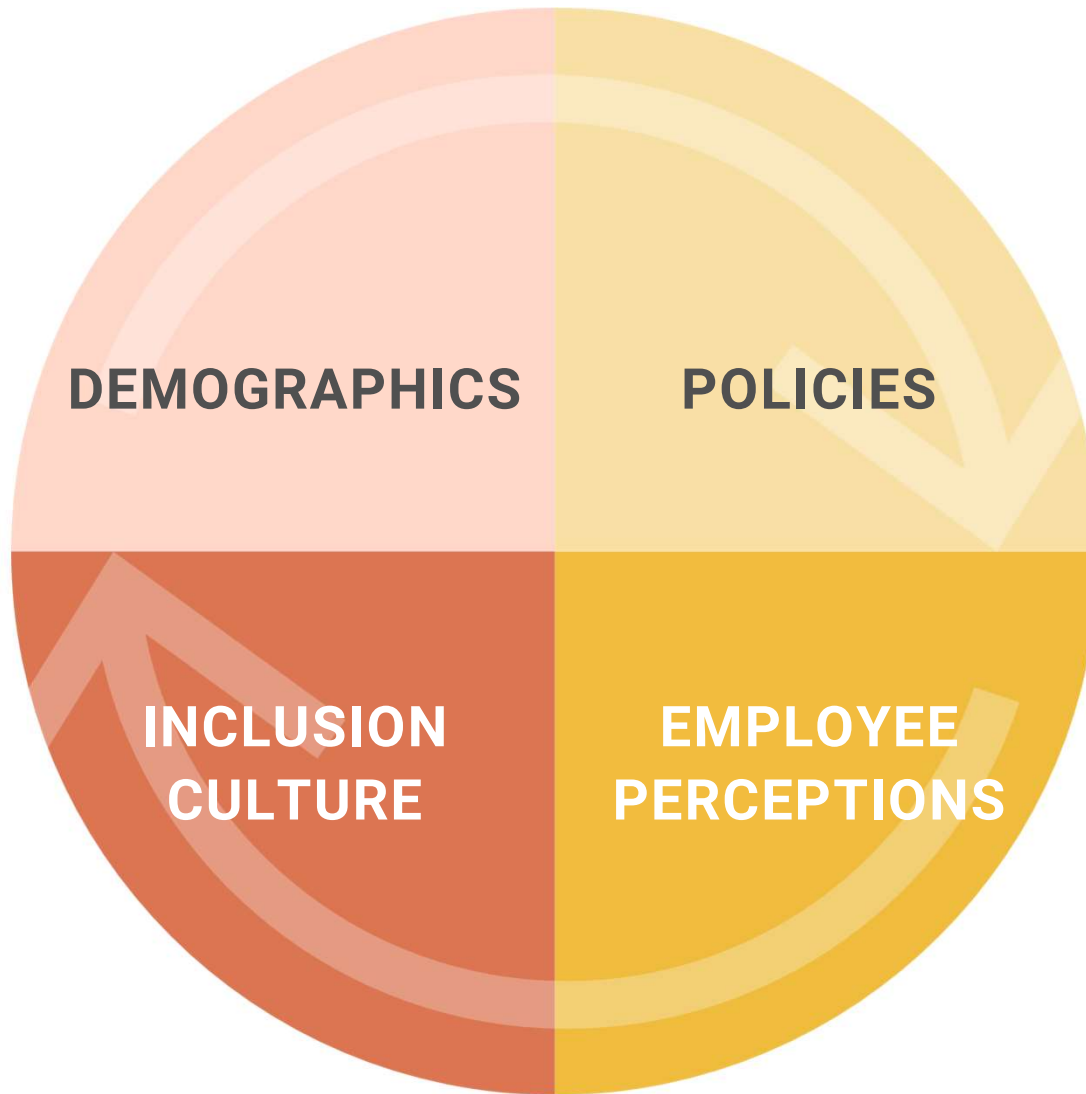
Protecting growth and continuing to grow

- Greater transparency of diversity data

- Development of formal diversity supply chain programs

- Cross-industry collaboration efforts

- Measuring impact
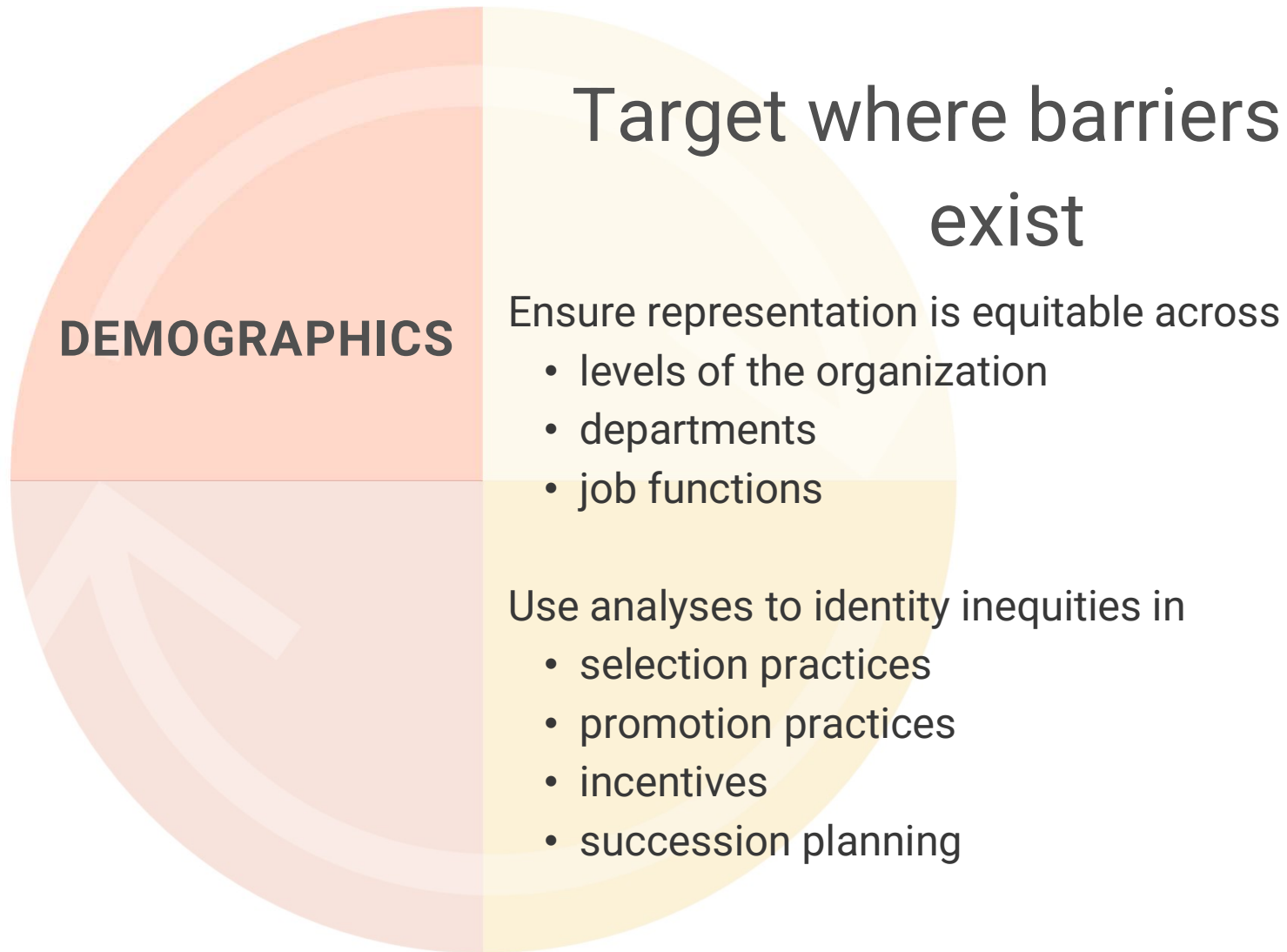   - 71% of employees would be more likely to share DEI opinions about their company if anonymous

Fortune, 2022;
Glassdoor, 2022

Assessment Overview

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DEMOGRAPHICS

POLICIES

INCLUSION CULTURE

EMPLOYEE PERCEPTIONS

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DEI metrics should cover four primary topic areas.

Target where barriers exist

DEMOGRAPHICS

Ensure representation is equitable across
- levels of the organization
- departments
- job functions

Use analyses to identity inequities in
- selection practices
- promotion practices
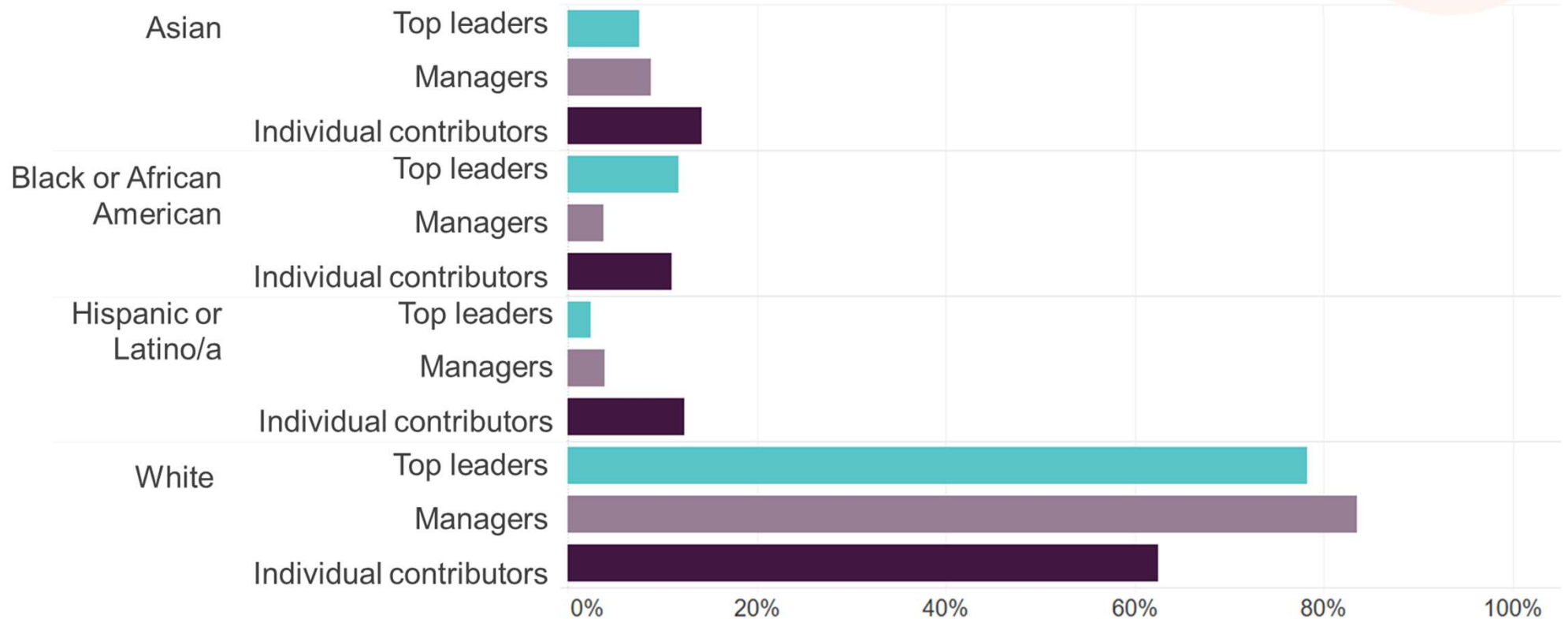- incentives
- succession planning

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DEMOGRAPHICS

Access to leadership positions varies by race/ethnicity

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6 business areas:

- DEI Foundations
- Code of Conduct
- Communications
- Employee Life Cycle
- Policies & Practices
- Total Rewards

POLICIES

33 Policies

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POLICIES

DEI-related policies that exist are siloed and often required by regulation.

Foundational

Efforts focused on training and education; employees are engaging in such opportunities

Awareness

DEI is embedded in some practices; employees and leaders embody the values.

Application

DEI is integrated into all people and business processes; company extends efforts beyond their office walls.
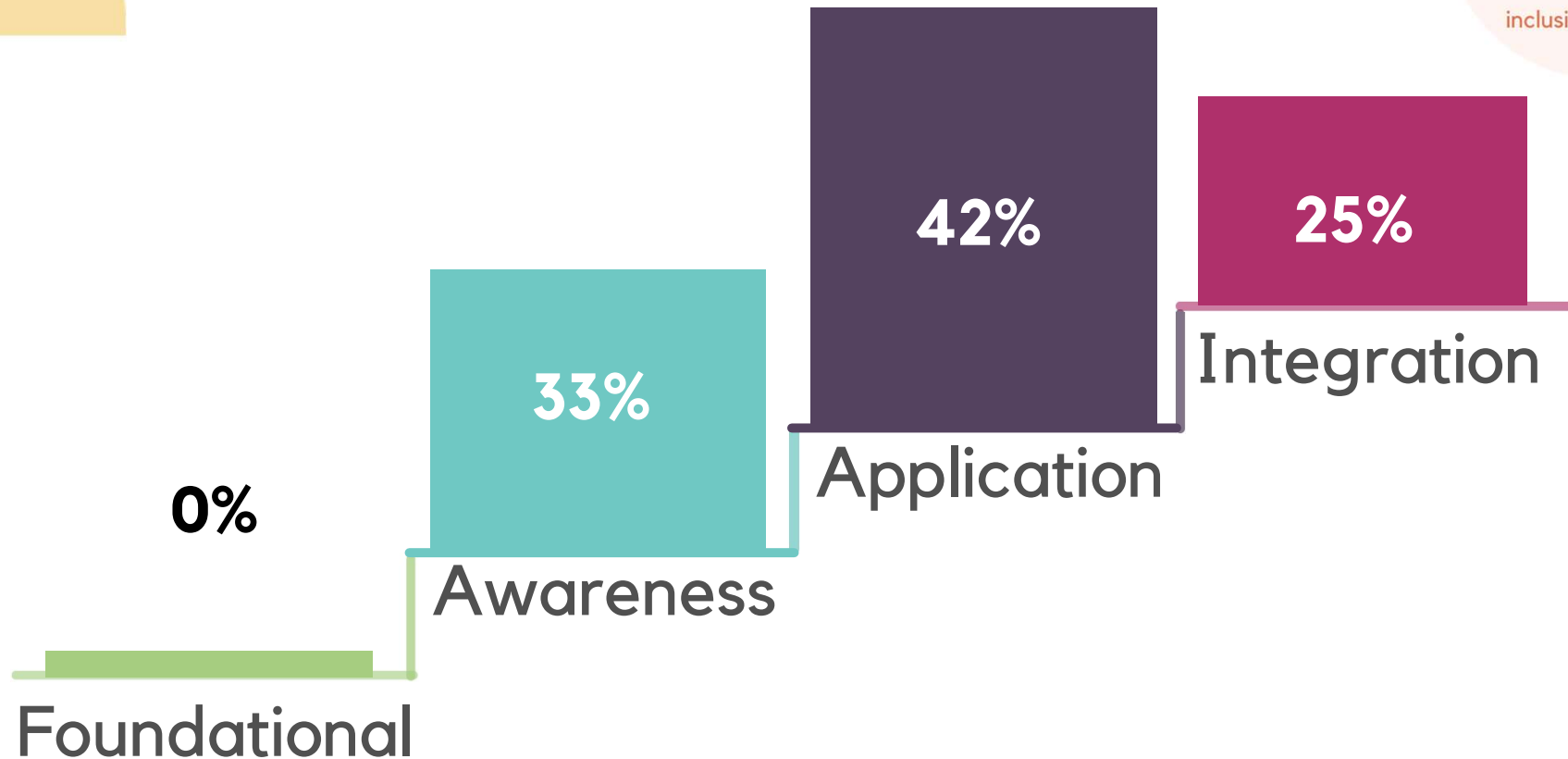
Integration

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2022 Maturity Level Distribution

POLICIES

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0%

Foundational

33%

Awareness

42%

Application

25%

Integration

POLICIES

Benchmark Comparison Example:

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You

✓ Floating holidays are available to employees.

✗ Physical spaces are audited for accessibility.

✓ A supplier diversity program is implemented.

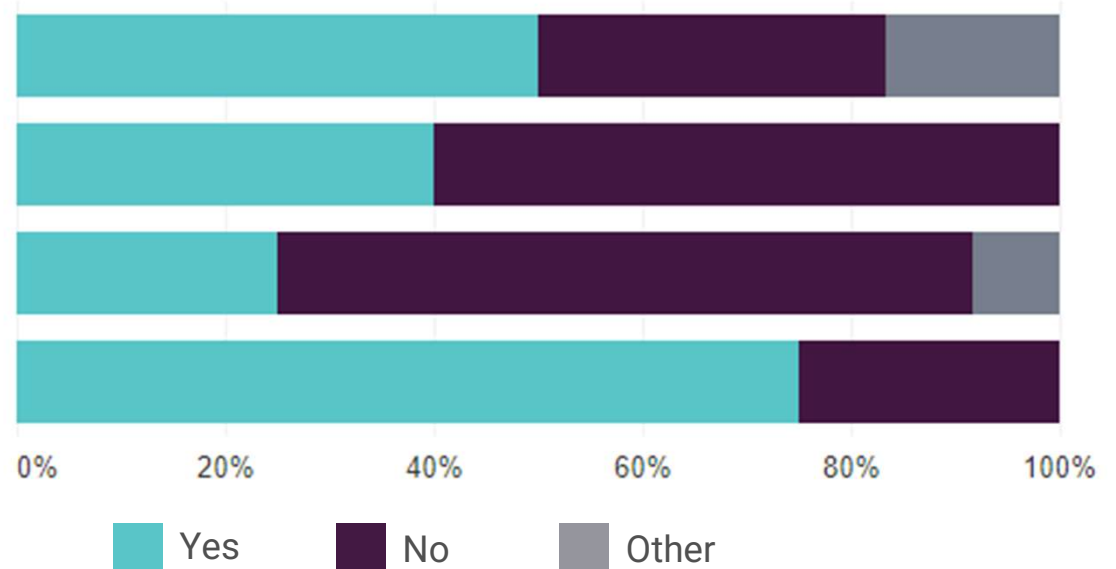✗ ERGs/BRGs/affinity groups are available to employees.

✓ Yes   ✗ No   ● Other

Your Peers

0%   20%   40%   60%   80%   100%

■ Yes   ■ No   ■ Other

POLICIES

EMPLOYEE PERCEPTIONS

Integrated Data Example:

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Your Organization

✓ Benefits analyses are conducted on an annual basis.

Your Peers

0% 20% 40% 60% 80% 100%

Your Employees

Benefit packages support various family structures.

0% 20% 40% 60% 80% 100%

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- Not applicable
- I don't know
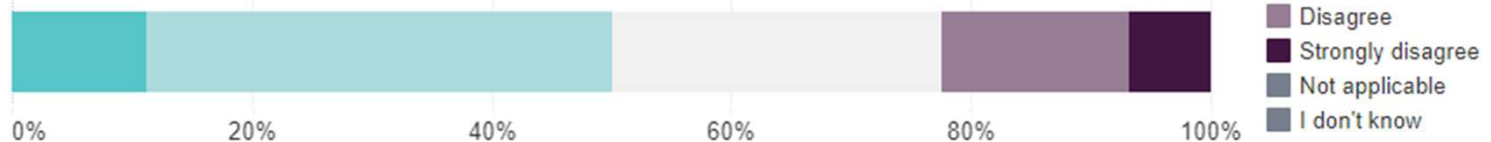
Data breakdown: Caregiver status

Benefit packages support various family structures

Adult caregivers

child caregivers

non-caregivers

Strongly disagree   Disagree   Neutral   Agree   Strongly agree

INCLUSION CULTURE

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Psychological Safety

Belonging

Fairness

Feelings of being left out, for example, of important meetings or social functions.

"I am not invited to meetings I should be a part of."

INCLUSION
CULTURE

Psychological
Safety

Belonging

Exclusion

**Employees' belief
that the same rules
apply to everyone
equally.**

**"I believe I am paid fairly
compared to my peers."**

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**Feeling that an
employee can voice
opinions and ideas
without fear of
negative repercussion**

**"I can disagree with
ideas/decisions without
consequences."**

Belonging

Fairness

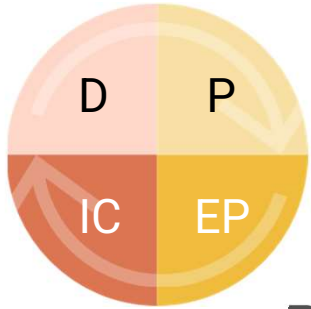Exclusion

INCLUSION
CULTURE

Psychological
Safety

Belonging

Inclusion
Culture

Fairness

Exclusion

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Assessment Summaries

Policies & Practices
Completed by HR individual/team or other designated representative

✓ Provide **demographics** for company overall and for smaller segments of the company
data entry

✓ Indicate whether the company has stated **policies** in place
yes/no

People & Perceptions
Completed by eligible employees within the United States

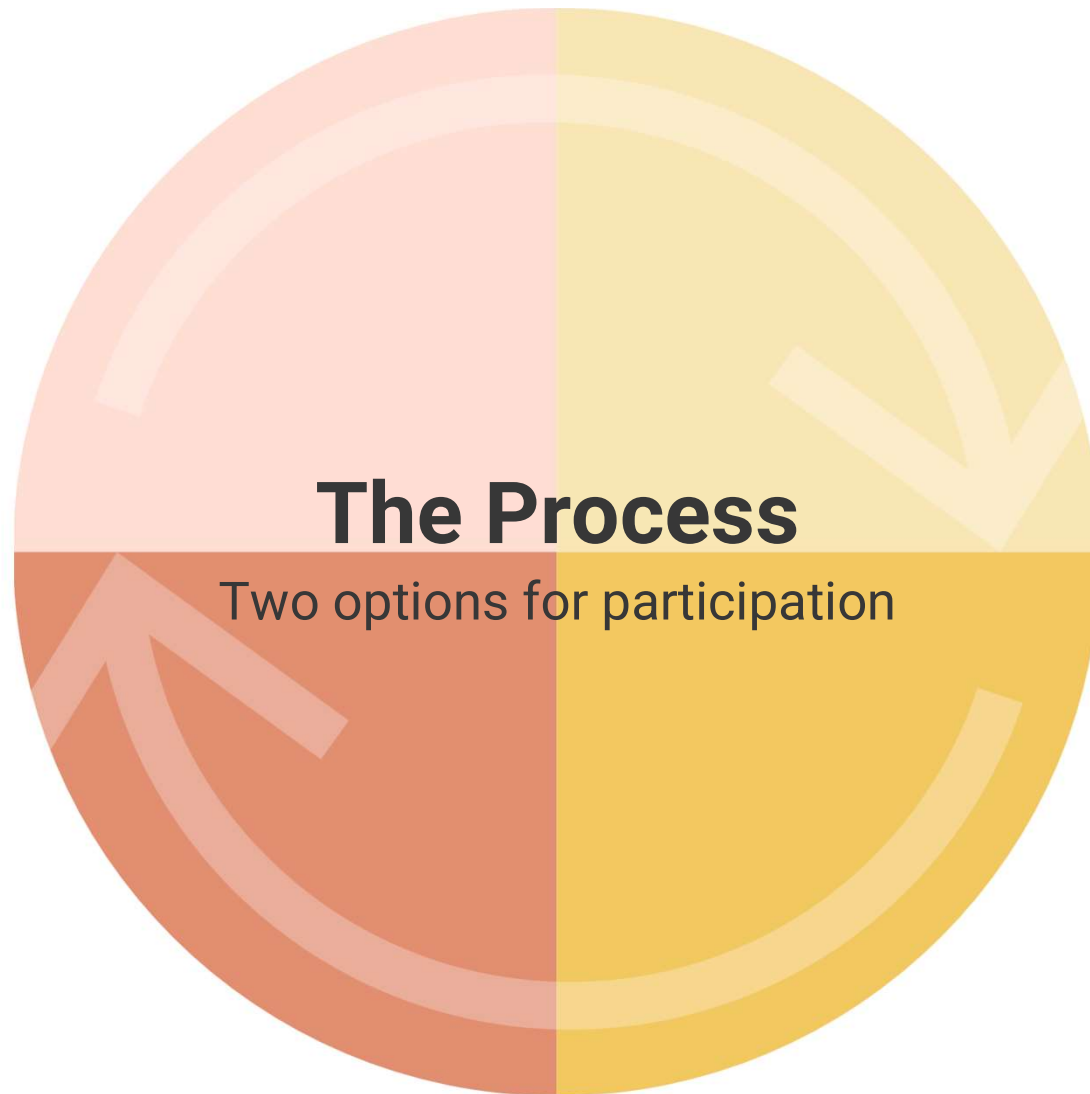✓ Provide **employee perceptions** of policies and practices
agreement scale

✓ Provide lived experiences of **inclusion culture**
agreement scale

*Choose your two-week window between December 5, 2022, and January 27, 2023*

The Process

Two options for participation

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Assessment Summaries

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	Policies & Practices Only	Dual Assessments *(Recommended)*
PDF report	✓	
Maturity Model	✓	✓
Executive summary	✓	✓
Industry benchmarks	✓	✓
Interactive Dashboard		✓
Employee perception data		✓
Meeting with Inclusion Analytics*		✓

Receive a certificate verifying your investment in your people data.
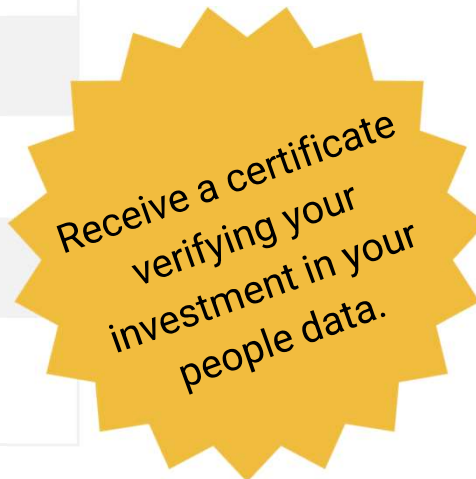
Association Deliverables

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✓ Aggregate data, with identified areas of collective strength and most common gaps

✓ Identified opportunities for growth that speak to many member businesses

✓ Aggregate businesses' demographic data with comparisons to state demographics to guide pipeline and sourcing discussions

Business Contributions

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✓ Identify 1 appointee to communicate with Inclusion Analytics and NC Tech throughout the process

✓ Complete Core Policies & Practices Assessment within selected 2-week period

✓ Encourage employees to complete the Core People & Perspectives Assessment and strive for 70+% participation rate

NCTECH member pricing

COMPANY/ORGANIZATION SIZE IN # OF EMPLOYEES	POLICIES + PRACTICES ONLY	POLICIES + PRACTICES AND PEOPLE + PERSPECTIVES
SMALL (<500)		$2,000
MEDIUM (500–1,500)	$1,750	$3,500
LARGE (1,500–5,000)		$4,500
*POST–ASSESSMENT MEETING	$500	

NCTECH non-member pricing

COMPANY/ORGANIZATION SIZE IN # OF EMPLOYEES	POLICIES + PRACTICES ONLY	POLICIES + PRACTICES AND PEOPLE + PERSPECTIVES
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LARGE (1,500–5,000)		$5,500
*POST–ASSESSMENT MEETING	$500	

*Optional 1-hour meeting with Inclusion Analytics to review results

Timeline

Phase 1
Now - Nov 18, 2022

Answer businesses' questions
Register and prepare to participate

Phase 2
Dec 5, 2022 - Jan 27, 2023

Participation window:
Core Policies & Practices
Core People & Perceptions

Phase 3
Feb - April 2023

Analyze data and create reports
Share group-wide results at D&I in Tech Summit
Provide reports and next steps to businesses

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Create workplaces that work for all.

www.inclusion-analytics.com