

Diversity Scorecard

- Leadership commitment

Diversity Scorecard

- Leadership commitment
- Workforce demographics

Diversity Scorecard

- Leadership commitment
- Workforce demographics
- Workplace climate or culture

Diversity Scorecard

- Leadership commitment
- Workforce demographics
- Workplace climate or culture
- Employee development

Diversity Scorecard

- Leadership commitment
- Workforce demographics
- Workplace climate or culture
- Employee development
- Customer diversity and community partnerships

Diversity Scorecard

- Leadership commitment
- Workforce demographics
- Workplace climate or culture
- Employee development
- Customer diversity and community partnerships
- Financial impact of diversity initiatives

Diversity Scorecard

- Leadership commitment
 - Actions taken to support, challenge, or champion the diversity process

Diversity Scorecard

- Workforce profile
 - Personnel and personnel actions by race, gender, ethnicity, age, disability, veteran status, etc.

Diversity Scorecard

- Workplace climate
 - Employee satisfaction and commitment
 - Perceptions of climate and culture
 - Grievances and complaints

Diversity Scorecard

- Learning and growth
 - Efforts to create a climate that supports change, innovation, growth, and improved performance

Diversity Scorecard

- Customer diversity and community partnerships
 - Relationships with various groups or communities

Diversity Scorecard

- Financial impact

- Money saved or value added as a result of diversity initiatives

Diversity Scorecard

- Leadership commitment
 - Actions taken to support, challenge, or champion the diversity process

Diversity Scorecard

- Leadership commitment
 - Actions taken to support, challenge, and champion the diversity process
 - Behavior that sets the diversity vision, direction, and policy into practice

Diversity Scorecard

- Leadership commitment
 - Actions taken to support, challenge, or champion the diversity process
 - Behavior that sets the diversity vision, direction, and policy into practice
 - Individual level and degrees of accountability

Diversity Scorecard

- Leadership commitment
 - Actions taken to support, challenge, or champion the diversity process
 - Behavior that sets the diversity vision, direction, and policy into practice
 - Individual level and degrees of accountability
 - “Walking the talk” of diversity

Diversity Scorecard

- Leadership commitment
 - Establishes a direction or goal for change

Diversity Scorecard

- Leadership commitment
 - Establishes a direction or goal for change
 - Provides a sense of urgency or importance

Diversity Scorecard

- Leadership commitment
 - Establishes a direction or goal for change
 - Provides a sense of urgency or importance
 - Facilitates the motivation of others

Diversity Scorecard

- Leadership commitment
 - Establishes a direction or goal for change
 - Provides a sense of urgency or importance
 - Facilitates the motivation of others
 - Cultivates necessary conditions for success

Diversity Scorecard

- Measuring leadership commitment
 - 360-degree feedback on diversity

Diversity Scorecard

- Measuring leadership commitment
 - 360-degree feedback on diversity
 - Climate assessment surveys

Diversity Scorecard

- Measuring leadership commitment
 - 360-degree feedback on diversity
 - Climate assessment surveys
 - Employees with IDPs

Diversity Scorecard

- Measuring leadership commitment
 - 360-degree feedback on diversity
 - Climate assessment surveys
 - Employees with IDPs
 - Employees in mentoring programs

Diversity Scorecard

- Measuring leadership commitment
 - 360-degree feedback on diversity
 - Climate assessment surveys
 - Employees with IDPs
 - Employees in mentoring programs
 - Diversity trained leaders

Diversity Scorecard

- Measuring leadership commitment
 - 360-degree feedback on diversity
 - Climate assessment surveys
 - Employees with IDPs
 - Employees in mentoring programs
 - Diversity trained leaders
 - Diversity goals attained

Diversity Scorecard

- Workforce profile
 - Personnel and personnel actions by race, gender, ethnicity, age, disability, veteran status, etc.

Diversity Scorecard

- Workforce profile
 - Internal recruitment processes

Diversity Scorecard

- Workforce profile
 - Internal recruitment processes
 - External recruitment processes

Diversity Scorecard

- Workforce profile
 - Internal recruitment processes
 - External recruitment processes
 - EEO and Affirmative Action statistics

Diversity Scorecard

- Workforce profile
 - Internal recruitment processes
 - External recruitment processes
 - EEO and Affirmative Action statistics
 - Turnover statistics

Diversity Scorecard

- Workforce profile
 - Internal recruitment processes
 - External recruitment processes
 - EEO and Affirmative Action statistics
 - Turnover statistics
 - External databases

Diversity Scorecard

- Measuring the workforce profile
 - Internal recruiting:
 - Promotions
 - Transfers
 - Committee memberships
 - Work team assignments

Diversity Scorecard

- Measuring the workforce profile
 - External recruiting:
 - Resources used
 - Demographics of applicants
 - Demographics of interviewees
 - Demographics of hires

Diversity Scorecard

- Measuring the workforce profile
 - EEO and Affirmative Action statistics:
 - Demographics of executives and managers
 - Demographics of job leavers

Diversity Scorecard

- Measuring the workforce profile
 - External databases:
 - Relevant civilian labor force
 - Veterans demographics
 - Active military demographics

Diversity Scorecard

- Workplace climate
 - Employee satisfaction and commitment

Diversity Scorecard

- Workplace climate
 - Employee satisfaction and commitment
 - Employee perceptions of workplace climate and culture

Diversity Scorecard

- Workplace climate
 - Employee satisfaction and commitment
 - Employee perceptions of workplace climate and culture
 - Employee perceptions of leadership and management practices

Diversity Scorecard

- Workplace climate
 - Employee satisfaction and commitment
 - Employee perceptions of workplace climate and culture
 - Employee perceptions of leadership and management practices
 - Grievances and complaints

Diversity Scorecard

- Measuring workplace climate
 - Employee satisfaction surveys

Diversity Scorecard

- Measuring workplace climate
 - Employee satisfaction surveys
 - Employee commitment surveys

Diversity Scorecard

- Measuring workplace climate
 - Employee satisfaction surveys
 - Employee commitment surveys
 - Workplace climate surveys

Diversity Scorecard

- Measuring workplace climate
 - Employee satisfaction surveys
 - Employee commitment surveys
 - Workplace climate surveys
 - Cultural audits

Diversity Scorecard

- Measuring workplace climate
 - Employee satisfaction surveys
 - Employee commitment surveys
 - Workplace climate surveys
 - Cultural audits
 - Work/life program participation

Diversity Scorecard

- Measuring workplace climate
 - Employee satisfaction surveys
 - Employee commitment surveys
 - Workplace climate surveys
 - Cultural audits
 - Work/life program participation
 - Employee complaints and grievances

Diversity Scorecard

- Learning and growth
 - Efforts to create a climate that supports change, innovation, growth, and improved performance

Diversity Scorecard

- Learning and growth comes from:
 - People

Diversity Scorecard

- Learning and growth comes from:
 - People
 - Systems

Diversity Scorecard

- Learning and growth comes from:
 - People
 - Systems
 - Organizational procedures

Diversity Scorecard

- Measuring learning and growth
 - Employee competencies

Diversity Scorecard

- Measuring learning and growth
 - Employee competencies
 - Employees with advanced degrees

Diversity Scorecard

- Measuring learning and growth
 - Employee competencies
 - Employees with advanced degrees
 - Employees with e-mail access

Diversity Scorecard

- Measuring learning and growth
 - Employee competencies
 - Employees with advanced degrees
 - Employees with e-mail access
 - Employees with computer access

Diversity Scorecard

- Measuring learning and growth
 - Employee competency levels
 - Employees with advanced degrees
 - Employees with e-mail access
 - Employees with computer access
 - Employees with IDPs

Diversity Scorecard

- Measuring learning and growth
 - Employee competency levels
 - Employees with advanced degrees
 - Employees with e-mail access
 - Employees with computer access
 - Employees with IDPs
 - Favorable response on satisfaction surveys

Diversity Scorecard

- Customer diversity and community partnerships
 - Relationships with various groups or communities

Diversity Scorecard

- Customer diversity and community partnerships
 - Relationships with various groups or communities
 - Procurement and contracting activity

Diversity Scorecard

- Measuring customer diversity and community partnerships
 - Minority-owned contractors

Diversity Scorecard

- Measuring customer diversity and community partnerships
 - Minority-owned contractors or suppliers
 - Women-owned contractors or suppliers

Diversity Scorecard

- Measuring customer diversity and community partnerships
 - Minority-owned contractors or suppliers
 - Women-owned contractors or suppliers
 - Charitable contributions

Diversity Scorecard

- Measuring customer diversity and community partnerships
 - Minority-owned contractors or suppliers
 - Women-owned contractors or suppliers
 - Charitable contributions
 - Customer satisfaction survey results

Diversity Scorecard

- Measuring customer diversity and community partnerships
 - Minority-owned contractors or suppliers
 - Women-owned contractors or suppliers
 - Charitable contributions
 - Customer satisfaction survey results
 - Customer complaints

Diversity Scorecard

- Measuring financial impact
 - Diversity's "return on investment"

Diversity Scorecard

- Measuring financial impact
 - Diversity “return on investment”
 - Diversity expenses per employee

Diversity Scorecard

- Measuring financial impact
 - Diversity “return on investment”
 - Diversity expenses per employee
 - Diversity expenses vs. total expenses

Diversity Scorecard

- Measuring financial impact
 - Diversity “return on investment”
 - Diversity expenses per employee
 - Diversity expenses vs. total expenses
 - Costs of employee turnover

Diversity Scorecard

- Measuring financial impact
 - Diversity “return on investment”
 - Diversity expenses per employee
 - Diversity expenses vs. total expenses
 - Costs of employee turnover
 - Costs of employee complaints and grievances

Diversity Scorecard

- Measuring financial impact
 - Diversity “return on investment”
 - Diversity expenses per employee
 - Diversity expenses vs. total expenses
 - Costs of employee turnover
 - Costs of employee complaints and grievances
 - Costs of recruiting and hiring