

# The D&I Index

# Product Overview



## D&I Index

100% objective and based on benchmark data from your peer companies, calibrated regionally using the Census. Covering all employees in the company across five characteristics (Gender, Age, Ethnicity, Disability, LGBTQ+).

- 100% based on objective data
- Includes all employees
- A single tool for multiple characteristic
- Data led recommended Actions



## Reward Hub

Comprehensive set of benchmarking tools giving you access to data on pay, benefits, bonus, benefits and much more. Simplicity of design means that no reward expertise is needed.

- Pay Benchmarking
- Live Pay Data **(BETA)**
- Pay Settlements database
- Benefits Benchmarking



## DataLab

Powerful analytics at your fingertips. Use the dashboards to benchmark yourself using 150+ metrics across all areas of HR including Engagement, Recruitment, Talent, Employee Relations and many more.

- Build business cases
- Identify savings
- Improve engagement
- Retain/Attract Talent

# Actions scored using data from 170+ Index Subscribers



# What is the D&I Index?



- The D&I Index is an **online tool** on the HR DataHub intelligence platform.
- It provides organisations with a **clear and unbiased view** on where they are on their diversity & inclusion journey.
- Built solely on **objective data**, the Index uses four measures to evaluate a company's performance across five protected characteristics.
- This data is loaded onto the HR DataHub platform where **points** are assigned and a **ranking** established.
- Organisations can identify which areas they need to focus on and use the **knowledge centre** and the **community** to put in place proven actions that make a real difference.



# One Extraordinary Coalition

## Partners



## Experts

**Dr Doyin Atewologun**  
*(Lead researcher of the Parker Review)*

**Professor Sue Vinnicombe CBE**  
*(Lead researcher of the Hampton/Alexander Report)*

**Mandy Rico**  
*(Author of the Global D&I Review)*

**Shani Dhanda**  
*(Disability Activist)*

**Ambily Banerjee**  
*(ethnicity future leader)*

## Sponsors



# What's unique about the D&I Index

D&I Index	Other Accreditations
100% objective data, giving a true representation of the business	Subjective and heavily influenced by the quality of the written submission
Includes everyone from frontline to board using our proprietary leveling system	Usually just the board and sometimes one level below
Covers five characteristics to provide a true picture of D&I performance	Often covering just one characteristic
Provides tailored recommendations on what actions companies can take using a confidence algorithm	Generic review listing of actions at best

# Insights Across Five Characteristics

Age

Disability

Ethnicity

Gender

LGBTQ+

- Organisations can submit data for each characteristic regardless of disclosure rates
- All companies at the very least will be able to submit 100% of their data for the gender and age characteristics
- Guidance, templates and case studies will be provided automatically via the platform to help organisations improve their levels of disclosure
- The D&I Index will also provide statistically significant disclosure targets suggestions based on the employee headcount of the company

# Scoring Explained

## ■ Representation

By every responsibility within the company from frontline to Board making sure diverse talent is represented at all levels.

## ■ Tenure

Making sure diverse talent is joining and staying at every level of the company. Measured against external sector but also internal differential.

## ■ Talent Area

Attracting diverse talent into all roles in the company – many non-traditional. The index is looking for even representation in each function – so if the overall representation of women is 30% then we expect to see 30% in engineering for example .

## ■ Pay Differentials

It is important that everyone is fairly rewarded for their contribution. This measure will look at the pay differentials for each of the protected groups by narrow responsibility level. We would expect to see very little differential.

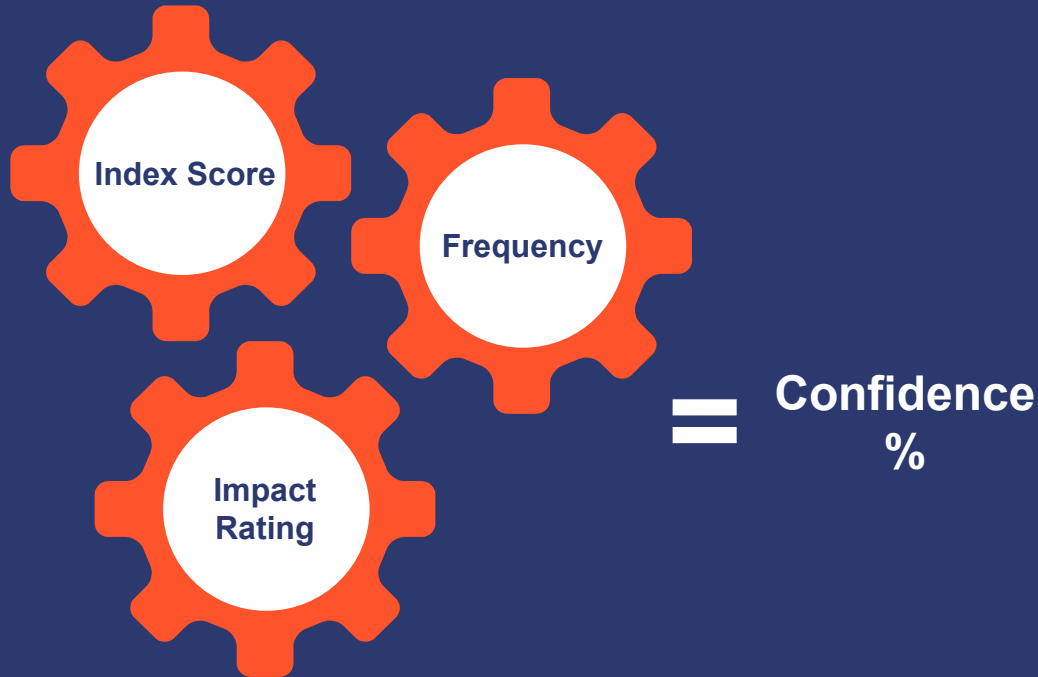
**Baselined against:**

- **Sector**
- **Location**
- **Company Size**



# Data Led Actions

The Index includes 100 D&I actions that are ranked by our confidence that it will make a positive impact on the company. This is based on a correlation between the index scores of companies with the action, their frequency of use and the subjective impact rating of the companies that applied them.



### Your actions

Use the filters below to narrow down the list of actions to the topic that matters the most for you and your organisation.

See a concise description of each action, and how it is related to measured impact on specific areas, and find related actions and case studies. Need expert input to our CommunityHubs to ask questions and discuss with your peers.

**View by**

Gender: ▼ and/or: Measure ▼ Reset ↺

Action	Confidence score	In My Org
Quota Shortlists	92	<input type="checkbox"/>
Flexible Working	91	<input type="checkbox"/>
Blind CVs	87	<input type="checkbox"/>
Unconscious Bias Training	86	<input checked="" type="checkbox"/>
Maternity Leave Enhancement	83	<input type="checkbox"/>
Performance Moderation	79	<input type="checkbox"/>
Focus Groups	77	<input type="checkbox"/>
Leadership Programmes	77	<input checked="" type="checkbox"/>
Mentoring	73	<input type="checkbox"/>
Shared Parental Leave Pay Provision	68	<input type="checkbox"/>
Development Programs - Women Only	65	<input checked="" type="checkbox"/>
Job Adverts - Gender neutral	64	<input type="checkbox"/>
Reverse Mentoring	63	<input type="checkbox"/>
Returner Programs	62	<input type="checkbox"/>
Pay Audits	61	<input checked="" type="checkbox"/>
Internal Diversity Network	61	<input checked="" type="checkbox"/>
Sponsorship programmes	57	<input type="checkbox"/>
Succession Planning (Targeted)	56	<input checked="" type="checkbox"/>
Maternity / Adoption Pay Provision	55	<input type="checkbox"/>

**Confidence scores**


How we work out the effectiveness of our recommended actions.

The confidence score is based on the correlation between an action being in place and the measured impact. Frequency of use, and ratings for each action.

[Find out more](#)

**Your overall top actions**

Gender: Quota Shortlists  
Disability: Working from home  
Age: Performance moderation  
LGBT+: Blind CVs  
Ethnicity: Mentoring



### Quota shortlists

Quota shortlists are a mechanism and proven practice that helps to increase the proportion of diversity actions an organisation taking quota shortlists as part of its recruitment process can make. It is a way of identifying the best talent and ensuring there is a overall focus on who we have planned to apply for. It is a way of ensuring that the best talent is identified and that the best talent is identified and that the best talent is identified.

**Position**

Providing a quota requires a commitment from an organisation to reform its hiring process. To ensure a quota is successful, it is important to ensure that the hiring process is fair and that the hiring process is fair and that the hiring process is fair.

**Impact on D&I score: 75% overall**

	Overall	Representation	Target Area	Score	Pay Offsets
Overall	75%	75%	75%	75%	75%
Age	10%	20%	10%	20%	10%
Disability	10%	10%	10%	10%	10%
Ethnicity	10%	10%	10%	10%	10%
Gender	10%	10%	10%	10%	10%
Sexual	10%	10%	10%	10%	10%

**Research**

**Gender: The Gap report**

Current gender data at level, consistent with reporting and, and do not meet the requirements of a quota. The gap report is a way of identifying the best talent and ensuring there is a overall focus on who we have planned to apply for.

**Representation: The Gap report**

Current representation data at level, consistent with reporting and, and do not meet the requirements of a quota. The gap report is a way of identifying the best talent and ensuring there is a overall focus on who we have planned to apply for.

**Used by**

Market & Supply  
Construction  
Private Engineering  
Oil & Gas  
GEM  
Diversity Solutions

# Showcase the difference you're making



**World Class**



**Exceptional**



**Great**

# THE D&I DATA JOURNEY

WITH OUR PARTNERS THE INDEX WILL PROVIDE SUPPORT/GUIDANCE/TEMPLATES DEPENDANT ON WHAT STEP OF THE JOURNEY YOU ARE ON FOR EACH OF THE FIVE CHARACTERISTICS

FOR EXAMPLE A COMPANY MAYBE AT STEP 4 FOR GENDER AND CAN SUBMIT DATA BUT ON STEP 2 FOR ETHNICITY SO WILL USE THE GUIDANCE TO BUILD TRUST

1

TRUE LEADERSHIP  
COMMITMENT

2

BUILDING TRUST  
WITH YOUR  
COLLEAGUES

3

COLLECT DATA  
USING THE INDEX  
TEMPLATES /  
GUIDE

4

SUBMIT YOUR DATA  
TO THE INDEX

5

BENCHMARK AND  
DIAGNOSE VIA THE  
HR DATAHUB  
PLATFORM

6

SET TARGETS, PUT  
IN PLACE ACTIONS  
AND MONITOR

7

SHARE,  
COMMUNICATE AND  
INSPIRE!

## Your latest D&I Score

# 73

↑ +3

D&amp;I Index

Your D&amp;I badge

Gender

71

Ethnicity

62

LGBTQ+

55

Disability

0

Age

55

Download results



New contributors this month: 0

Next data update: 12:12:2021

## Measures

Characteristics Score /100 Compared to average Median +/- Your data What next?

### Gender

71



↑ +4

Update

Gender actions

Measured by

#### Representation

35/50



↑ +4

#### Talent area

12/15



↑ +1

#### Tenure

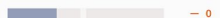
6/15



↑ -2

#### Pay differentials

5/20



— 0

We have 7 recommendations to improve your gender score

Discover more on Gender

### Ethnicity

62



↑ +4

Update

Ethnicity actions

### LGBTQ+

45



↓ -1

Update

LGBTQ+ actions

### Disability

0



— N/A

Submit

Disability actions

### Age

68



↑ +1

Update

Age actions

# Using Data to Drive Action

- Once the data is submitted, users can access a dashboards that breakdown their score, ranking and accreditation.
- Users can also drill down into the different measures to identify where they need to improve – the platform will then recommend actions to focus on, with links to case studies etc.
- Ultimately, organisations can see where they are now, set meaningful targets and make meaningful change.



## Simple & Hassle-free Submission

### 1. Anonymized Employee Data (Excel Template)

- Role Title
- Function
- Grade / Level
- Base Pay
- Date of Birth / Age
- Start Date
- Disclosure

### 2. Policy & Practice Survey (90 min call)





# WHY JOIN THE INDEX?



## SET MEANINGFUL TARGETS

using benchmark data  
from your peers



## TAKE ACTIONS THAT WORK

using case studies from  
other companies



## GET DATA READY

using templates and  
guidance



## JOIN THE COMMUNITY

and learn from others



## GET ACCREDITED

using a real and robust  
methodology



## TRACK PROGRESS

using your benchmark  
score



## ACCESS THOUGHT LEADERSHIP

using the libraries,  
partners and community



## GET SUPPORT

from world class experts

# Summary

01

The first D&I Index in the world that is data led and assesses performance at ALL levels of the organisation

02

Backed by some of the fore-most D&I thinkers and experts

03

Companies can easily understand how they are performing and set meaningful targets through peer comparison and location baselining

04

The Index will correlate high performing companies with the actions they take to make recommendations for others to improve

05

Building a supportive online D&I community where companies help each other to improve

06

Integrated into a data journey to make sure companies are equipped to gather the right data in the right way



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