



Downloadable Template

DIVERSITY SNAPSHOT

HR Leadership Dashboards

Gender pay gap (base pay)

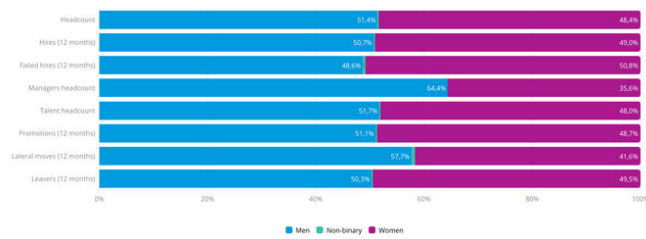
Jul '24

6,0% Global **4%**

No change in one year

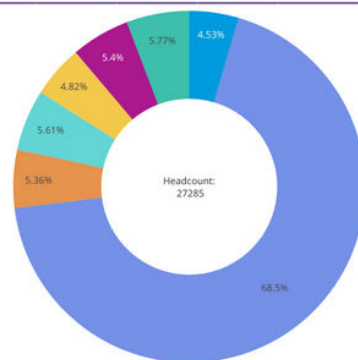
How does the gender representation vary across the employee lifecycle?

Jul '24



Headcount by race & ethnicity

Jul '24






Introduction

Welcome back to the Crunchr HR Leadership Dashboard series. Our first dashboard, the [QBR for CHROs](#), was designed to inspire HR executives on key metrics to present during Quarterly Business Reviews and other strategic meetings. This second edition focuses on diversity.

Diversity is a top priority for HR leaders as it fosters innovation, enhances problem-solving capabilities, improves employee satisfaction, and provides equal opportunities.

Of course, diversity is not a one-size-fits-all endeavor. For example, in most of the European countries, companies are not allowed to collect race and ethnicity related data. Each company and region has unique diversity focuses. This Diversity Snapshot considers the most common diversity metrics that companies measure, track, and report on.

Use this dashboard as a foundation and customize your reporting to reflect your organization's unique needs.



Executive Summary

Highlights

- **Gender pay gap:** no progress last year; behind target.
- **Female managers:** slight increase towards target.
- **Base pay:** more men are represented in the high salary ranges

Gender pay gap (base pay)

Jul '24

6,0% Global
Ⓢ 4%

No change in one year

Female managers (%)

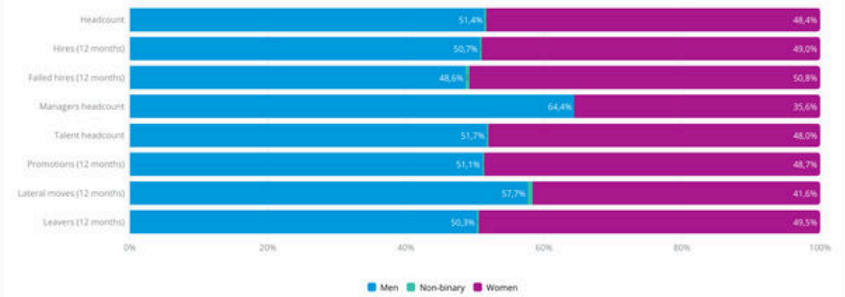
Jul '24

35,6% Global
Ⓢ 40%

+0,9% ↑ in one year

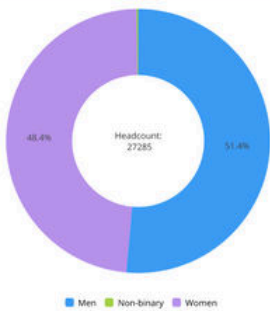
How does the gender representation vary across the employee lifecycle?

Jul '24



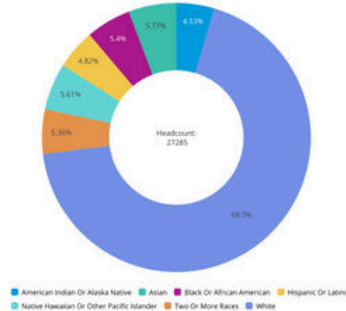
Headcount by gender

Jul '24



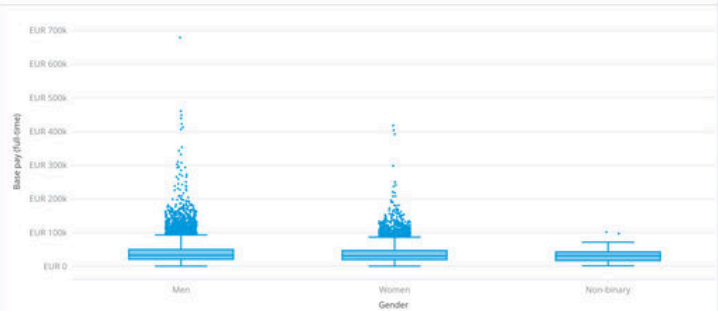
Headcount by race & ethnicity

Jul '24



Base pay distribution by gender

Jul '24



Workforce Diversity Overview

Highlights

- **% Females:** Close to company target.
- **Ethnic representation:** Similar among men and women.
- **Age:** 30-40 age range is the largest. Half of last year hires is <30.

Females (%)

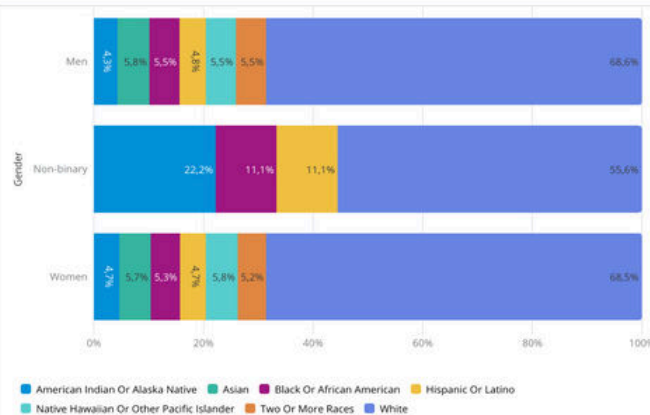
Jul '24

48,4% Global
Ⓢ 49%

No change in one year

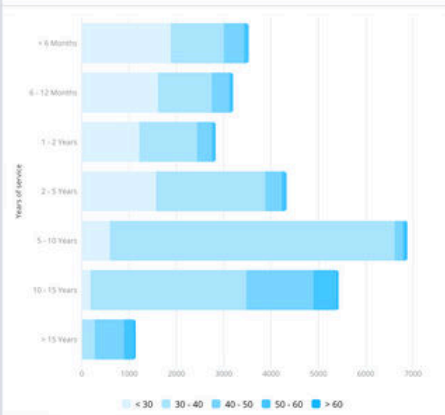
Headcount by gender and ethnicity

Jul '24



Workforce age by years of service

Jul '24



Inclusive Hiring

Highlights

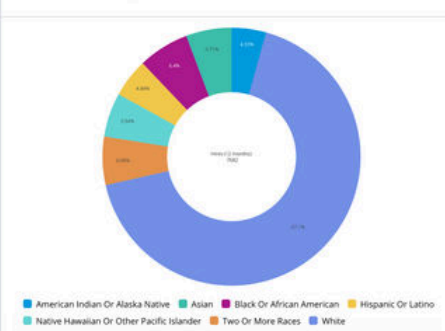
- **Gender pay gap:** hires have 2.4% pay gap versus overall 6%.
- **Age:** average age is lower for new hires
- **Diverse ethnicity hires:** 32,9%. Slightly higher than current 31,5% share.

How do new hires compare to the current workforce?

Hires 12m	Current workforce excluding hires
Gender pay gap (base-pay)	Gender pay gap (base-pay)
2,4%	6,0%
Average age	Average age
31,5	34,2
Females	Females
49,0%	48,3%

Hires (12m) by race & ethnicity

Jul '24



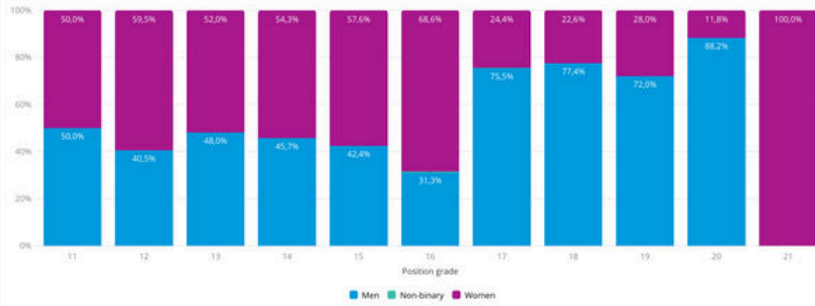


Diversity in Leadership

Highlights

- **Female and ethnically diverse manager representation:** slowly moving towards target.
- **Female leadership representation:** higher in position grades 11-16, but much lower in grades 17-20.

Gender representation in leadership
July '24 - Senior Management



Female managers (%)
Jul '24

35,6% Global 40%
+0,9% ↑ in one year

Ethnically diverse managers (%)
Jul '24

31,5% Global 34%
+0,3% ↑ in one year

Equal Opportunities & Engagement

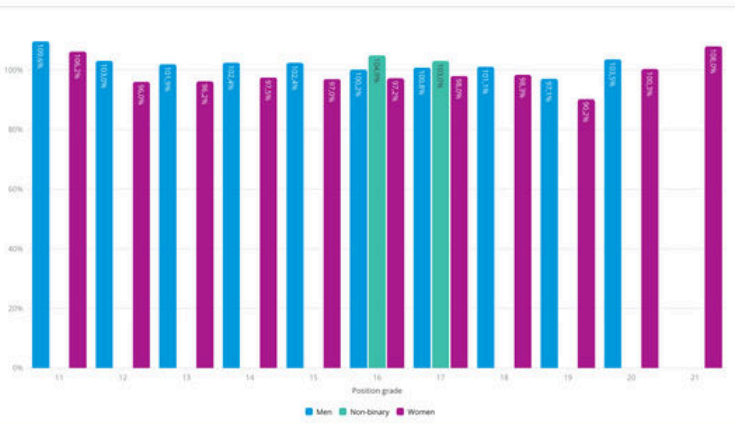
Highlights

- **Development:** Non-binary employees have relatively most lateral moves & promotions. Also highest eNPS.
- **Pay positioning:** for men and non-binary employees overall higher than women.

Does talent get equal development opportunities? Is that connected to engagement?
Jul '24

Gender ^	Lateral move rate 12 Months	Time to lateral move 12 Months	Promotion rate 12 Months	Time to promotion 12 Months	ENPS	Absence rate 12 Months
Men	1,3%	2,1	11,3%	1,7	39,2	1,0%
Non-binary	4,2%	1,1	16,7%	1,9	43,0	0,9%
Women	1,0%	2,2	11,5%	2,1	37,2	1,1%
Overall	1,1%	2,1	11,4%	1,9	38,2	1,1%

How is the pay positioning distributed across position grades?
Jul '24



Average salary increase by gender and ethnicity
Jul '24

Race & ethnicity level 2	Gender			
	Men	Non-binary	Women	Overall
American Indian or Alaska Native	-0,6%	0,0%	6,5%	3,3%
Asian	8,4%	-	19,3%	13,1%
Black or African American	3,3%	100,6%	-0,1%	2,9%
Hispanic or Latino	-1,0%	0,0%	1,4%	-0,0%
Native Hawaiian or other Pacific Islander	5,5%	-	9,1%	7,3%
Two or more races	8,9%	-	7,8%	8,3%
White	5,3%	0,0%	5,7%	5,5%
Overall	1,9%	1,3%	2,0%	1,9%

Talent Retention

Highlights

- **Voluntary turnover:** below global target, but increased in the last year both for ethnically diverse group and women.
- **Leave reason:** It's mostly women who leave for lack of career opportunities.

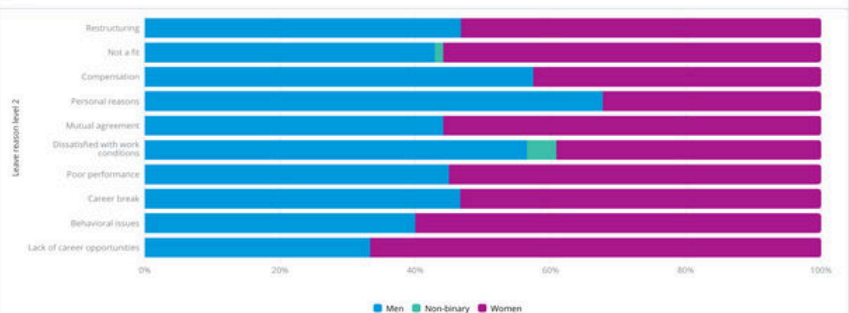
Vol. turnover (women)
12m · Jul '24

7,5% Global 8%
+2,8% ↑ in one year

Vol. turnover (ethnically diverse)
12m · Jul '24

7,5% Global 8%
+1,9% ↑ in one year

Why does talent leave, by gender?
July '24



Conclusion

The dashboards presented above highlight the critical metrics that most organizations monitor for diversity. However, as noted, there is no universal solution to reporting. For instance, while some companies may prioritize gender diversity at the leadership level, others may focus on broader company-wide diversity metrics. This emphasizes the importance of dashboard customization to meet specific business needs. Additionally, showcasing [benchmarks](#) and [goals](#) alongside the metrics is crucial, as it helps interpret the numbers in a meaningful way.

Looking at the above diversity dashboard, you might be thinking, "This is a bunch of sensitive information." And, you are right. Just like most people data, diversity metrics are highly sensitive. However, with sophisticated user authorization management like [Crunchr's](#), managing this becomes easy. Users of the dashboards can view only the information that they are authorized to see, ensuring that sensitive data is accessible only to relevant people.

Please note that this dashboard is not a mock-up. With Crunchr, you get instant access to this and other pre-built HR dashboards on your data. You can fully customize them or easily create new ones from scratch by a simple drag and drop. Additionally, you can click on any metric to drill down or use our built-in GenAI to ask questions.

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