



# Diversity and Inclusion: Making an Impact with Workday

With more than 2,300 customers and over 31 million active users, Workday has a unique opportunity to drive change—not just with our products and culture, but also across organizations around the world. But making an impact on diversity and inclusion (D&I) requires more than awareness training and targeted reports—it demands a measured, data-driven approach.

## Key Functions

- Analyze data
- Identify opportunities
- Empower leaders to create diversity initiatives

## HCM and Data Analytics in D&I

Until recently, getting a true measure of workforce demographics was challenging for many employers, especially larger ones. According to Gartner’s Group Vice President Brian Kropp, there are organizations that still can’t state with 100 percent certainty the gender makeup of their employees because data collection and tracking happen too infrequently.

Today, readily available cloud-based, real-time HCM tools driven by data dashboards finally give HR leaders—and, by extension, senior management and business-line managers—the ability to accurately determine D&I statistics.

Below are key ways to establish a data-driven method for decision-making, and steps to improve diversity and inclusion within your organization.

## Diversity Dashboard

The diversity dashboard in Workday provides customers with real-time workforce data on gender, ethnicity, age, veteran status, and more.

Gain deeper insights into pay equity, time-to-promotion, turnover, and other indicators to help your company recognize and address strengths, gaps, and opportunities.

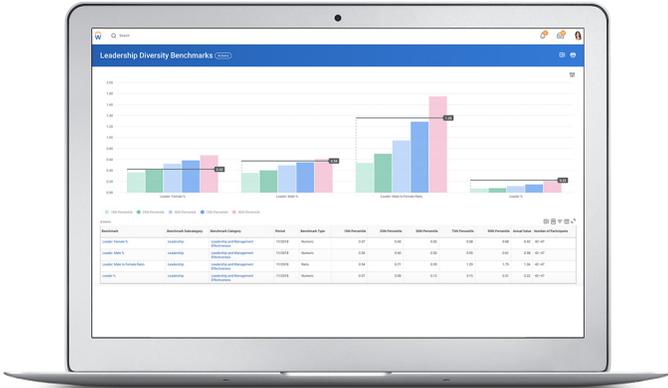
“Our diversity dashboard helps me assess not only what our demographics look like, but what the opportunities are and where we need to make shifts.”

—Carin Taylor, Chief Diversity Officer, Workday



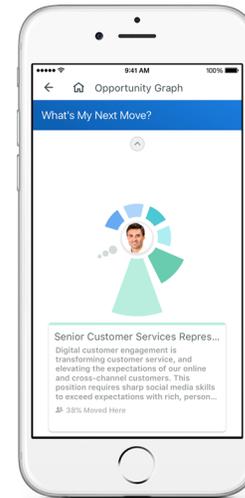
## Diversity and Inclusion Functionality in Workday

- **Analyze workforce data:** Workday-delivered dashboards, such as the diversity and pay equity dashboard, enable business leaders to gain insight into workforce demographics.



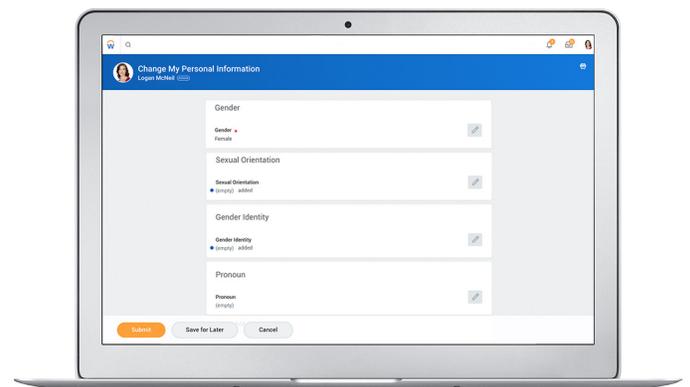
- **Collect feedback:** With Workday, organizations can create and distribute quick Pulse surveys—an easy way to collect valuable input from the workforce on issues such as engagement, job satisfaction, the work environment, and more.
- **Recruit a diverse workforce:** Workday Recruiting delivers metrics on candidate diversity as part of any job requisition so recruiters can better understand the diversity of their candidate pipeline. In-line assessments, candidate scoring, and configurable careers sites enable recruiting teams to attract, screen, and select the right candidate.

- **Manage and empower internal talent:** Create campaigns and announcements that engage employees throughout their professional journey, use the opportunity graph to provide insight into possible career paths, and identify mentors who can help facilitate their co-worker's internal growth.



## Gender Identity Options in Workday

Workday employees in the U.S. have the option to input their preferred pronoun, gender identity, and sexual orientation in Workday. This feature has now been extended to customers as well, reinforcing how Workday product enhancements can positively impact workplaces across the globe.



+1-925-951-9000 | +1-877-WORKDAY (+1-877-967-5329) | Fax: +1-925-951-9001 | [workday.com](http://workday.com)