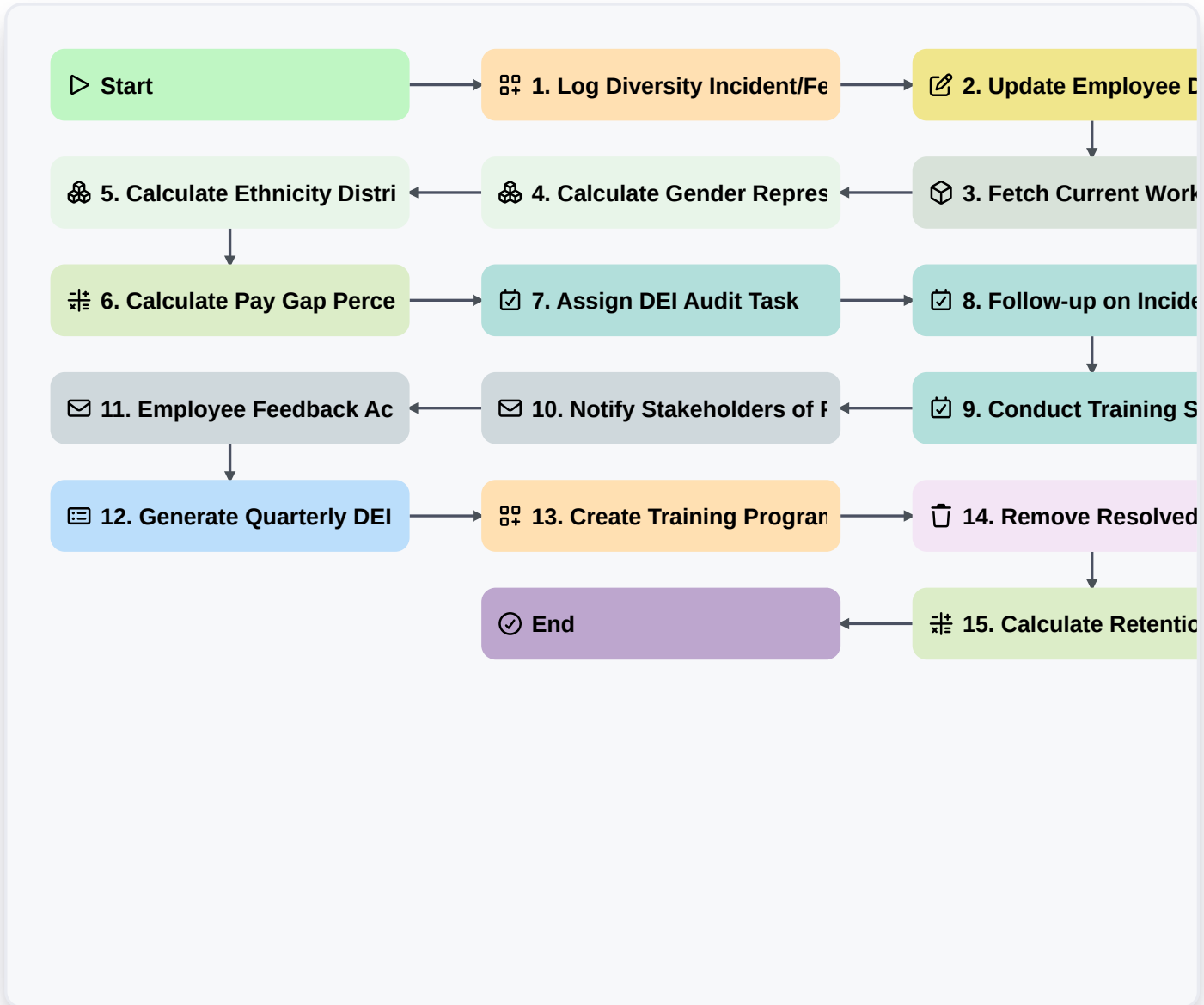


Diversity, Equity, And Inclusion (DEI) Tracking Process



▷ **Start**

Start of the Workflow/Process.

 **1. Log Diversity Incident/Feedback**

Create a new entry in the 'Incident/Feedback' data model to record a report or observation.

 **2. Update Employee Demographics**

Update existing employee records in the 'Employee' data model when new diversity data is provided.

 **3. Fetch Current Workforce Demographics**

Retrieve all active employee records to analyze current diversity ratios.

 **4. Calculate Gender Representation Ratio**

Aggregate the 'Employee' data model to calculate the percentage of female, male, and non-binary employees.

 **5. Calculate Ethnicity Distribution**

Aggregate the 'Employee' data model to calculate the distribution of ethnic backgrounds across the organization.



⚙️ 6. Calculate Pay Gap Percentage

Execute a formula comparing the average salary of different demographic groups to identify potential inequities.

📌 7. Assign DEI Audit Task

Create a task for the HR Manager to review the quarterly diversity report.

📌 8. Follow-up on Incident Report

Create a task for the Compliance Officer to investigate a specific logged incident.

📌 9. Conduct Training Session

Create a task for Department Heads to complete mandatory Unconscious Bias training.

✉️ 10. Notify Stakeholders of Findings

Send an email to the Executive Leadership Team containing the results of the diversity audit.

✉️ 11. Employee Feedback Acknowledgment

Send an automated email to the reporter confirming their feedback has been received and is being processed.

📄 12. Generate Quarterly DEI Progress Report

Generate a comprehensive report summarizing all aggregated metrics and completed tasks for the quarter.

🗃️ 13. Create Training Program Entry

Create a new entry in the 'Training Programs' data model for new DEI workshops.

🗑️ 14. Remove Resolved Incident

Delete or archive an incident entry from the active monitoring list once investigation is closed.

⚙️ 15. Calculate Retention Rate Variance

Calculate the difference in turnover rates between different demographic groups.

🏁 End

End of the Workflow/Process.