

Data-Driven DEI™:

The Tools and Metrics You Need to Measure, Analyze, and Improve Diversity, Equity, and Inclusion

PERSONAL DEI MEASURES: OUTPUTS

OUTPUTS: WHAT TO MEASURE	HOW TO MEASURE IT
LEARN: Engage the Head	
Training Programs	<ul style="list-style-type: none"> • No. of training sessions • Scores on homework, quizzes, or tests
Educational Classes	<ul style="list-style-type: none"> • No. of educational classes • Scores on homework, quizzes, or tests
Books, Magazines & Articles	<ul style="list-style-type: none"> • No. of books, magazines, or articles
TV Shows, Videos, Podcasts & Blogs	<ul style="list-style-type: none"> • No. of shows, videos, podcasts, or blogs
DO: Employ the Hands	
Theatre, Film & Arts	<ul style="list-style-type: none"> • No. of events, documentaries, movies, plays, shows, and exhibits
Travel, Site Visits, Exhibits & Excursions	<ul style="list-style-type: none"> • No. of trips, site visits, exhibits or excursions • No. of different destinations
Experiential Learning & Development Programs	<ul style="list-style-type: none"> • No. of learning and development modules or seminars • Scores on homework, quizzes, or tests
Workplace Activities	<ul style="list-style-type: none"> • No. of workplace activities
INSPIRE: Enrich the Heart	
Journaling	<ul style="list-style-type: none"> • No. of journal entries
Storytelling	<ul style="list-style-type: none"> • No. of stories shared • No. of dialogues with other people
ALL: Engage the Head, Employ the Hands, and Enrich the Heart	
Personal Interactions	<ul style="list-style-type: none"> • No. of personal interactions
Courageous Conversations	<ul style="list-style-type: none"> • No. of dialogues with other people
Coaching and Mentoring	<ul style="list-style-type: none"> • No. of coaching and mentoring sessions
Community of Learning/Community of Practice	<ul style="list-style-type: none"> • No. of meetings among the Community of Learning/ Community of Practice
Microcommitments	<ul style="list-style-type: none"> • No. of Microcommitments

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PERSONAL DEI METRICS AND KEY PERFORMANCE INDICATORS (KPIs): OUTCOMES

OUTCOMES: WHAT TO MEASURE	HOW TO MEASURE IT
LEVEL 1: REACTION	
<ul style="list-style-type: none"> The degree to which you found the experience favorable, engaging, and relevant to your objective 	<ul style="list-style-type: none"> Self-assessment (“How did you feel about the experience?”)
LEVEL 2: LEARNING	
<ul style="list-style-type: none"> The degree to which you expanded, stretched or flexed your preferences based on your experience The degree to which you built your competency (i.e., acquired the intended knowledge, skills, attitude/attributes) based on your experience 	<ul style="list-style-type: none"> Preference assessment (i.e., IAT, HBDI®, etc.) Competency assessment (i.e., I3™, IDI™, etc.) Quiz Test Examination Hands-on assignment
LEVEL 3: BEHAVIOR	
<ul style="list-style-type: none"> The degree to which you have applied what you have learned from the experience in your personal and/or professional life 	<ul style="list-style-type: none"> Behavioral assessment (i.e., diverse 360° assessment)
LEVEL 4: RESULTS	
<ul style="list-style-type: none"> The degree to which you achieve desired outcomes as a result of the experience 	<p>Personal</p> <ul style="list-style-type: none"> Health and wellness Network of relationships Range of opportunities <p>Professional</p> <ul style="list-style-type: none"> Performance evaluations Promotions and advancement Compensation and bonuses

Note: Levels are based on the Kirkpatrick’s Four Levels of Training Evaluation^{1,2}

¹<https://www.kirkpatrickpartners.com/the-kirkpatrick-model/>

²<https://www.bizlibrary.com/ebook/thank-you/unpacking-kirkpatrick/>