

Leveraging AAP Data to Enhance D&I Efforts

Using employee and personnel data to enhance your Diversity and Inclusion (D&I) efforts is crucial, especially when presenting to or gaining the support of senior leadership.



So, the question becomes, what data should be collected and used to start work on D&I reports?

Requesting data can be a challenge because you may be placed on an internal wait list due to other competing business needs or unsure of the data fields needed for an effective query.

If you are a federal contractor, strongly consider using the same data used to develop the statistical portion of your Affirmative Action Plans (AAPs). Why? In addition to consistency, it will give you the following advantages:



Data is already available



Integrity checks on the data are already completed



Diversity goals will be aligned with the timeframe and dataset as your AAP goals



Collaboration between D&I and Compliance teams

NOTE: if you are using a consulting firm like DCI, consider asking for a copy of the final AAP dataset back before you run D&I reports.

**Now that you have the data to use,
what can you do with it?**



Look for trends year over year to identify patterns

This will help find trends such as underutilization for females in the management level of the organization.



Identify differences in the D&I profile of different organizations

For example, the diversity in the Marketing department may be very different than that in the Engineering department. This will assist in identifying appropriate programmatic efforts for each department.



Connect various personnel results to tell your D&I story

For example, consider results that show Hispanics are hired at a rate comparable to availability; Hispanics not promoting at a rate comparable to availability; and Hispanics leaving the organization at rate comparable to availability. This will inform the D&I team to take additional measures to understand a potential barrier at the promotion stage.



Create charts and graphs that will effectively reinforce your strategic plan



Align D&I with Compliance to create more synergy and reduce any confusion that may occur when operating parallel to each other.



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