How Measuring DEI Metrics can Drive Work place Inclusion

Why Measure Inclusion?

Quantifying inclusion means using data to understand how diverse, fair, and welcoming a workplace truly is not just what policies say, but how people experience them.

In Africa's fast changing work environment, this is vital for identifying hidden barriers and tracking real progress

DEI

DEI are quantifiable measures used to assess the effectiveness of an organisation's Diversity, Equity and Inclusion efforts

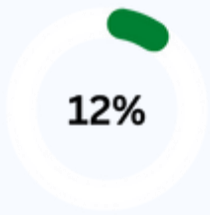
Diversity Equity Inclusion

How to Identify Barriers with Data

Key DEI Metrics for African Workplaces

- Gender, age, nationality, disability status, and other diversity dimensions at all levels (e.g., board, senior management, all staff)
- Annual improvement in meeting DEI goals, such as increased representation or improved perception scores.
- Frequency of policy reviews, clarity of HR policies, and evidence of fair application[1].
- Employee feedback on fairness, respect, transparency, equal access, and zero tolerance for discrimination

According to a survey of 2,200 Employers were sampled by Workday to determine the case for EDI



Employees who work in diverse and inclusive teams see a **12%** increase in performance.

Revenue can rise by up to **19%** in organisations with strong EDI programmes

Inclusive workplaces are important to **80%** of candidates when looking to move jobs.

Case Study

while Nigeria's Disability Act sets a **5%** inclusion quota, organisations like Data-Lead Africa have achieved **20%** inclusion by tracking and acting on detailed workforce data

DEI metrics help organisations understand representation, equity in policies, and employee experiences, which are often missed by policy statements alone

Source: fsdafrica.org

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