

# Guided Diversity Planning

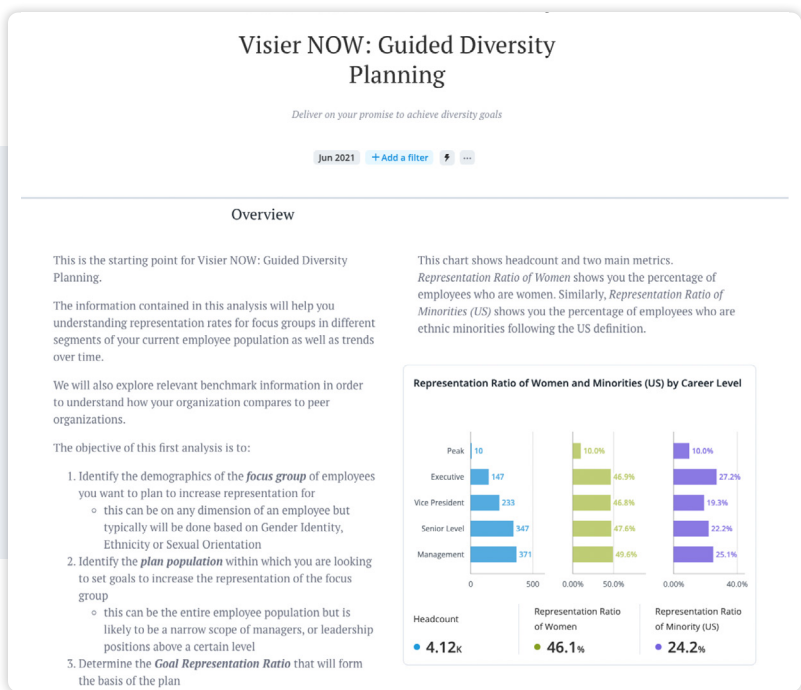
Visier NOW™, for today's most urgent workforce challenges

Diversity matters to your employees, and your candidates, but goals without action are just empty promises. Set your organization's course for diversity with a clear and decisive direction that everyone can aim for. Empower and motivate leaders with goal setting that tracks actuals, goals, and projected diversity rates. Keep everyone on target with monitoring analyses that track progress towards your diversity goals.

When you can get the right answers, you can take the right action.

**Ask:** What is our current ratio of women and minorities and how will it change over the coming years if we continue on our current path?

**Act:** Put easy to consume dashboards in the hands of decision-makers to promote accountability for change.



**Ask:** What should our diversity goals be as our organization changes and when we factor in natural attrition?

**Act:** Set attainable goals to increase representation that work within the natural cadence of organizational growth and change.

**Women in Leadership Roles**

Guided Diversity Planning | Focus Group: Women | Plan Context: Leadership Roles

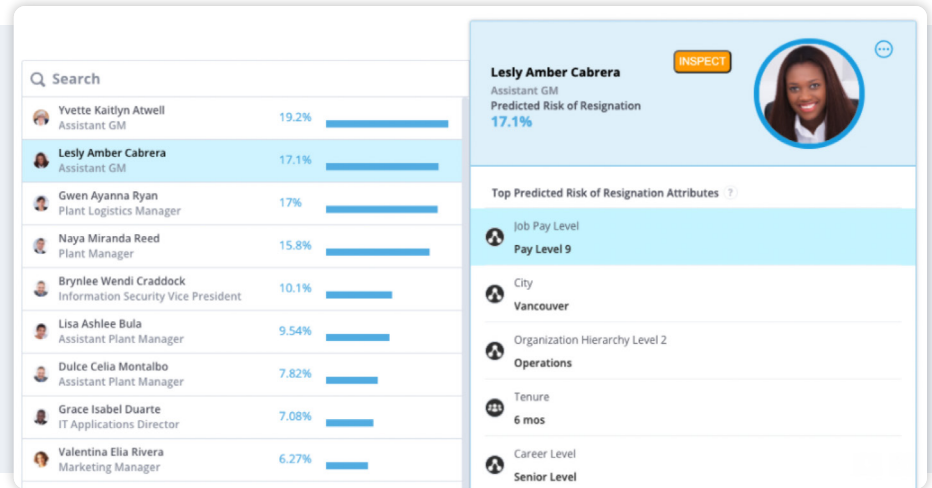
Fiscal Year 2021 TIMELINE

Segments	Plan Items	Nov 2020	Aug 2021	Sep 2021	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022	Jun 2022
Goal Women Representation Ratio		40.0%	40.0%	40.4%	40.8%	41.3%	41.7%	42.1%	42.5%	42.9%	43.3%	43.8%	44.2%
Headcount		912	912	912	912	912	912	912	912	912	912	912	912
Added Positions		0	0	0	0	0	0	0	0	0	0	0	0
Women Headcount		365	362	361	361	360	359	357	355	355	354	352	349
Women Predicted Annual Resignation Rate		3.91%	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%	3.89%	3.89%
Women Predicted Monthly Resignation Count		1	0	1	0	1	0	2	1	1	1	1	2
Non-Women Predicted Annual Resignation Rate		4.14%	4.17%	4.17%	4.17%	4.17%	4.17%	4.17%	4.17%	4.17%	4.17%	4.17%	4.17%
Non-Women Predicted Monthly Resignation Count		2	1	1	1	2	1	1	2	4	1	1	2
Outgoing Employee Count		6	6	6	6	6	6	6	6	6	6	6	6
Expected Incoming Employee Count		0	7	8	7	9	7	9	9	11	8	8	10
Women Incoming Employee Ratio			26.7%	26.7%	26.7%	26.7%	26.7%	26.7%	26.7%	26.7%	26.7%	26.7%	26.7%



## Ask: How can we develop the talent within our organization to build diversity?

**Act:** Increasing diversity isn't just about adding headcount, it's about developing and creating mobility for the talent you have. Guided Diversity Planning is connected to your people data so you can drill down to the people behind the numbers to see where you have opportunity."



## Get Business Results

Outcome studies of Visier customers show that while all Visier customers outperform in their industry (8.8% profit margin versus an average of 5.1%), organizations that are using Visier to tackle their DEI goals outperform even those with a profit margin of 12.1%! Customers like Snap, Wayfair, and NCI use Visier to set and attain their DEI goals and realize real business results by doing so.

- Create accountability for diversity across the organization with clearly communicated targets, and measurements against those targets
- Taking concrete steps to increase diversity also serves to increase retention and improve attraction amongst those looking for an inclusive workplace
- Diversity in leadership has a proven relationship to improved profitability and innovation

## Partner with experts to deliver real change

Visier People is uniquely suited to help you meet your diversity goals by uniting all of your people data to track progress, project outcomes, and develop a plan to meet your goals. We're here to help you get started with:

- Guidance at every step to create the solution that suits you
- Tailored support to meet your needs during your relationship with us
- Change management resources for a data-driven people management function