



# Measurements That Matter: Using HR Data to Advance DEI Goals

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# Presenters



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# Objectives

By the end of the session, participants will be able to:



Identify what data are needed to address workforce inequities;



Develop strategies to ensure an equitable workplace ecosystem;



Apply concepts to their context and develop equitable responses to workforce challenges.



# Flash Poll:

Which of the following has been the most significant **Consequence of Not Taking** a data-informed approach to EDI at your institution?

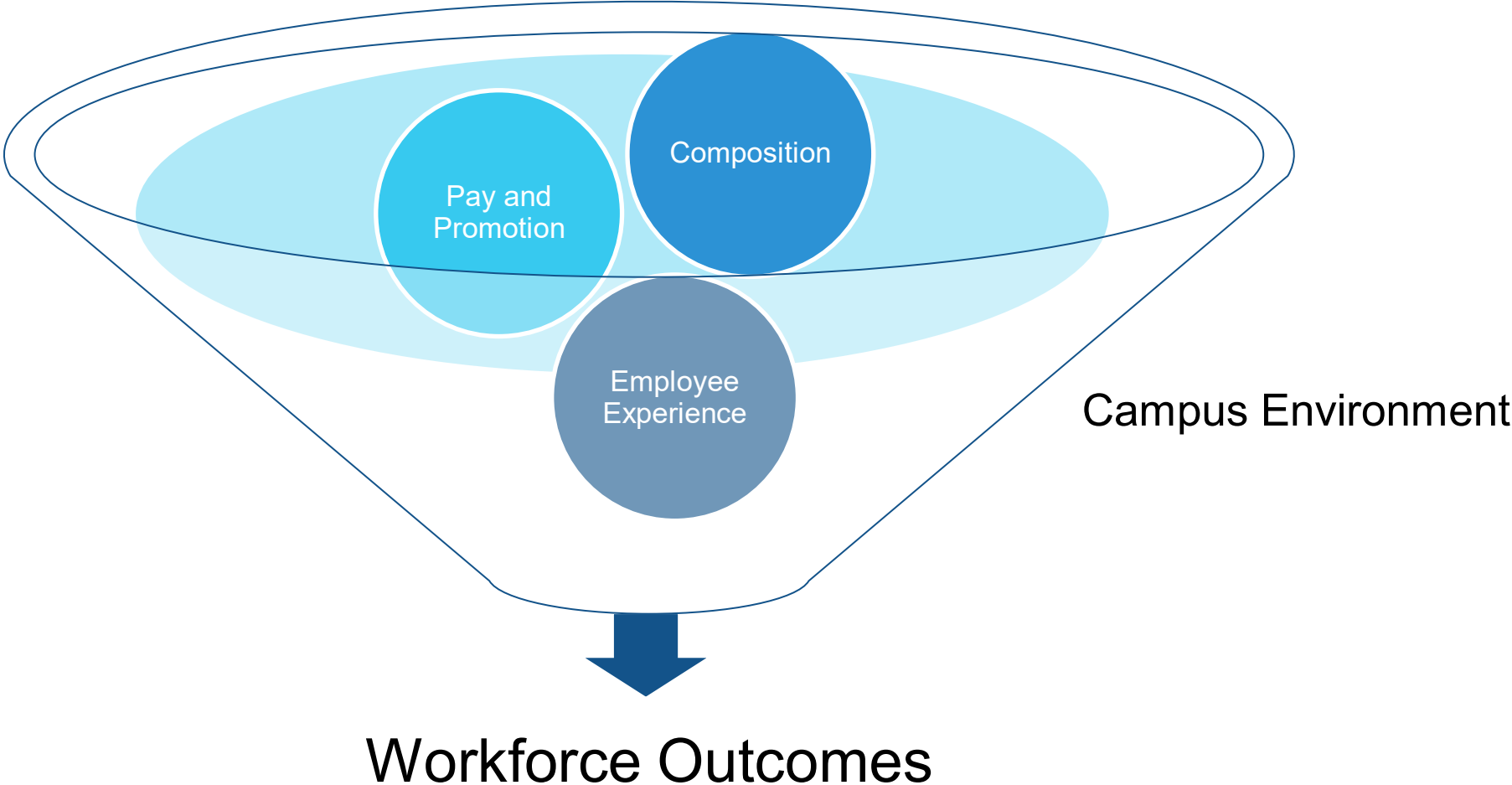


# Community Share:

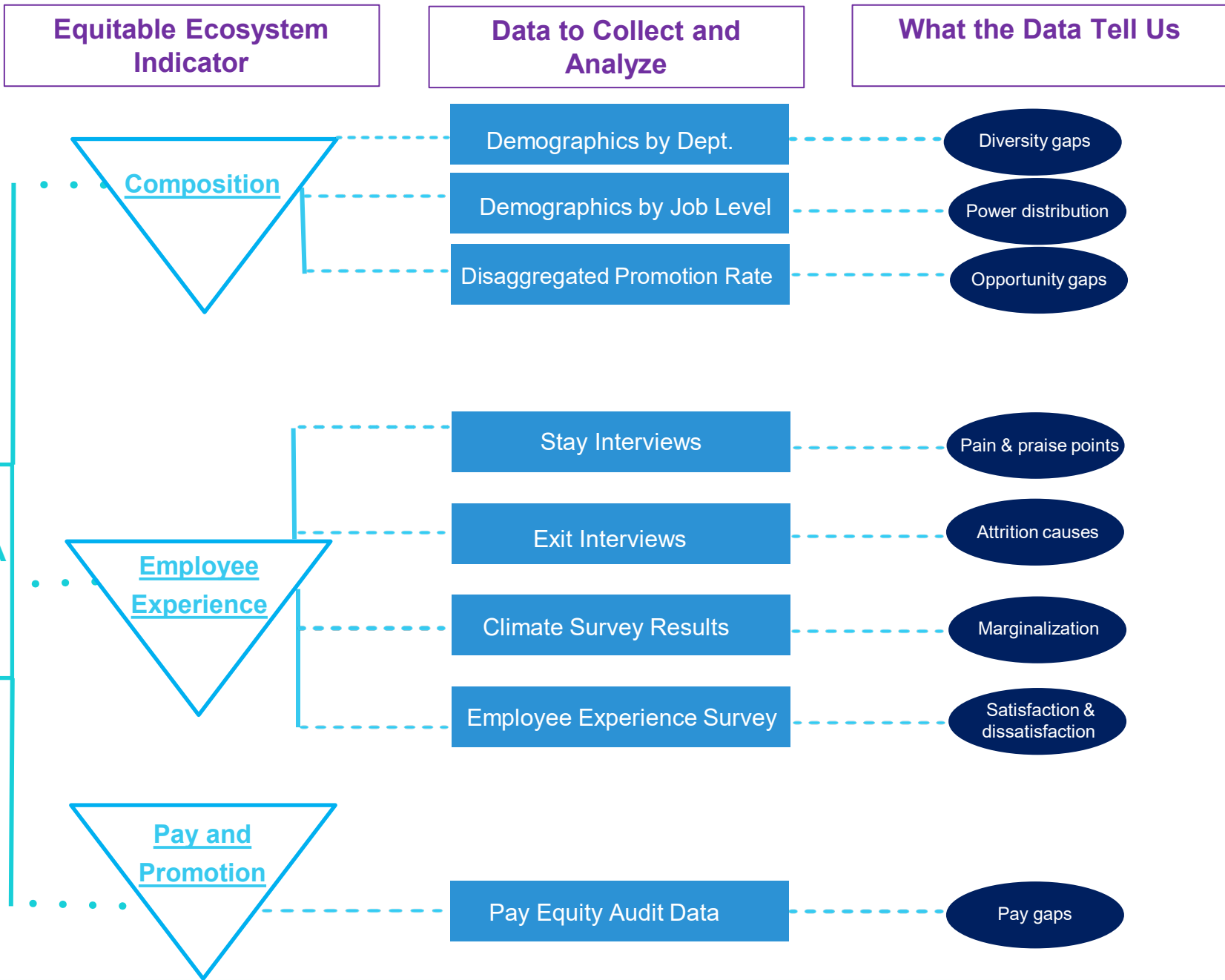
What types of data do your HR departments use to inform their equity or diversity strategy?



# IDENTIFYING DATA and INEQUITIES



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## IDENTIFYING DATA and INEQUITIES

*“ We have [a lot] of Black directors but then when you start to go higher, like to the the dean level, it’s fewer and fewer. And then we get to your associate or assistant vice president and things like that, it’s nonexistent, basically. And then vice president’s even worse. And the presidency? Absolutely not! And so, it’s almost like, “Okay, so what you’re saying is I can make it as high as a director, maybe a dean?” Sometimes it’s disheartening because it’s like there’s a ceiling that is holding me from doing anything else. I think that’s the hardest thing. ”*

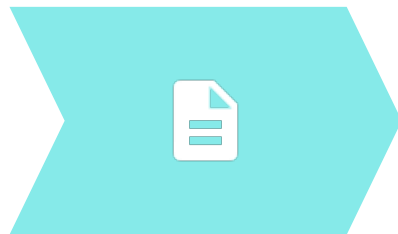


# INTERVENTIONS and REMEDIATION

## PROMOTIONAL OPPORTUNITY GAPS

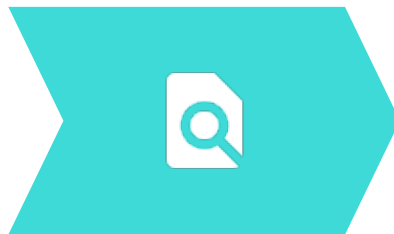


### Clear criteria



Set clear criteria for what each employee must do to reach each career level.

### Regular performance review



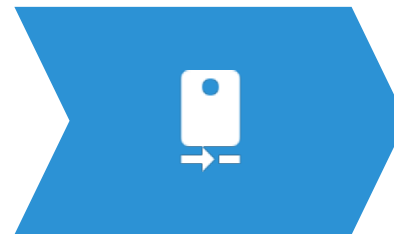
Review performance regularly, not just once a year, so you can provide consistent feedback for improvement and achieve quicker results.

### Stay interviews



Conduct regular stay interviews to determine the most important factors in each employee's decision to stay and make adjustments as needed.

### Mentorship



Provide opportunities for mentorship to guide emerging talent.

### Sponsorship



Create opportunities for senior leaders to sponsor, or vouch for, emerging talent they've mentored or supervised.

# INTERVENTIONS and REMEDIATION

## *PAY GAPS*

1

### COMPENSATION

#### PHILOSOPHY

Update compensation philosophy to determine how competitive the organization will be with pay.

2

### BUDGETING

Determine the cost to bring those below expected pay up to the salary range identified in the compensation philosophy.

3

### ADJUSTMENT PLANNING

Determine the plan to adjust pay. Based on budget and cash flow, adjustments may have to be made incrementally. Determine which groups should be adjusted first.

4

### PRACTICES and PROCEEDURES

Implement guides for determining pay at the time of hiring and during the promotional process so biases don't creep in.

5

### TRAINING

Consider implicit bias training for hiring managers and search committees.

6

### ONGOING AUDITS

Regularly monitor pay equity to ensure disparities don't become chronic.

# DEVELOPING EQUITABLE RESPONSES



Practical and data-driven strategies to respond  
and intervene:



Strategic diversity  
mapping within  
divisions and  
departments.



Workforce equity  
training.



Partnerships with  
affinity groups  
and MSIs.





# Reflective Moment:

What are two ways that data can be thoughtfully leveraged to improve specific challenges on your campus as they relate to equity, diversity, or inclusion?



# Have a Question?



Submit questions to our presenters  
using the Chat.

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# Thank You

*Please complete your event evaluation*

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