

Using Diversity Data to Drive Action

Amy Philbrook

Head of Diversity and Inclusion
Fidelity Investments

Sarah Riley

Director of Diversity Data Strategy
Fidelity Investments



“ If I had an hour to solve a problem,
I'd spend 55 minutes thinking about
the problem...and 5 minutes
thinking about solutions. ”

Albert Einstein

Gender diversity

21%

More likely to
be profitable

Racial and
ethnic diversity

30%

More likely to
outperform the
competition

Diversity Metrics



Diversity of new hires



Non-traditional recruiting sources



Unbiased job descriptions



Diverse final candidate slates



Diverse interview panels

Inclusion Metrics



Lateral
mobility



Vertical
mobility



Participation in
development
programs



Retention
rate





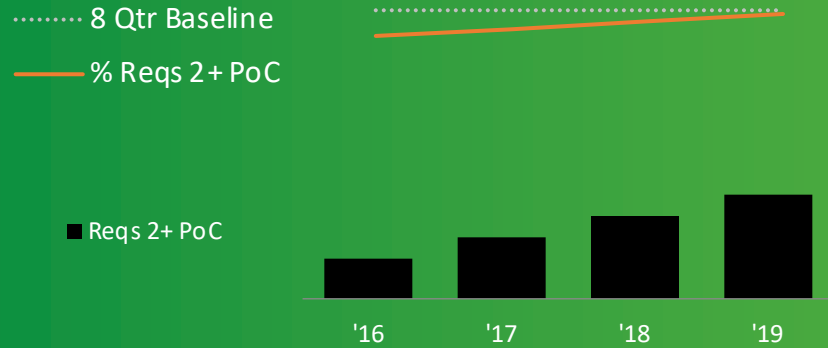
**Dig Deeper into the
Data for Gold**

Sample Dashboard – Diversity and Inclusion

LEADING

Leadership Roles: PoC Interviewed

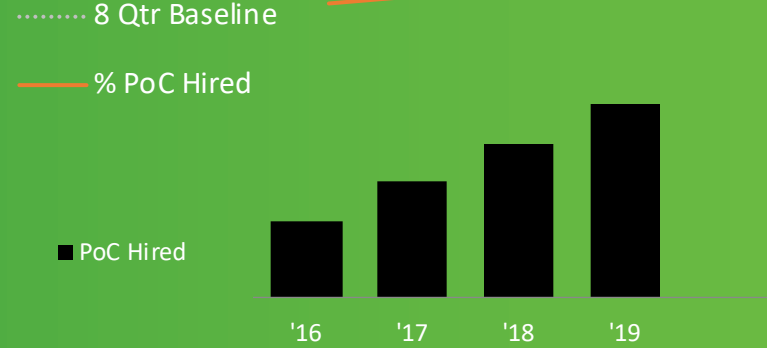
Attract | '19 Goal: XX%



LAGGING

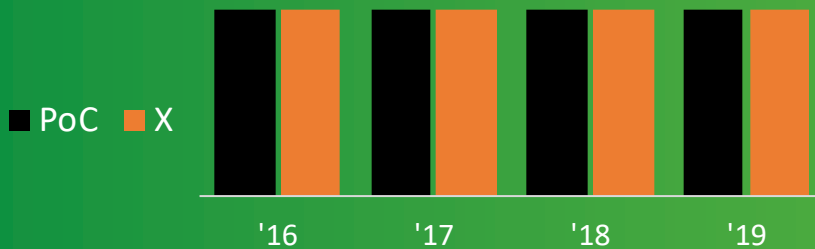
Leadership Roles: PoC Hired

Attract | '19 Goal: XX%



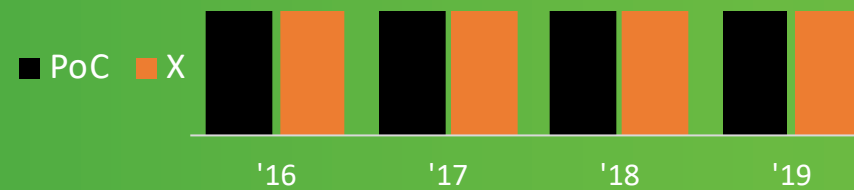
Top Talent (PoC pt diff from X)

Engage | '19 Goal:



Leadership Roles (PoC pt diff from X)

Engage | '19 Goal:



Three “Asks” of you Today



1. Build a data framework



2. Incorporate qualitative data



3. Consider business context

“ The important thing is not to stop questioning. Curiosity has its own reason for existing. ”

Albert Einstein

Using Diversity Data to Drive Action

Amy Philbrook

Head of Diversity and Inclusion
Fidelity Investments

Sarah Riley

Director of Diversity Data Strategy
Fidelity Investments

