

# THE IMPORTANCE OF IMPLEMENTING EFFECTIVE METRICS

**Nom de l'entreprise :** GROUP DEUTSCHE BANK

**Secteur d'activité :** Activités financières et d'assurance

**Catégorie de l'entreprise :** Grande Entreprise

## Description de l'action

Deutsche Bank is using common metrics for assessing outcomes include employee : average length of service, gender, nationalities, languages spoken, gender by corporate title, employee turnover.

## Contexte

Metrics and Reporting tools based on various data information.

## Approche

Collect and keep track of all statistics about Diversity. Assess past, current and desired situation.

## Objectifs

With metrics, we did acknowledge a situation, we are tracking changes and we will aim to a common Diversity and Inclusion goal with the following benefits: - drive strategy and direction for Diversity - provide a permanent focus - change and evolve with the organization - help make decisions - drive performance

## « Ne pas faire »

- Drive performance, produce good internal source, transparency, efforts to change.