

# THE IMPORTANCE OF IMPLEMENTING EFFECTIVE METRICS

**Company name :** GROUP DEUTSCHE BANK

**Activity sector :** Activités financières et d'assurance

**Company category :** Grande Entreprise

## Description of the 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

## Context

Metrics and Reporting tools based on various data information.

## Approach

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

## Objectives

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

## « Not to do »

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