Dashboard Metrics

i. Percent of women/men with Individual Development Plans completed

ii. Percent of women/men who are scored as a “high performer” on annual performance appraisal

iii. Average Performance rating (i.e. 3.X) for men/women

iv. Number/percentage of VP succession plans that include a woman

v. Number/percentage of all succession plans (including non-VP) that include a woman

vi. Percentage of Women at various levels within the company- ie. manager, Director, VP,

vii. Percentage of Promotions that are female

viii. Number/percentage of exits from the company that are female (include the rating to assess whether we are losing high performers)

ix. Number/percentage of new hires that are female

x. Percentage of High potential/High performers (also other green boxes ie. high/Medium and Medium/High) during talent assessment 9 box that are female

xi. Number/percentage of positions where we are interviewing candidates that include women in the interview pool

xii. Number/percentage of women that have assigned sponsors