

Gathering Data

Best practice to encourage better data on ethnicity within your company

Accurate data is essential for measuring minority representation and pay across your organisation, and tracking change over time. Disclosure rates for equalities monitoring data are often low as employees think they might lead to discrimination against them. These actions will encourage more employees to respond:

- Connecting self-identification with company values
- Showcasing diversity in campaigns to encourage employees to self-identify
- Clear communication surrounding what the data will be used for
- Emphasising anonymity of the process and systems
- Frequently asking for equalities monitoring data, for example when new recruits join and annually



CASE STUDY

EY's purpose is "*Building a better working world.*"

By connect fairness and self-identification with their company values, EY encourage employees to take their commitment to workforce diversity seriously, and to disclose their equalities information.