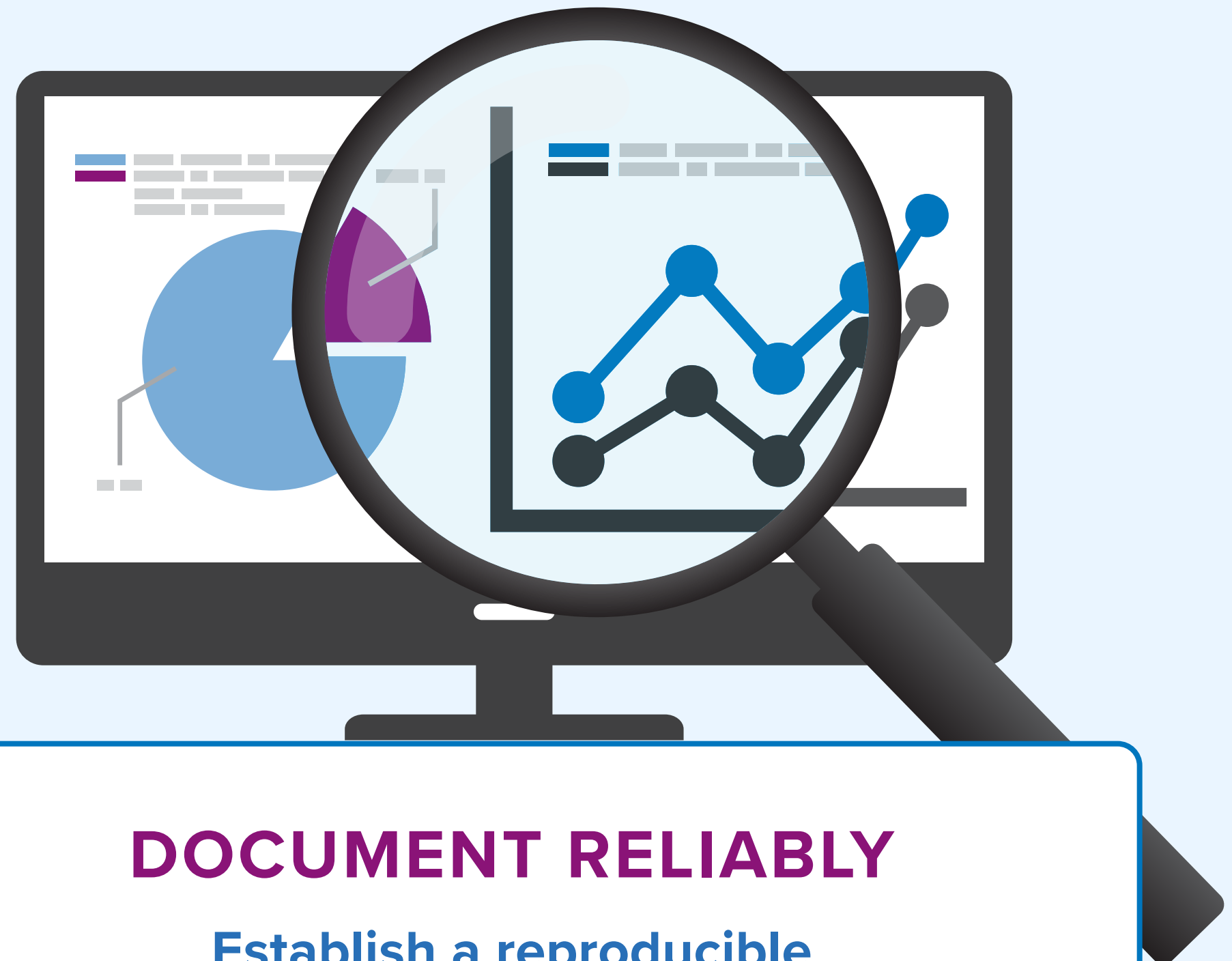


BEYOND THE EEO-1

You Collected the Data. Now What?

Data collection is a starting point, not a conclusion.

For information to be useful, employers need to know what they are measuring, whether they are measuring it consistently, what they are comparing it to, and how to interpret the results.



DEFINE CONSISTENTLY

Consistent definitions make meaningful comparisons possible.

Who counts as a manager? Where is a hybrid employee located? What constitutes a promotion? Without consistent definitions, changes in the data may reflect how the information was collected and analyzed rather than actual changes in the workforce.

DOCUMENT RELIABLY

Establish a reproducible process for data collection.

Organizations should understand how their data is generated, maintain clear documentation, and build redundancy into the process so personnel changes, system migrations, or changing data sources do not make it unreliable.

COMPARE SMARTLY

Put the data in context before drawing conclusions.

A demographic difference alone does not explain why an outcome exists. Meaningful analysis requires looking at comparable jobs, relevant labor markets, job requirements, experience, and other legitimate business factors.

PRESERVE INTENTIONALLY

Data collection and analysis practices should outlast reporting requirements.

Regular EEO reporting has long encouraged employers to review and analyze data on a regular cycle. If the reporting requirement goes away, organizations should preserve that discipline with clear ownership, documented processes, and appropriate oversight.

THE BOTTOM LINE

Data collection is only the first step. Know where you want to go and stay the course.

