

# 5 Strategies That Will Elevate Your Affirmative Action Program

Organizations that tailor workforce metrics, utilize analytics with, and instill accountability into their structure and culture, can better affect change. Do you use all five of the following strategies?



# 1

## Transform Your HR Department Into an Insight-Driven Team

Go beyond simply putting numbers on a report and start using your data to model your affirmative action environment with the following tenets:

- Use intelligent analytics to identify focus areas
- Proactively identify and manage risk
- Focus on root causes with data-driven analysis
- Enable stakeholders with consistent reporting and interactive dashboards



# 2

## Start Building Macro-Level Insights

Broaden your analyses to encompass the entire organization, rather than focusing solely on locations, departments, or teams.



# 3

## Develop a Unified Source of Truth

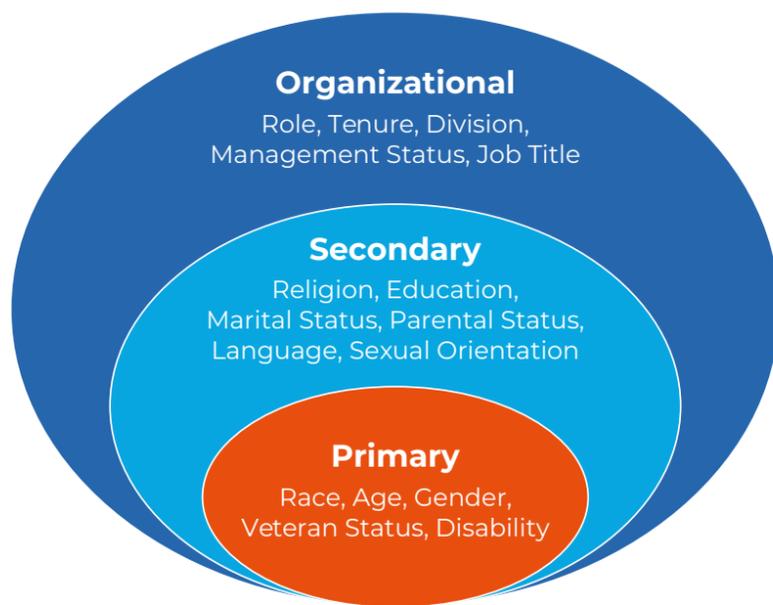
The applicant, hire, promotion, compensation, and separation data you collect in one place can be leveraged across the organization for greater consistency and integrity.



# 4

## Collect Data Beyond the AAP Standard

The four primary AAP metrics (Race, Gender, Veteran Status, and Disability)—along with age, which is easily collected) can be expanded upon for a wider set of diversity and organizational goals:



# 5

## Include Current and Historical Workforce Data

Historical data is a common omission in workforce reporting. A view through time allows you to see trends that would otherwise be missed.

### AAPs are no longer the 'end': they are the 'means'.

Approach your affirmative action program from a strategic business perspective, improve competitiveness, and boost your bottom line with the tips in our ebook:

#### '9 Tools and Strategies to Take Your AA Program to the Next Level'

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