



**Partners  
in Diversity**  
Thriving Through Belonging



**NW Equity Summit**  
Reframed & Refocused

# **Setting up KPIs for organizational culture improvement and belonging**

**We kindly ask that you do not record this session or post speaker names on social media**

**Thank you for helping us create a safe and respectful space for open dialogue!**



# Our Speakers



**Dr. James Mason**

Speaker



**Curtis Robinhold**

Speaker  
Port of Portland



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# Early Days: Foundational Metrics

**These KPIs provide a baseline and are typically available through HRIS or internal systems.**

- **Representation metrics**
- **Retention rates (by demographic group)**
- **Pay equity analysis**



**These KPIs require more coordination and interpretive analysis, but provide deep insight into employee experience.**

- **Employee engagement and inclusion surveys**
- **Promotion rates and advancement data**
- **Training participation and completion**
- **Supplier diversity**
- **Work-group based equity plans**



**These KPIs require structural changes, cross-functional buy-in, and ongoing oversight.**

- **Policies and strategies**
- **Leadership accountability**
- **Organizational structure**
- **Community and stakeholder engagement**





# The Seven Domains



