

DIVERSITY DASHBOARD

Company name : Swissquote Bank Europe SA

Activity sector : Activités financières et d'assurance

Company category : PME

Description of the action

The Diversity Dashboard is a visual snapshot of key diversity metrics. It includes data around gender, age, education, working schedules, nationalities, and seniority. The current dashboard has a strong focus on gender split across various dimension of the organisation. This includes tracking gender representation in promotions, hierarchy levels, and departments

Context

In 2023, Swissquote Bank Europe S.A. signed both the Diversity and Women in Finance Charters, signalling a firm commitment to advancing diversity and inclusion initiatives. The decision to have a diversity dashboard was a response to this commitment, aiming to provide a structured approach to monitor and measure progress towards diversity goals. By leveraging data-driven insights provided by the dashboard, the organisation seeks to meet the standards set forth by these two charters.

Objectives

The Diversity and prepared and updated on a monthly basis by the HR department and is shared with the management team.

Approach

The objective of the Diversity Dashboard is to track and analyse diversity metrics within the organisations, including gender representation. The dashboard is updated on monthly basis, which helps monitor progress to certain targets set by the management team (female representation targets set out as part of Women in Finance Charter)

Impact

The diversity dashboard provides real-time insights into the organisation's diversity, allowing the HR department and management team to track progress over time and identify areas of improvement.

« To do »

Have transparent reporting for management team. This helps keep management accountable for driving progress toward diversity and inclusion goals, actions and initiatives. Having a progress component (historical overview) is also key to monitor progress.

« Not to do »

The dashboard only provide quantitative data that should always be paired with qualitative insights when discussed with management.