



Thursday | October 14, 2021 | 2:45 – 3:45 p.m. | Concurrent Session – Block 2

Diversity, Equity & Inclusion Analytics: Getting to the Root of the Problem

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Today's Diversity, Equity & Inclusion programs have taken on increased organizational importance and visibility. Employers understand the business imperative to have diverse workforces. At the same time, they are under pressure to report the progress of their DEI efforts to their customers, employees, investors, local communities and the public at-large. But, DEI programs can be at different levels of maturity and integration into the human capital management of the organization.

To succeed with DEI, what parts of your workforce should you be monitoring and at what stages? Where do you get your data? What does the data mean? What are the regulatory considerations? How do you measure risk and success? Understanding your workforce is the essential step in creating a high-performing, inclusive workplace culture.

With our years of experience in identifying, collecting and understanding the data needed for calculating key comprehensive measures for DEI, this session will focus on selecting the most appropriate reporting measures while presenting them in individualized, user-friendly summaries. We provide essential insight beyond the standard DEI reporting of representation rates. The attendee will learn how a deep-dive DEI analysis can be used for accounting for various legitimate non-discriminatory factors that can lead to different representation rates among protected and non-protected groups. We will address the strengths and limitations of alternative DEI analytical techniques and the need to analyze employees within reasonable analysis groups that mirror the employer's employment selection decision making process. We will also discuss usual points of contention between the analyses of regulators and plaintiffs' expert compared to that of defense experts.

Learning objectives:

1. How to conduct deep-dive DEI analysis before DEI metrics public disclosure.
2. What are the key employment selection decisions that can affect DEI metrics.
3. How to use DEI analytics to guide employment selection and HR processes.
4. How to develop potential remedies when DEI metrics is out of balance

About Cary Elliott



Cary Elliott, is a Director at Resolution Economics LLC, an economics and statistics consulting firm with offices in Los Angeles, Chicago, Washington, D.C. and New York. He holds a Ph.D. in economics from Princeton University. Prior to joining Resolution Economics, Dr. Elliott worked as a senior economist in the executive and legislative branches of the Federal Government; he provided statistical analysis and policy advice to top government executives and members of Congress and their staff. In addition to his years of government service, he has worked as a senior consultant and research manager on various

litigation matters.

Dr. Elliott has a wide range of experience applying economic and statistical techniques in public policy and legal matters. He has worked as a consultant and supported expert testimony in labor and employment cases, major antitrust cases, asbestos liability claims matters, and in multidistrict litigation alleging fraud in pharmaceutical pricing. Throughout his career, Dr. Elliott has specialized in answering specific and non-routine empirical questions that arise in the context of complex litigation and public policy. His experience includes analyzing large public access government databases, and constructing analytical datasets from disparate sources within private firms including payroll data and other financial data. Dr. Elliott is experienced in analyzing potential liability and calculating damages in a wide variety of employment matters, including wrongful termination, compensation, hiring, promotions, and FLSA wage and hour claims.

About Ye Zhang



Dr. Ye Zhang is a labor economist with significant expertise in economic modelling and statistical analysis in all areas involving labor and employment issues. His practice areas address employment discrimination cases including compensation, hiring, promotion, and termination. Dr. Zhang also specializes in FLSA wage and hour cases, FMLA, state law issues of minimum wage and employee misclassification, EEOC investigations, and OFCCP investigations of federal contractors. Dr. Zhang is also an expert in designing and implementing rigorous policy research and program evaluations. He has developed and applied econometric evaluation methods and statistical analyses to a variety of projects funded by the Wage and Hour Division (WHD) and the Chief Evaluation Office (CEO) of U.S. Department of Labor (DOL), state, and local government agencies. He often makes presentations on the economic analysis of labor and employment issues and has presented research and served on panels for the government and various professional associations. Previously, Dr. Zhang was assistant professor of economics at Indiana University.