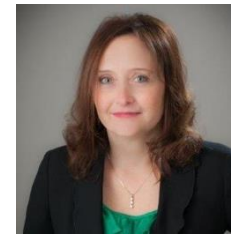




The Jersey Shore Association for Human Resources February Webinar



The Journey from Diversity Metrics to Analytics

Thursday, February 11, 2021
8:45 a.m. – 10:00 a.m.

R.S.V.P. by **9:00 a.m.** on
Wednesday, February 10, 2021
online at:

<http://jsahr.shrm.org/events>
or admin@jsahr.org
or call JSAHR at 732-701-7155

Registration Fees

Members - \$10
Non-Members - \$20
Student/In-transition - Free

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Presented by Carolyn Broderick, Workforce Analytics, The Mount Sinai Health System

Almost since the beginning, Diversity and Inclusion (D&I) practitioners have argued that increasing diversity leads to improved business results. For many, this belief remains almost an article of faith. Simple metrics driven by regulatory requirements are not enough to provide the information an organization needs. Accordingly, as organizations become increasingly quantified, D&I practitioners need to develop more sophisticated approaches to understanding the impact of their practice on the business. Specifically, practitioners need to think creatively about how an analytical approach can enhance D&I initiatives as well as business decision making.

By attending this session, participants will gain clarity and learn best practices on:

- Enhancing metrics/analytics organizations already have or
- Building a plan to create a new analytics strategy for D&I
- Gathering data from non traditional sources to impact business results.
- Obtaining relevant data from engagements surveys, affinity groups, and outside sources to enhance your D&I strategies.

About the Speaker:

Carolyn Broderick, SPHR, SHRM-SCP, HRIP is part of the HR Workforce Planning and Analytics team at the Mount Sinai Health System in New York. She is responsible for data and processes in HR, and works with clients on HR Analytics, HR Technology, Diversity Analytics, and EEO Compliance.

Previously, Broderick was Senior Consultant with DeFoe Associates, a consulting firm that implements and optimizes HR technology. She was responsible for process improvement, data analytics, diversity analytics consulting, and regulatory reporting. Broderick worked with clients, such as Biogen and Daiichi Sankyo. Broderick was also Manager, Strategic Data at Prudential Financial. She was responsible for affirmative action and diversity data management, analytics and for keeping Prudential's systems in compliance.

Broderick holds a B.A. from Kean University and an M.A. from Monmouth University. She was a member of SHRM's National HR Tech Expertise Panel from 2012 to 2019 and is a current member of SHRM's Diversity & Inclusion Expertise Panel.

