

Data Visualization — Diversity & Inclusion

Challenge

A national media and communications company lacked visibility into how employees moved within the organization — a blind spot that limited progress on key diversity goals and slowed efforts to identify high-potential employees for promotion. Without clear, timely insights into employee movements trends, HR teams faced delayed decision-making and struggled to build effective, data-informed diversity initiatives

Solution

SEI partnered with the HR organization to deliver data analysis, reporting capabilities, and impactful visualizations that would transform how the company tracked workforce trends. Our approach included:

- Conducting a comprehensive assessment of existing HR data
- Designing a future-state reporting solution aligned to business needs
- Establishing robust data management processes to support scalable, secure visualizations
- Implementing solutions Tableau, Informatica, and Oracle to handle all aspects of data visualization & reporting, ETL, and data storage
- Applying internal labor mapping and integrating U.S. Census diversity data to benchmark against demographic trends
- Deploying data security models to safeguard sensitive employee information

Results

The solution gave leaders a clear, actionable view into diversity metrics and employee mobility:

- Delivered Tableau dashboards to divisional VPs, enabling analysis by gender, ethnicity, generation, and promotion readiness
- Surfaced insights that helped identify high-potential talent and improve employee retention
- Accelerated HR decision-making and helped drive progress on diversity goals
- Earned the Business Intelligence Innovation Award from the Technology Association of Georgia



Data Visualization



Solution Design



Data Privacy



Data & Analytics