



DEI Report

January - June 2022

"We are committed to bringing measurable results for our clients by building a sustainable, diverse, and equitable workforce. This report demonstrates our efforts to create that qualified and diverse workforce of the future."

Sameer Penakalapati
CEO, Indotronix Avani Group



“Diversity is the mix. Inclusion is making the mix work.”

Andrés Tapia — Senior Client Partner & Global Diversity and Inclusion Strategist, Korn Ferry

Historically, corporations tracked their spending on minority, disability, and veteran-owned businesses and reported those numbers as diversity participation. This initiative has significantly helped minority-owned small businesses compete with established large competitors and has created equitable opportunities for them to do business with global corporations. As supplier diversity has achieved the goals set by corporations, the conversation has moved from “supplier diversity” to “diversity in the workforce” — and rightly so.

Long before DEI was getting the global attention it gets today, Indotronix proactively assessed diversity in its own talent pool, sensitizing its recruiters to reduce bias and increase outreach to diverse communities for talent. A key part of this process is measuring the diversity in the talent pool at every stage. By continuously measuring the intake of our talent sources, we are able to meaningfully contribute to our clients with a contingent workforce that is not only skilled, but also diverse. As per a [CEIPAL market research report](#), only 11% of staffing firms are currently tracking and/or reporting their contingent workforce diversity metrics.

Indotronix is proud to publish the diversity statistics about the talent workforce we sourced between January 1 and June 30, 2022, along the following metrics:

- 1. Gender Diversity**
- 2. Race/Ethnic Diversity**
- 3. Female Workforce Ethnic Diversity**
- 4. Male Workforce Ethnic Diversity**
- 5. Veteran Workforce Hiring**
- 6. Disabled Workforce Hiring**

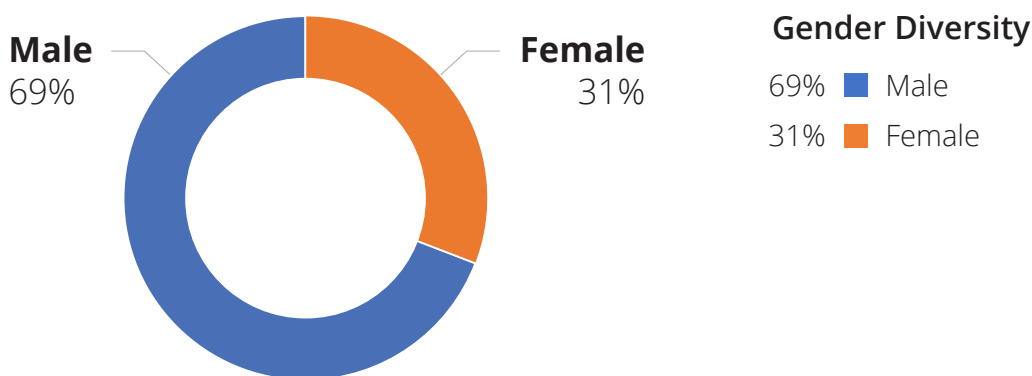
The Numbers

The qualified talent pool that was the subject of this analysis was the sum-total of all candidate profiles collected and evaluated over the first six months of 2022 by our entire team of recruiters. Applicants were chosen from this pool for onward submission to our clients.

1. Gender Diversity

Men were 69% of this total talent pool, women were 31%.

As per U.S. labor statistics, 76 million women participate in the labor workforce, making up 46% of the total. According to the [Pew Research Center analysis](#), women have overtaken men and now account for more than half (50.7%) of the college-educated labor force in the United States.



Qualified Talent Pool
278,518

Female-to-Male Ratio
44.93%

Talent Curated
Jan – June 2022

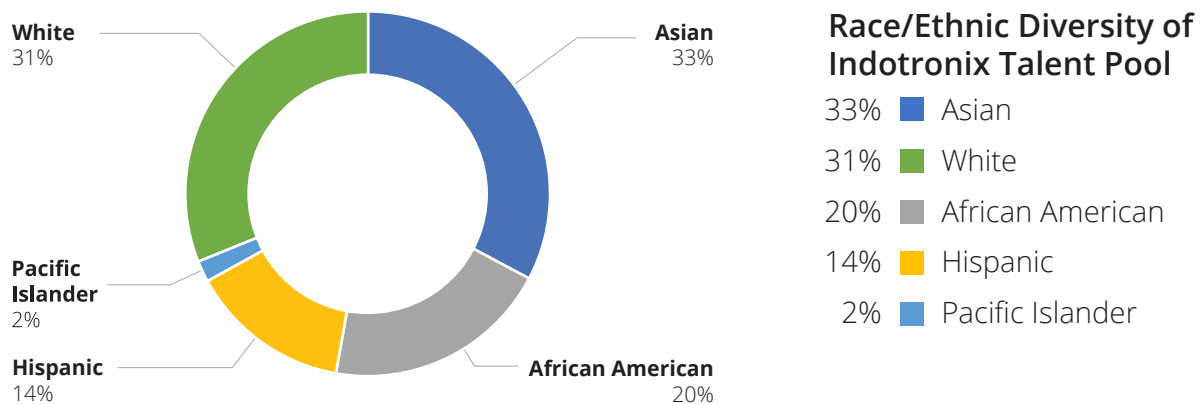
Assumptions / Qualifying Notes:

- This analysis is based on the quality of the data provided to the DEI Tech platform; results were ~ 85-90% accurate based on the past report performance analysis.
- Our algorithmic machine learning DEI Tech platform provides gender diversity on a binary gender mode.
- We acknowledge and respect that gender definitions are broad, and several social, environmental, cultural, and behavioral factors and choices influence a person's self-identity, including those who self-identify as binary and non-binary.

2. Race/Ethnic Diversity

This pie chart below represents the percentage of the ethnic distribution of all curated talent within the Indotronix talent pool ecosystem. The distribution: Asian (33%); White (31%); African American (20%); Hispanic (14%); Pacific Islander (2%).

For comparative measure, the general population distribution per the U.S. Department of Labor is as follows: White (59.3%), Hispanic (18.9%), African American (12.6%), Asian (5.9%), Multiracial (2.3%), American Indian/Alaskan Native (0.7%).



Qualified Talent Pool
278,518

Ethnicity
Various distributions

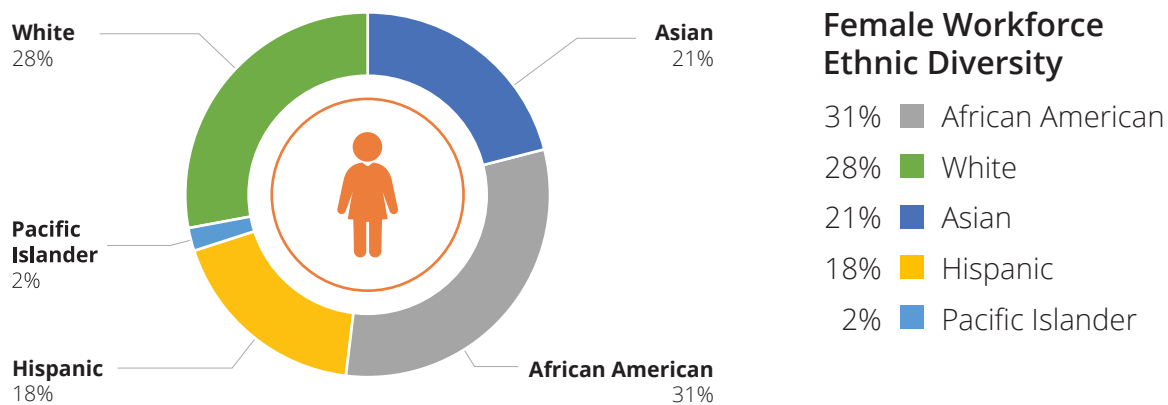
Talent Curated
Jan – June 2022

Assumptions/ Qualifying Notes:

- This analysis is based on the quality of the data provided to the DEI Tech platform. Results are ~ 70-75% accurate based on the statistical analysis.
- This report does not provide for individuals who may identify with two or more race/ethnic designations.
- Definitions of race and ethnicity designations are as used by US EEO Commission for EEO-1 reports.

3. Female Workforce Ethnic Diversity

The pie chart below represents the ethnic diversity of the Indotronix talent pool that identified as female. This effort is twofold: curating and onboarding top talent while ensuring that talent is diversified. We continue our efforts to bring equitable talent to our customers to help them achieve their diversity goals.



Qualified Talent Pool
278,518

Female Talent Pool
86,340

Ethnicity
Various distributions

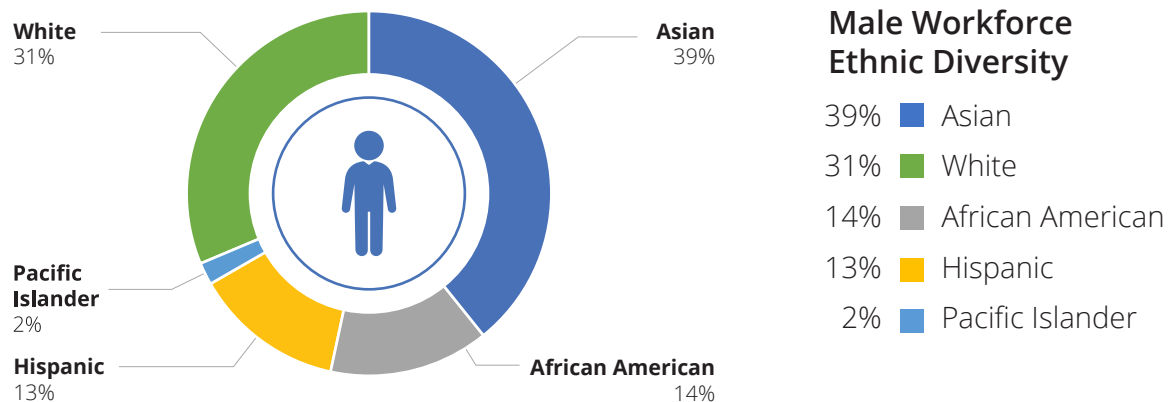
Talent Curated
Jan – June 2022

Assumptions/ Qualifying Notes:

- This analysis is based on the quality of the data provided to the DEI Tech platform. Results are ~ 70-75% accurate based on the statistical analysis.
- This report does not provide for two or more race/ethnic designations and assumes gender to be binary.
- Definitions of race and ethnicity designations are as used by US EEO Commission for EEO-1 reports.

4. Male Workforce Ethnic Diversity

The pie chart below depicts the ethnic diversity of Indotronix's talent pool that identified as male. The qualified male workforce represents approximately 69% of the total talent pool measured.



Qualified Talent Pool
278,518

Male Talent Pool
192,177

Ethnicity
Various distributions

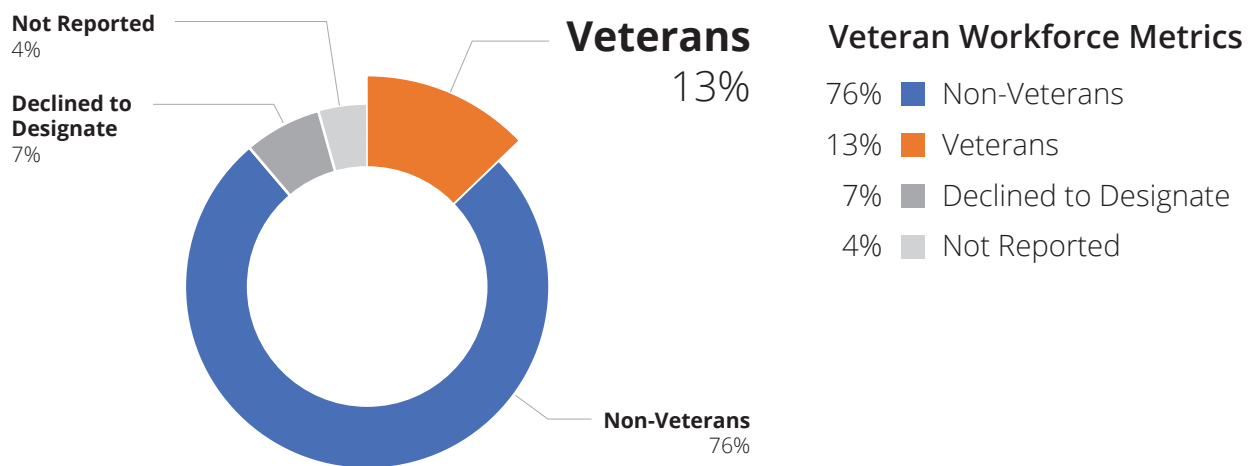
Talent Curated
Jan – June 2022

Assumptions/ Qualifying Notes:

- This analysis is based on the quality of the data provided to the DEI Tech platform. Results are ~ 70-75% accurate based on the statistical analysis.
- This report does not provide for two or more race/ethnic designations and assumes gender to be binary.
- Definitions of race and ethnicity designations are as used by US EEO Commission for EEO-1 reports.

5. Veteran Workforce Hiring

Hiring veterans is a major focus of our recruitment efforts. Indotronix is diligently working with many veteran focus groups to attract veterans and enable their smooth transition into the civilian workforce. Indotronix has also built a dedicated [hiring page for veterans](#) to make it easier for veterans to apply for our jobs.



In the last 12 months, Indotronix added more than 100 veterans to our workforce. Currently 13% of our consultants are veterans.

We doubled veteran hiring over the last 24 months.

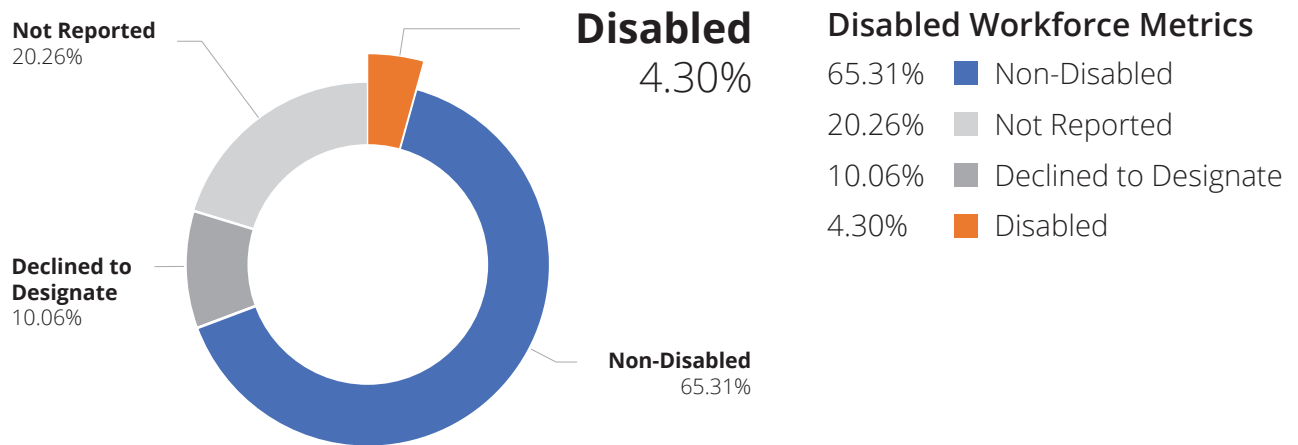
We are working with various veteran agencies in curating qualified talent.

Qualifying Notes:

- i. This analysis is based on the actual count of veterans in our workforce.

6. Disabled Workforce Hiring

Indotronix has a trained team to work with disabled employees to meet their onboarding needs. We proactively reach out to the focus groups and agencies that promote suitable employment for disabled people.



In the last 12 months, Indotronix added more than 30 disabled employees to our workforce. Currently 4.3% of our consultants are disabled.

We are focused on doubling our disabled workforce in the next 24 months.

Qualifying Notes:

- i. This analysis is based on the actual count of disabled personnel in our workforce.

Assessment Technology

Indotronix used CEIPAL's DEI algorithmic assessment technology to measure the gender and ethnic diversity in its qualified talent pool. The CEIPAL DEI algorithm utilizes sociolinguistics to extract semantics and has been trained with more than ten million data sets. This enables the algorithm to recognize the linguistic or cultural origin of names with the highest possible degree of accuracy to infer gender and race/ethnic diversity. The process is non-intrusive and provides sufficient accuracy to understand overall gender and ethnic diversity in any dataset.

Powered by:



Disclaimer: The technology behind generating these reports is based on training algorithms on large publicly available data sets. Based on extensive testing, CEIPAL has consistently reported accuracy levels of approximately 80-90% on gender identification reports and 70-75% on ethnicity identification reports.

Conclusion

Indotronix is committed to bringing diverse and qualified candidates and veterans to hire for our clientele. A contingent workforce is a big part of the total workforce for large corporations; typically 20-40% of the contingent workforce then become part of our clients' full-time workforce.

At Indotronix, our goal is to curate a diverse and talented workforce so we can serve as a meaningful partner to all our clients and help them achieve their goals.

To learn more about our diversity and veteran hiring practices, write to us at diversity-hire@iic.com or visit our [website](#).



An Indotronix Avani Group

About Indotronix International Corporation

Indotronix's mission is "connecting clients with talent." We do so by providing excellence in staffing and SOW services to Fortune 500 companies, government entities, and large enterprises across the United States, Canada, United Kingdom, and India.

Indotronix is headquartered in Rochester, NY, and is part of the Indotronix Avani Group. The Group also includes Avani Technology Solutions (technology consulting services) and Accelerate Media (digital marketing services).