



DEI REPORT

Jan - Sept 2023

“This report, building on our progress from past years, demonstrates our continued commitment to helping our clients measure and build sustainable, diverse and equitable workforces.”

Sameer Penakalapati

CEO, Indotronix Avani Group



“A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.”

Sundar Pichai - CEO of Google

In the year since our last report, workforce diversity has continued to remain a priority for an increasing number of businesses in a variety of fields. We take pride in having played a small part in that shift, with our methodologies and algorithms making diversity measurable and achievable for our clients. Indotronix continues to proactively assess 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.

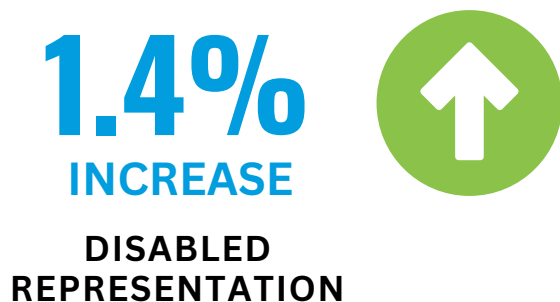
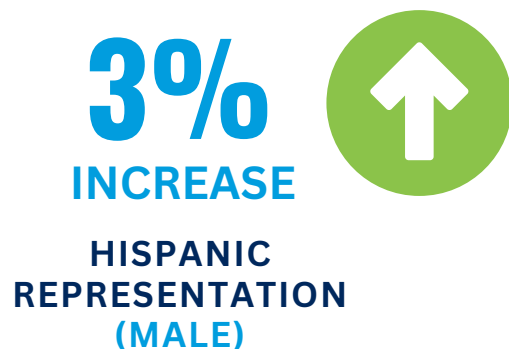
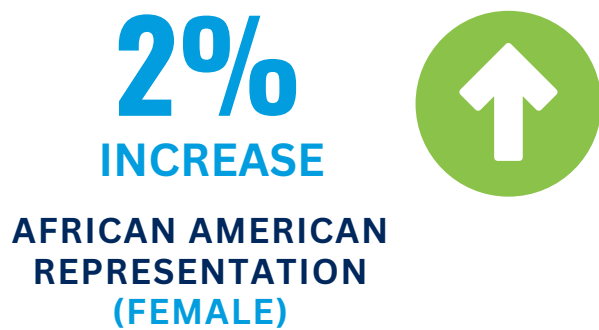
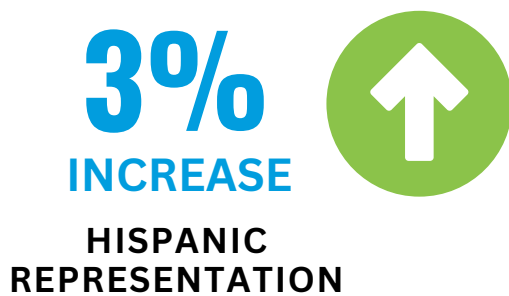
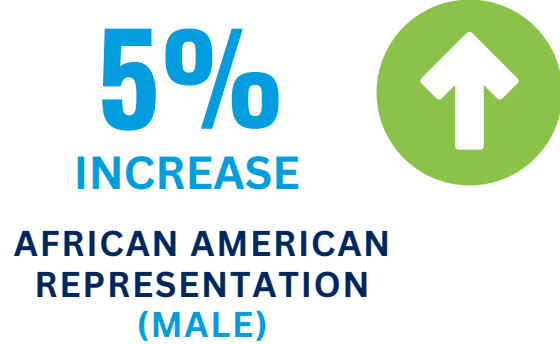
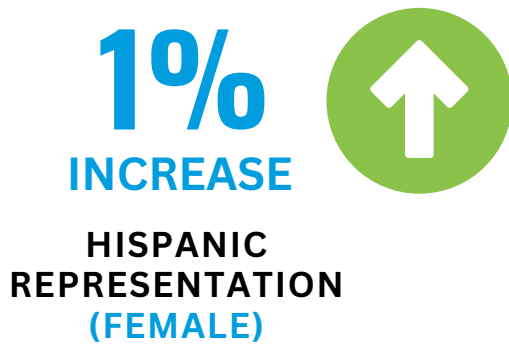
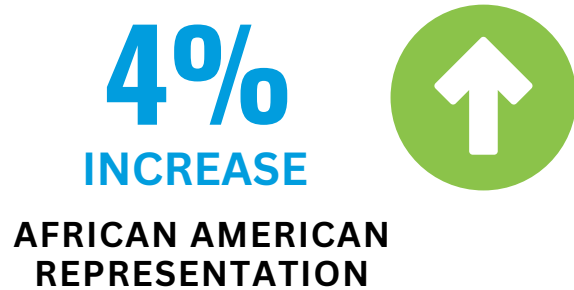
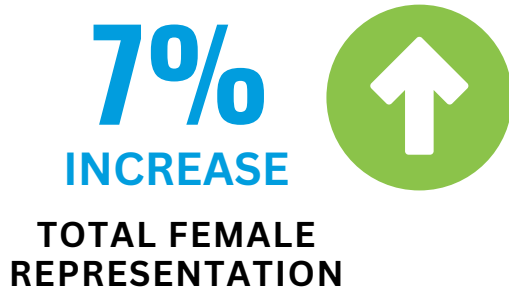
This report includes the diversity statistics about the talent workforce that were sourced between January 1st and September 30th, 2023 along the following metrics:

- **Gender Diversity**
- **Race/Ethnic Diversity**
- **Female Workforce Ethnic Diversity**
- **Male Workforce Ethnic Diversity**
- **Veteran Workforce Hiring**
- **Disabled Workforce Hiring**



HIGHLIGHTS

% Change (2022 to 2023)

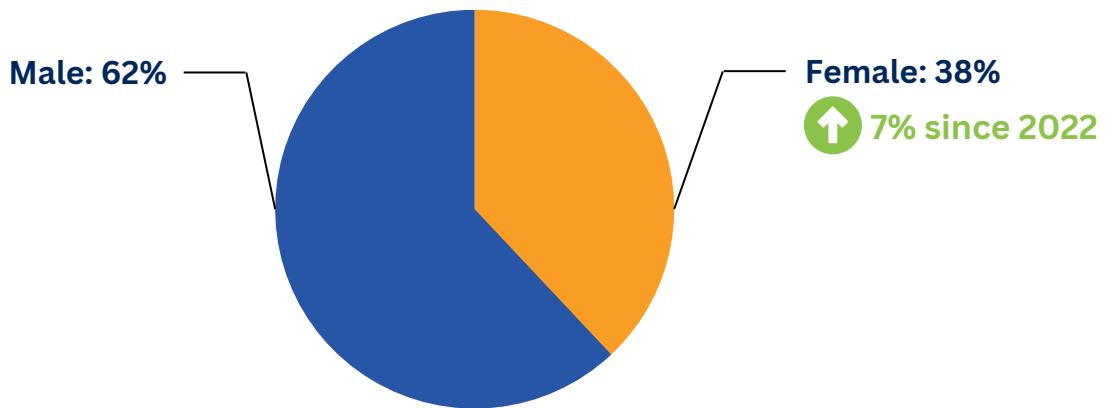


The Numbers

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 nine months of 2023 by our entire team of recruiters. Applicants were chosen from this pool before being submitted to our clients.

Gender Diversity

As per Statista US Labor Statistics In 2022, about 74.09 million women were employed in the United States. This is an increase from the previous year, and just about a return to pre-pandemic levels. According to the Pew Research Center analysis, Women now outnumber men in the U.S. college-educated labor force and now account for more than half (50.7%) of the college-educated labor force in the United States.

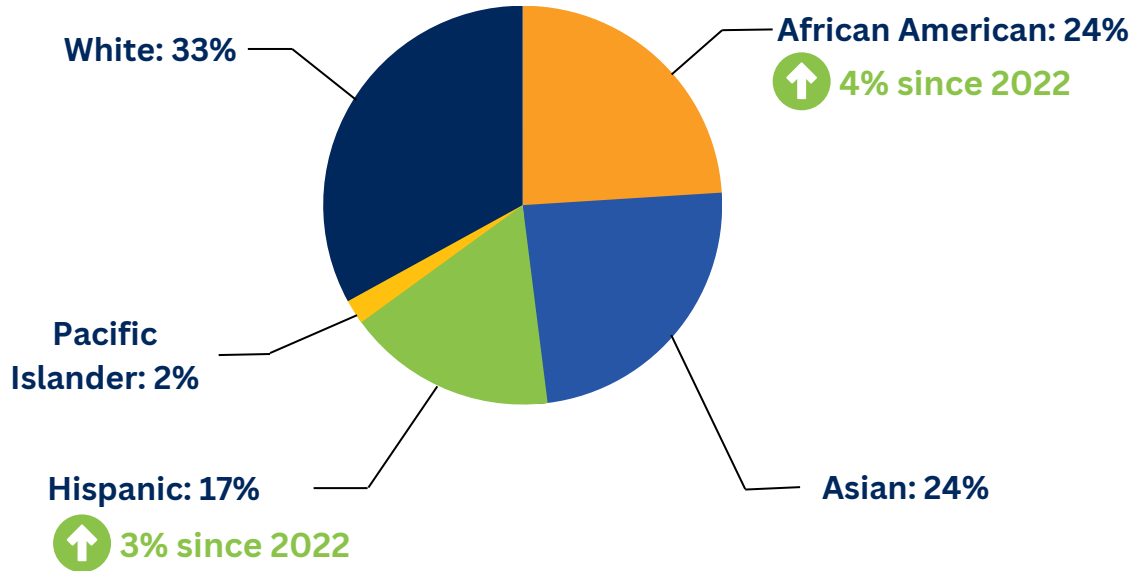


Qualified Talent Pool: **611,801** | Female-to-Male Ratio: **61.08%** | Jan - Sept 2023

Assumptions / Qualifying Notes

1. The 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.
2. Our algorithmic machine learning DEI Tech platform measure of gender diversity reflects the biases present in the way the data was collected. It is in no way representative of the lived, complex reality of gender.
3. 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 queer, non-binary, two-spirit etc.

Race/Ethnic Diversity

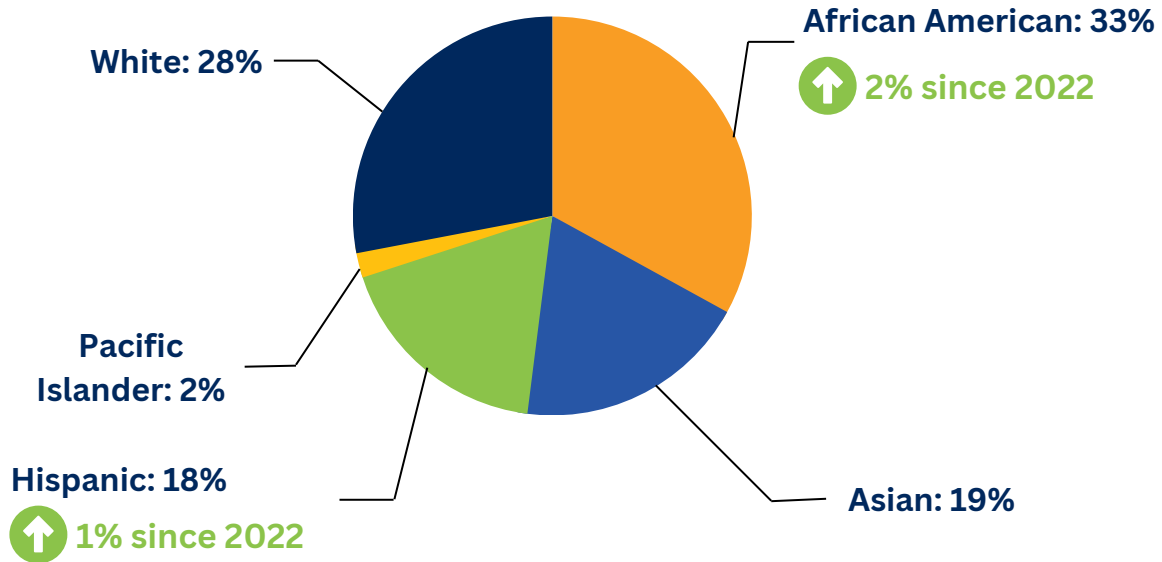


Qualified Talent Pool: 611,801	Ethnicity: Various Distributions	Jan - Sept 2023
---------------------------------------	---	------------------------

Assumptions / Qualifying Notes

1. The analysis is based on the quality of the data provided to the DEI Tech Platform; results were ~70-75% accurate based on the past report performance analysis.
2. The report does not provide for individuals who may identify with two or more race/ethnic designations.
3. Definitions of race and ethnicity designations are as used by the US EEO Commission for EEO-1 reports

Female Workforce Ethnic Diversity



The pie chart above represents the ethnic diversity of the Indotronix Talent pool that identified as a female. The number of women in the qualified talent pool had grown a whopping **168%** since the previous year.

We find this to be comforting evidence that we are successful onboarding top candidates whilst ensuring that the talent is diversified.

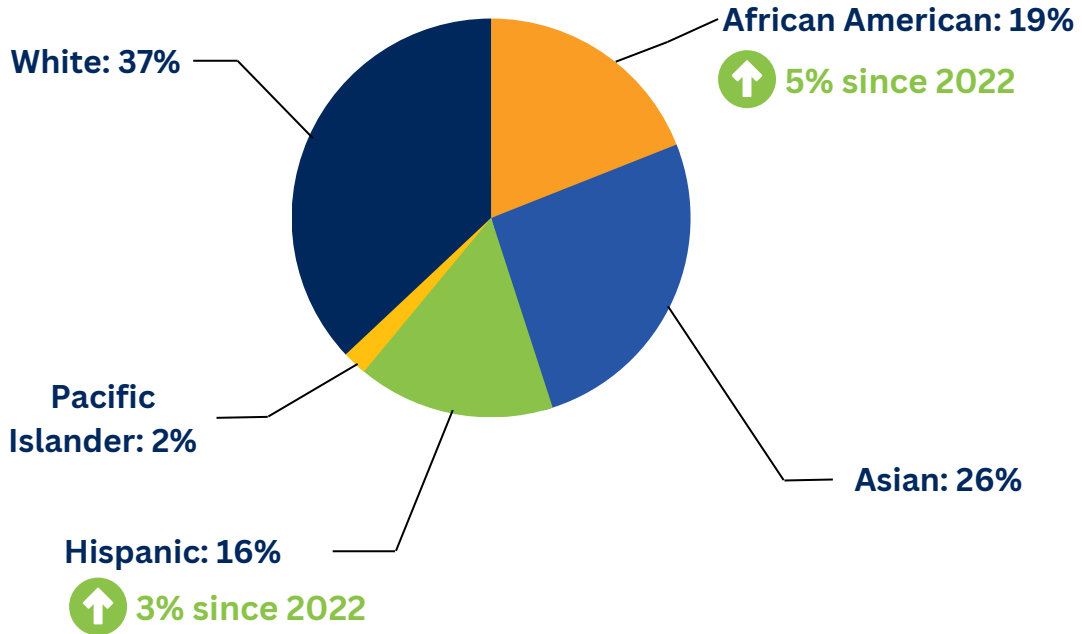
As we go into a new year, we continue to streamline and improve our processes whilst attempting to bring equitable talent to our customers and help them achieve their diversity goals.

Qualified Talent Pool: 611,801	Female Talent Pool: 231,990	Ethnicity: Various Distributions	Jan - Sept 2023
---	--	---	--------------------------------

Assumptions / Qualifying Notes

1. The analysis is based on the quality of the data provided to the DEI Tech Platform; results were ~70-75% accurate based on the past report performance analysis.
2. The report does not provide for individuals who may identify with two or more race/ethnic designations and uses data that operates under the bias of the gender binary.
3. Definitions of race and ethnicity designations are as used by the US EEO Commission for EEO-1 reports

Male Workforce Ethnic Diversity



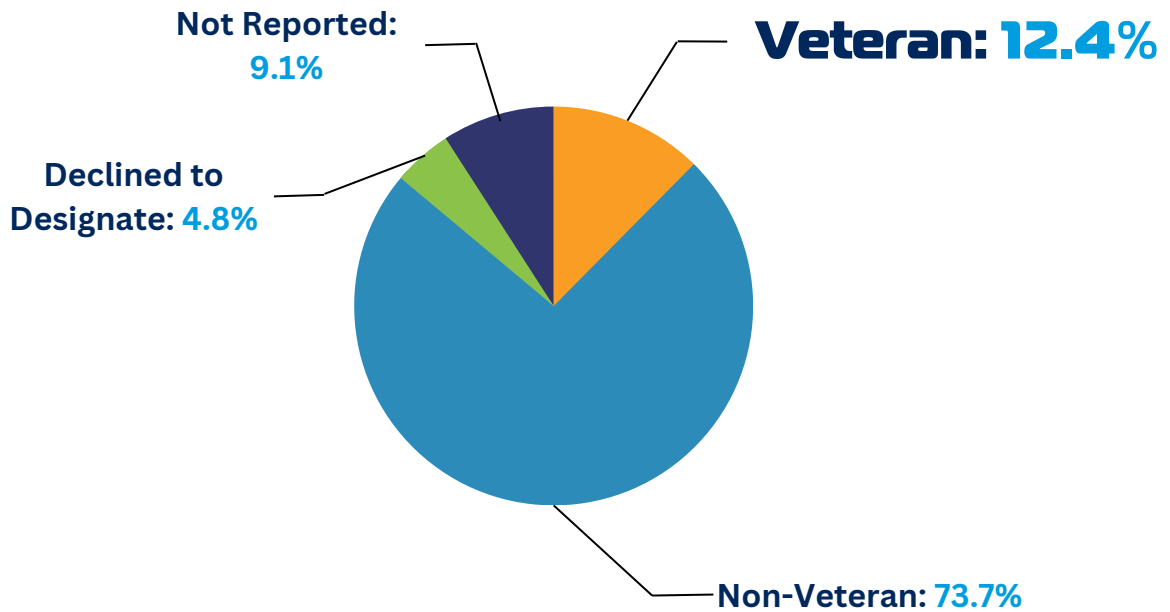
The pie chart above represents the ethnic diversity of the Indotronix Talent pool that identified as a female. The number of women in the qualified talent pool had grown a remarkable **97%** since the previous year.

Qualified Talent Pool: 611,801	Male Talent Pool: 379,811	Ethnicity: Various Distributions	Jan - Sept 2023
--	-------------------------------------	--	--------------------------------

Assumptions / Qualifying Notes

1. The analysis is based on the quality of the data provided to the DEI Tech Platform; results were ~70-75% accurate based on the past report performance analysis.
2. The report does not provide for individuals who may identify with two or more race/ethnic designations and uses data that operates under the bias of the gender binary.
3. Definitions of race and ethnicity designations are as used by the US EEO Commission for EEO-1 reports

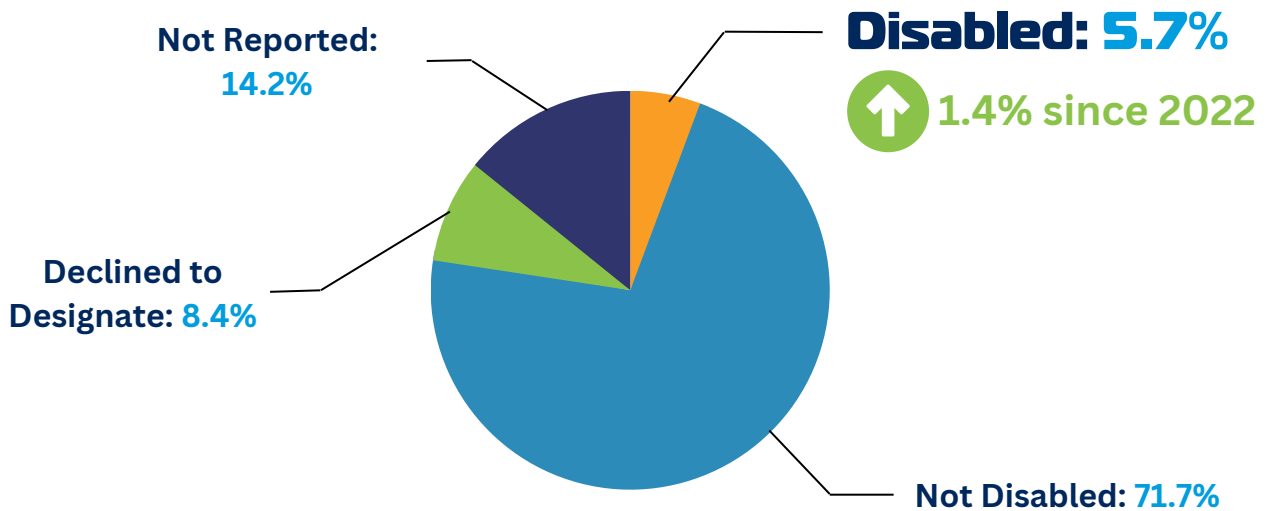
Veteran Workforce Hiring



Assumptions / Qualifying Notes

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

Disabled Workforce Hiring



We added 52 differently abled people. This is 173% more and we are well on our way to doubling in the next 24 months.

Assumptions / Qualifying Notes

1. 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 to 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.

We are headquartered in Rochester, NY and is part of the Indotronix Avani Group. This group also includes Indotronix Avani Canada, Indotronix Avani UK, Avani Healthcare Staffing, Avani Technology Solutions and Accelerate Media.