

## St.Gallen Diversity Benchmarking for the Swiss banking and insurance sector

The Competence Centre for Diversity & Inclusion (CCDI) at the University of St.Gallen is the competent partner for questions relating to diversity & inclusion. For over 10 years, we have been carrying out the annual **St.Gallen Diversity Benchmarking**.

### **How do you benefit?**

With the St.Gallen Diversity Benchmarking, your company gets an **objective assessment by independent experts**. It reveals strengths and areas for improvement and gives you practical recommendations.

As a participating company, you will receive a **benchmarking report** comparing all participating companies, as well as an **individual report** with interpretations for your own organisation. Company names are not mentioned in the benchmarking report.

<p><b>1. Objective</b> The St.Gallen Diversity Benchmarking is an objective, scientifically based analysis. We work with anonymous raw data from personnel management. We derive relevant key figures from this data.</p>	<p><b>2. Relevant</b> The St.Gallen Diversity Benchmarking not only delivers facts, but also identifies areas for improvement and provides concrete recommendations. These relate to the HR process, from recruiting to pipeline management through to career planning.</p>
<p><b>3. Recognised</b> The Zurich bank association foundation, the Employers Association of Banks in Switzerland and the Swiss Insurance Association support the benchmarking for the Swiss banking and insurance sector.</p>	<p><b>4. Efficient</b> The St.Gallen Diversity Benchmarking is efficient and cost-effective. Benefit from our many years of know-how!</p>

### **What must you provide?**

Anonymous **records** for each employee are exported from your personnel management software, e.g. SAP (**time required: approx. 6 to 8 hours**). The data is securely saved on a local server at the University of St.Gallen. Only staff working on the project have access to it.

If you also want us to evaluate whether your **salaries are free of discrimination**, just provide us with anonymous payroll data. We will evaluate the data and, if there is no salary discrimination by gender, the Competence Centre for Diversity & Inclusion at the University of St.Gallen will certify this.

The participation **cost** for the benchmarking is CHF 3,500. If a salary analysis is also required, the cost is CHF 5,500.

The **deadline** for data delivery is 16 March 2018.

### **We would love to hear from you:**

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