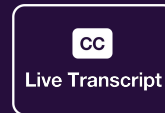




# How CHROs Can Embrace Their Inner 'CHFO' to Quantify HR Value

**We will begin shortly.**

This webinar is being recorded and will be shared with all registrants.



We have live transcript enabled for this webinar. If you would like to use this feature, please turn on this setting in your Zoom toolbar now.

## Agenda

- 01 Intro & housekeeping
- 02 The evolution of the CHRO
- 03 Panelist Q&A





Our mission is to build expert-backed technology that helps companies measure, achieve, and sustain workplace equity.



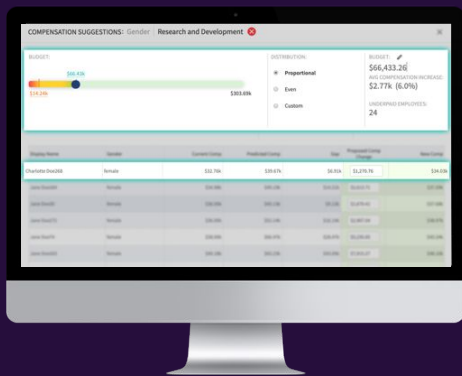
### Workplace Equity Analytics Platform

Enterprise platform to analyze, resolve, and prevent disparities in pay and opportunities



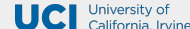
### Expert Support and Consulting

Legal best practices, statistics, reporting, and communications guidance and support



275+ industry leaders trust Syndio

including 30% of Fortune's Most Admired Companies



## Speakers



**Christina Hall**

Chief Human Resources Officer



**Orlando Ashford**

Chief People Officer



**Maria Colacurcio**

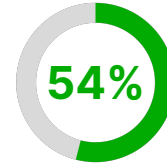
CEO



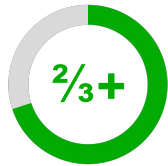
# The role of the CHRO is changing



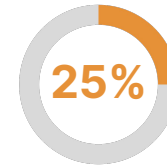
80% of corporate board directors believe that **HR (as a function) will become even more strategic** in the next one-to-three years.<sup>1</sup>



54% of corporate board directors believe **HR will be critical in helping companies navigate the economic challenges** of the next 3 years.<sup>1</sup>

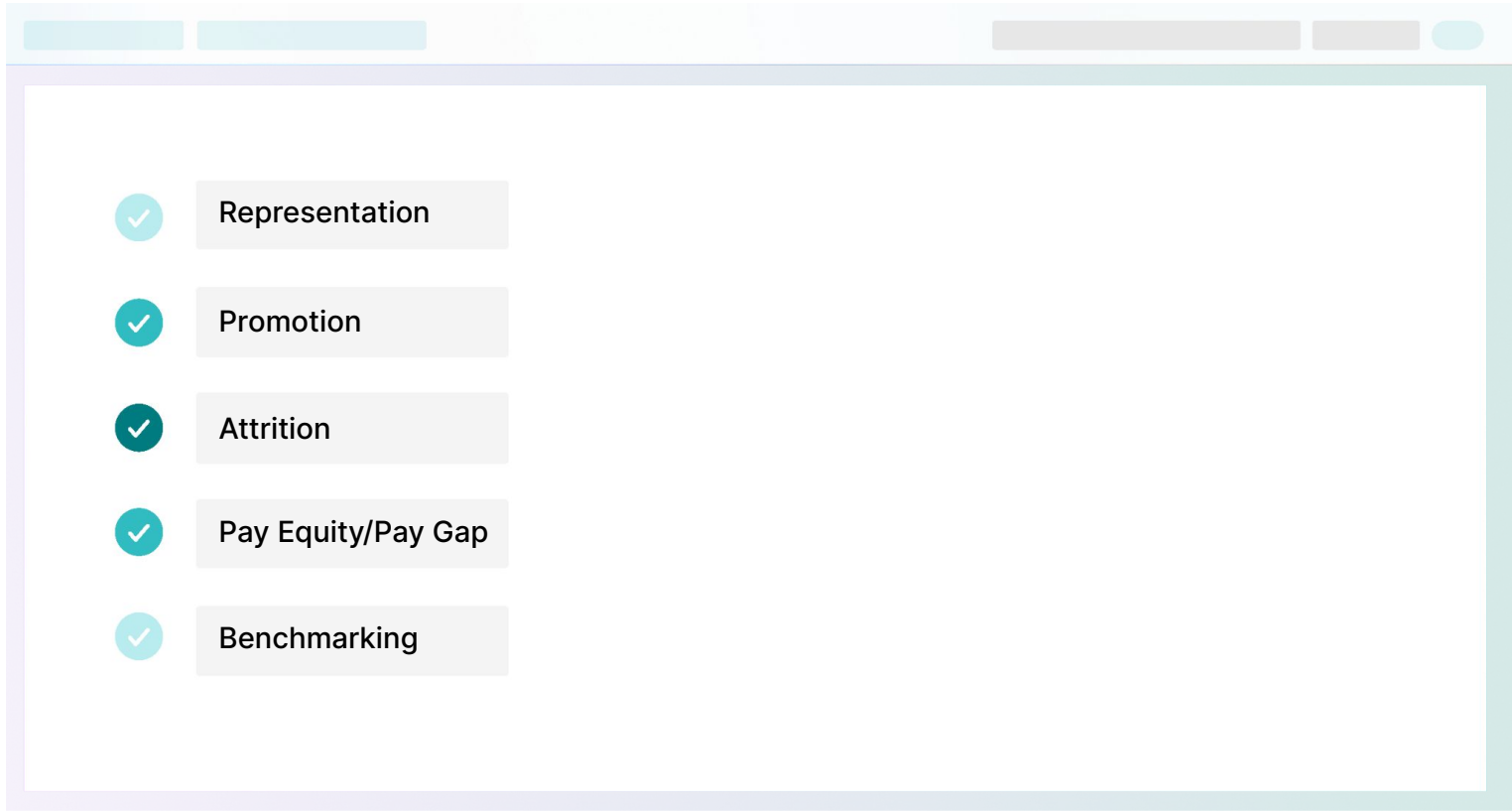


Over two-thirds of board members **want CHROs to lead the conversation** around harnessing new and existing talent and reducing unwanted attrition.<sup>1</sup>



Only 25% of respondents strongly agreed that they **had the budget and headcount needed** to support a robust workplace equity program.<sup>2</sup>





Representation

Promotion

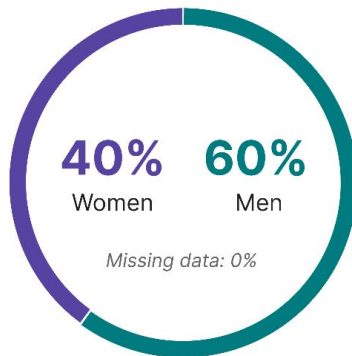
Attrition

Pay Equity/Pay Gap

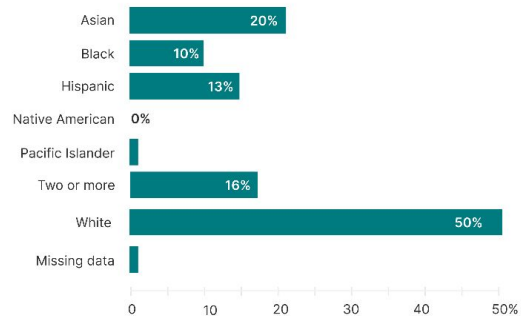
Benchmarking

## Representation Snapshot: Engineering Team

Gender breakdown



Race/Ethnicity Breakdown



**Total Population:** BIPOC (47%)  
White (50%)  
Missing Data (3%)



Representation

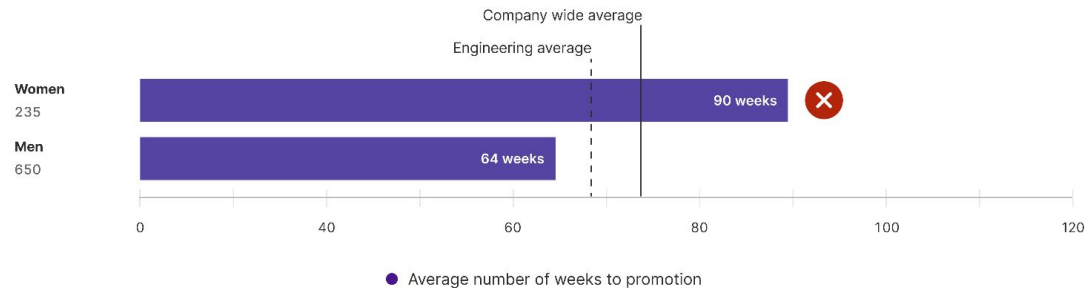
Promotion

Attrition

Pay Equity/Pay Gap

Benchmarking

## Average Time to Promotion in Engineering



**72 Wks**  
Company Average

**64 Wks**  
For Men

**90 Wks**  
For Women





Representation

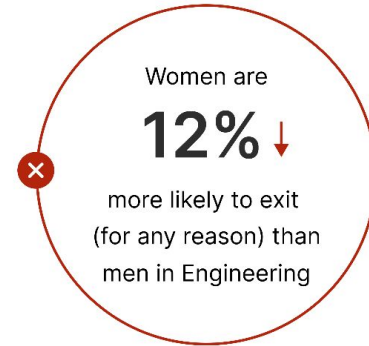
Promotion

**Attrition**

Pay Equity/Pay Gap

Benchmarking

## Across Engineering, is there a retention gap between women and men overall?



Representation

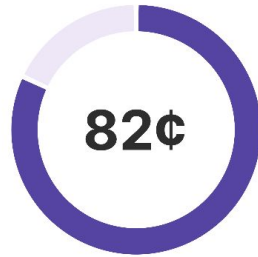
Promotion

Attrition

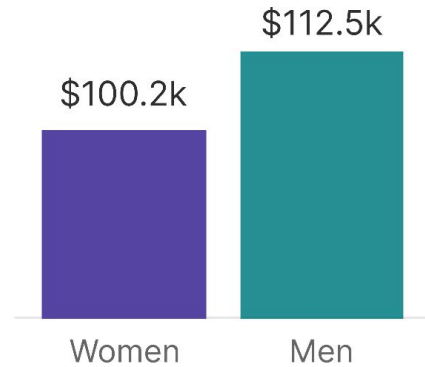
**Pay Equity/Pay Gap**

Benchmarking

## Unadjusted Pay Gap: Engineering Team



Women earn **82¢** for every \$1 earned by men



Representation

Promotion

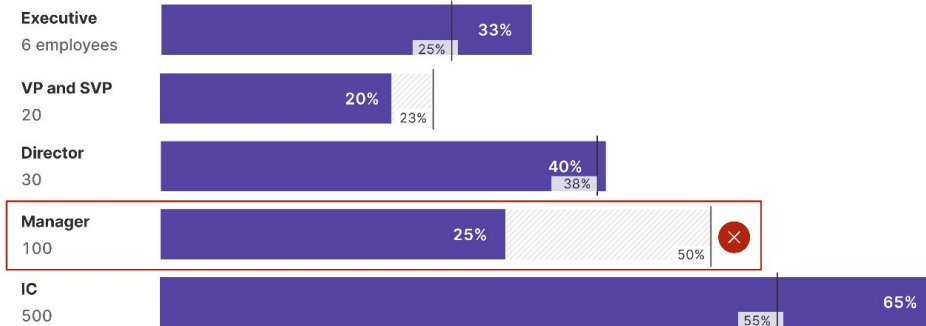
Attrition

Pay Equity/Pay Gap

**Benchmarking**

## Benchmarking:

How are women represented compared to all others in Engineering?



Representation

Promotion

Attrition

Pay Equity/Pay Gap

**Benchmarking**

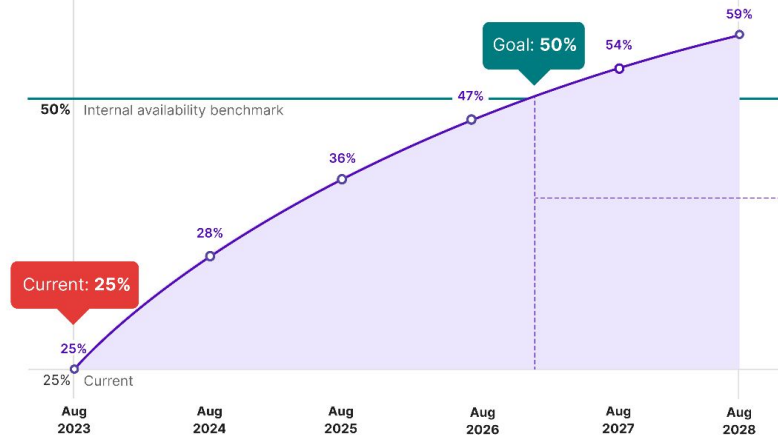
## Benchmarking:

Time

Budget

What is the average time to hit internal benchmark goals?

### Women in Engineering, Manager level



Representation

Promotion

Attrition

Pay Equity/Pay Gap

**Benchmarking**

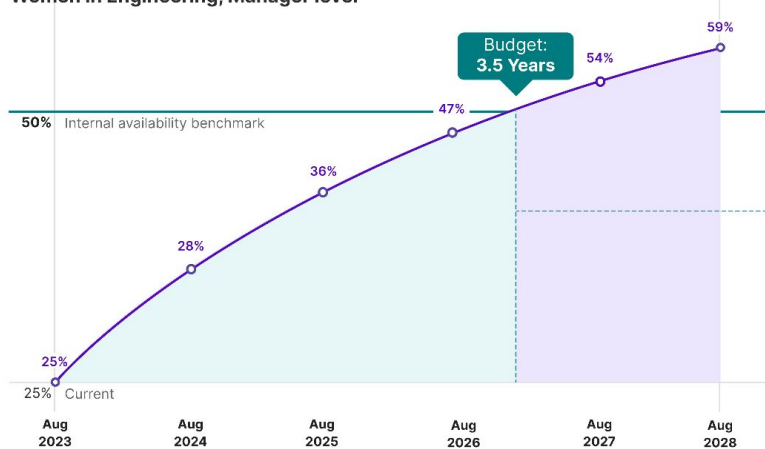
## Benchmarking:

Time

Budget

What is the approximate budget needed to hit internal benchmark goals?

### Women in Engineering, Manager level



3.5-Year Allocation

**\$235k**

minimum recommended  
to hit representation  
goal (50%)

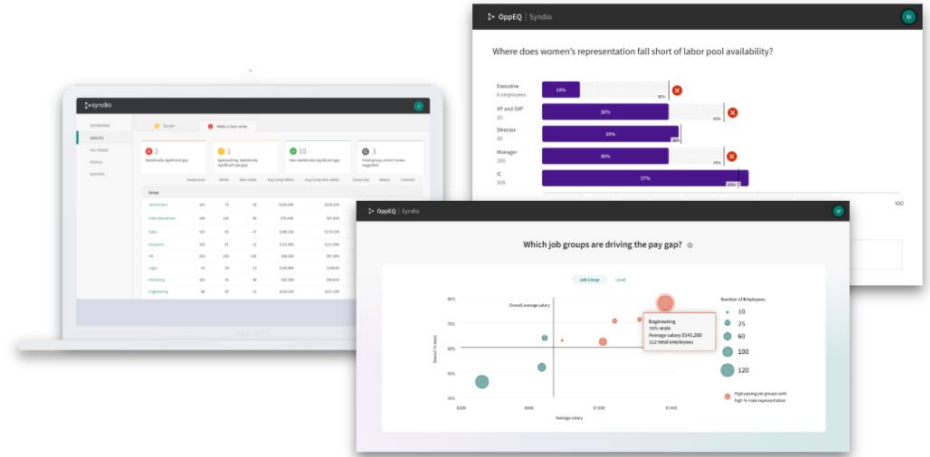


# Panel Q&A



# Syndio gives you the tools to measure and analyze all facets of workplace equity

- Analyze equity in pay, promotions, performance assessments, and more
- Build a data-driven strategy for reducing median pay gaps
- Set competitive, equitable, and explainable salary ranges
- Communicate about diversity, pay, and opportunity equity with data you can trust



Request a 1:1 demo

[SYNDIO.COM/DEMO](https://SYNDIO.COM/DEMO)





# Thank you

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