

# What is the People & Culture Index?

The People & Culture Index (PCI) is a world-first global metric for reporting on the domain of 'diversity and inclusion' (D&I), but with an expanded reach. It is a report that examines traditional D&I metrics but with a more meaningful scope, so that it can be used by companies and their HR teams more broadly.

The PCI analyses customer data from the Diversity Atlas platform and is comprised of 30 criteria, all connected to these results and what we believe should be best practice in the ever-evolving DEI / HR role.

Our index is a score that is an easily interpretable measure of 'people and culture' as a complex multi-dimensional space, ripe for analysis across five pillars.

Across these five pillars, the index is weighted. The weight (or relative importance) assigned to each pillar has been developed by Diversity Atlas's Anthrodata Team. The index works on a scale from 0 to 10, with points allocated for meeting each scoring criteria in the pillars.

| Weight | Five Pillars   |
|--------|--|
| 30%    | <b>Community Representation</b><br>A mutuality / representation analysis of your staff demographics measured against relevant census data.   |
| 25%    | <b>Sentiment</b><br>Examines team responses to queries around the behaviours of the organisation, its leadership, as well as sentiment towards the company's diversity profile.                                      |
| 20%    | <b>Commitment</b><br>Examines an organisation's commitment to gathering meaningful cultural and demographic data beyond gender.  |
| 20%    | <b>Proportional Representation</b><br>Investigates demographic and cultural representation across whole organisations, looking for evidence of proportional representation, or the absence of 'silos' of difference. |
| 5%     | <b>Survey Cooperation</b><br>Looks at both overall participation in Diversity Atlas, as well as engagement within the platform (proportion of questions answered)  |

Your People & Culture Index (PCI) is...

7.5 out of 10

Australian  
average

6.2

Industry  
average

5.8

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This report is prepared by Diversity Atlas.

The result is valid for one year from the survey closure date: 29/01/2025

The cohort assessed was: Global Sample Group (Parent)