DIVERSITY, EQUITY AND INCLUSION PROGRESS
DECEMBER 2021

DEI BY THE NUMBERS

21% (2019) vs. 32% (2021) Board members of color

+4% Increase of racial diversity among Expanded Senior Leadership Team

0-3% Race Pay Gap | #2 Ranked #2 of 800 companies for Gender Equality by Gender Fair

Fostering Culture Fund allows all colleagues to bill up to 10% of their time to work related to fostering organizational culture

EMPLOYEE AFFINITY GROUP AND PEOPLE IMPACT

LGBTQ+ and Disability

Inclusion trainings created for people managers

EmPower internal mentoring program launched for professional development of junior and mid-level staff of color

Training in development for managers to support staff experiencing domestic violence

12+ Weeks Paid parental leave doubled to 12+ weeks

Led events, conversations and created resource guides in honor of Juneteenth, Pride Month and National Hispanic Heritage Month

OPPORTUNITIES

Increasing investment in rural communities of color in the U.S.

A greater focus on engaging more local leaders and partners, domestically and internationally

Ongoing review of the diversity and DEI values of our vendors and partners

Need for increased emphasis on travel safety for LGBTQ+ staff