



Diversity, Equity, & Inclusion Strategic Priorities

Data Analytics & Reporting

- Create global DEI dashboards to identify gaps/opportunities and develop relevant action plans.
- Develop growth goals and a communication plan for representation of women and multicultural talent.
- Increase the use of and spend with diverse suppliers.

DEI Education Training

- Promote & measure impact of mandatory DEI training journeys for both partners and leaders.
- Support and empower our BRGs to be resources of cultural competence and underrepresented voices.
- Collaborate with other DEI-focused organizations on programs that make a measurable difference.

Internal Talent Review & Development

- Develop targeted programs for women and multicultural talent to address gaps in representation and progression equity.
- Develop and execute a sponsorship program to aid in development unrepresented talent.
- Add DEI engagement and support for the advancement of targeted populations to performance expectations of leaders.
- Regularly assess training needs and provide training equitably to help our partners develop and grow their skills.

Workforce Recruitment

- Create and seize opportunities to hire strategically and opportunistically from targeted diverse populations.
- Leverage both internal and external hiring platforms for openings.
- Require a diverse candidate slate for business units that lack diversity.
- Ensure 100% completion of unconscious bias training of interview teams.
- Incorporate diverse representation into interview teams.

Partner & Community Engagement & Belonging

- Increase engagement of partners from all over the globe in DEI initiatives and ensure approaches are localized and relevant to specific countries and regions.
- Launch Executive Insight Platform to showcase senior leader engagement and DEI commitment.
- Support our communities to be inclusive through education, development, and philanthropy.