



Diversity, equity, and inclusion

We've formally focused on DEI for over 25 years. While much has changed, a few things have remained constant: leadership commitment, continuous evolution, and an innovative approach.

Our approach

Today our approach is two-fold: We are attracting, retaining, and advancing a diverse workforce, and we are strengthening our inclusive culture where all our people can connect, belong, and grow.

Diverse workforce

- In order to increase representation within our own workforce, we are helping to build a diverse pipeline of future talent. We do this through RightStep, our commitment to helping students overcome obstacles they face on their path to college readiness, and by collaborating with organizations that share our commitment, such as Girls Who Code and Management Leadership for tomorrow.
- We measure progress at each phase of the talent lifecycle.
- We approach talent processes (e.g. development, deployment) with an inclusion lens



Our inclusive culture

Inclusion is embedded into our daily experiences and allows our people to connect, belong, and grow. We bring it to life through:

- **Inclusion councils** are a mechanism that builds bonding and bridging capital, sense of community, and authenticity. They provide meaningful opportunities to engage our people in DEI
- **Inclusive leadership** behaviors provide our people a framework to embed inclusion into everyday interactions
- **Unconscious bias** training customized by level and job function (e.g. PPMDs, recruiters)
- The annual **Inclusion Summit** explores facets of DEI through plenaries, workshops, and interactive activities
- **Day of Understanding** is designed to provide safe place dialogue sessions across the firm
- **Empowered Well-being** is our holistic approach to giving our people the support and flexibility they need. This approach enables our people to make daily choices that can personalize their experiences
- Our **Paid Family Leave Program** provides up to 16 weeks paid time off for caregiving beyond traditional parental leave, including caring for a family member with a serious health condition
- **Mental Health @ Work** is designed to create a culture that promotes courageous conversations around mental health and provides programs and resources to support mental health

Standing against racism and social injustice

Supporting our people

- Firmwide *moments of reflection* to honor the victims of racial injustice
- Safe place for dialogue sessions to explore emotions, share stories, and learn
- Resources learn more about social injustice, supporting the Black community, and mental health support. We've also launched the Race in America speaker series

Supporting our communities

- We have committed to ramping up our substantial investments, including an additional \$5M of contributions and pro bono work, to a number of organizations that are fighting social justice
- Published *Support your Black Workforce*, now, which includes practical ideas for organizations and leaders to take action

Igniting a movement

We know there's more to be done. We've convened the Black Action Council (BAC) which is exploring ways to architect and execute Deloitte's long-term strategy for our Black colleagues and communities.

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