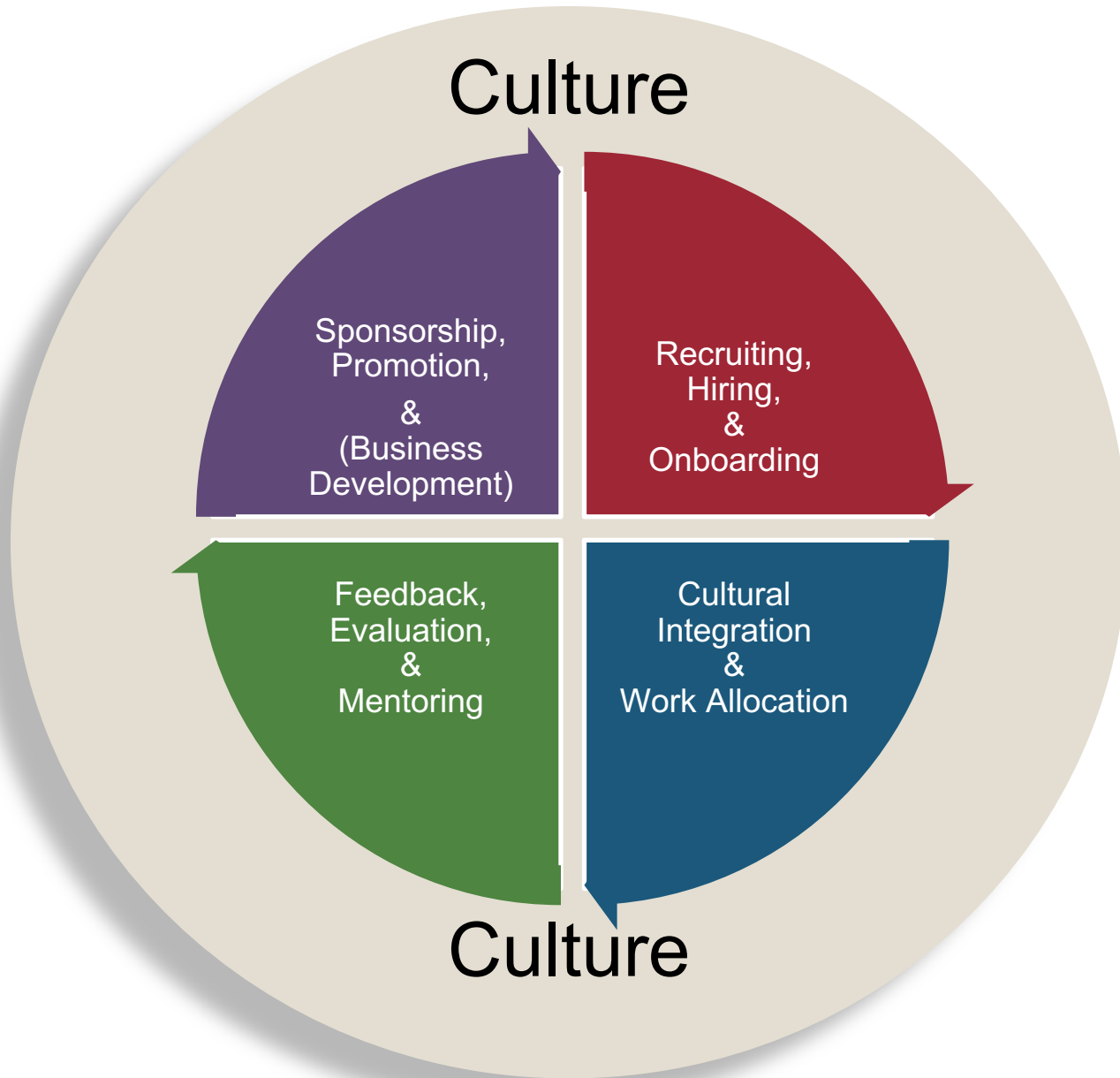



# OVERVIEW




**Compliance**

- Communication
- Reporting Systems & Consistency




**Diversity**

- Demographics
- Retention + Attrition Quadrant



**Inclusion**

- Behavioral Measures
- Perception Measures



**Equity**

- Comprehensive Analysis
- Targeted Interventions

*Culture is not what you aspire to, it's what you tolerate.*

# NEXT ACTIONS

Recruitment strategies that are specifically designed to reach and showcase underrepresented talent.

Clear awareness of underrepresented talent at all levels, and a clear commitment from firm leadership to address inequities.

Accountability measures for supervisors and key decision makers to support diversity and inclusion goals.

Regular data gathering to assess the engagement and satisfaction of all employees at the firm, with a particular focus on underrepresented candidates.

Hiring, feedback, work allocation, and/or promotion processes that are specifically designed to combat explicit or implicit biases.

Established, robust mentorship programs that include opportunities for both formal and informal engagement.

Feedback and evaluation processes have been crafted to combat potential biases and address systemic hurdles facing underrepresented candidates.

A work allocation process that has been crafted to combat potential biases and distribute work equitably among junior and mid-level associates.

A space for highlighting the efforts and achievements of those contributing to diversity and inclusion in the workplace

Robust and regular programming that centers on diversity and inclusion in the workplace

An active diversity and inclusion committee with clear support from leadership.

Colleagues who are comfortable engaging in robust conversations about diversity and inclusion, and leadership that is receptive to feedback about firm culture

**4 or less actively present in your workplace**

**Between 5 and 8 actively present in your workplace**

**More than 8 actively present in your workplace**