

Diversity, Equity & Inclusion Updates

Grant Thornton's DE&I Evolution

- Modernizing our philosophy and embracing the need to do things differently
 - Commitment to equity
 - Going beyond status quo, leveraging data and metrics
- Ensuring our firm's Purple Chips support all of our people – current, future and former
 - Aligning People & Community
 - Deeper connection to the external communication
- Taking a leadership position in the industry through transparency and action-driven outcomes
 - National Leadership Task force powered by Business Resource Groups
 - Industry leadership

Grant Thornton Response to the Current Movement for Equality

1. Make unconscious bias training mandatory for all employees
2. Expand the range of schools (organizations and resources) to amplify our recruiting outcomes
3. Apply our diversity, equity and inclusion point of view to our firm's political action committee (PAC) contributions as part of our evaluation process
4. Leverage public policy group resources for to support anti-discrimination and racial justice legislation
5. Make contributions of \$600,000 total to Southern Poverty Law Center and Thurgood Marshall College Fund
6. Provide 40 annual chargeable hours for each GT employee's internal support of our Business Resource Groups and external support of community and charitable activities
7. Expanding our community footprint through a Purple Paladins CSR initiative (e.g. Weird Enough Productions as our latest Purple Paladin)
8. Share our broad, long-term DE&I action plan in the fall that will promote greater transparency and accountability in these areas

Unconscious Bias Offerings

Early Sessions

- National Leadership Team participated in initial training
- Talent Acquisition Team participated in a recruiting specific training

Firmwide Keynote Kick-off

- The entire firm will participate in a kick-off session to have a unified grounding in intention and concepts
- Focus:
 - What is Implicit Bias?
 - Why is it important?
 - What aspects of the business does it impact?

Deep-Dive Workshops

- Deep-dive sessions take place across regions in smaller pods to explore concepts more closely
- Focus:
 - What can I do?
 - Personal commitments
 - Population specific examples

Group Discussions

- Following the deep-dive workshops, local group discussions will embed the content into our culture
- Focus
 - What are my actions?
 - How are my commitments going?

Main themes for all sessions: hiring, team interactions and giving feedback

New Benefits

15 extra
back-up
care days

Tutoring
Services





Flexible Work
Arrangements

GrubHub+

Happify

Care@Work

Business Resource Groups Growth

-  Diverse Abilities & Allies
-  Equality GT
-  Future Leaders & Allies
-  African-Americans & Allies

-  Hispanics/Latinxs & Allies
-  Pan-Asians & Allies
-  Women & Allies
-  Working Parents & Allies
-  Veterans & Allies

Business Resource Groups Covid-19 Response

1

Internal resource center for working parents created by the Working Parents & Allies Business Resource Group

2

Managing Stress During Times of Uncertainty webcast was hosted by the Diverse Abilities, African- American, Pan-Asian and Hispanic/Latinx Business Resource Groups

3

Creative Parenting and *Mindful Living* webcasts hosted by the Diverse Abilities & Working Parents Business Resource Groups

4

Our Women & Allies Business Resource Group hosted a *Working Remotely Effectively* webcast

5

Created local advisory councils to partner with BRGs for a more customized focus on local needs in each office

Recent Internal Webcasts

Fearless Conversation

The Impact of Racism on Mental and Emotional Health

Featuring:

- Wynston Reed, GT Associate
- Michael Akande, GT Associate
- Josh Bushard, GT Audit Partner
- TaMiya Dickerson, GT Advisory Partner
- Barron Ford, GT Manager
- Rebekah Feather, GT Tax Partner

Personal Branding

Women & Allies- Managing Virtual Presence

Featuring:

- Rachel Raquel Arredondo, Associate Director, Outreach, Engagement & Professional Development, Drexel University

Hispanic Heritage Month

Celebrating Your Roots

Featuring:

- David Chavez, Vice President & Chief Financial Officer of Latin America, Marathon Petroleum
- Patricia Mota, President & Chief Executive Officer, Hispanic Alliance for Career Enhancement
- Jeff Burgess, National Managing Partner, Audit Services

Awards & Recognition

- Working Mother Magazine: Best Companies for Working Mothers
- Working Mother Magazine: Best Companies for Working Dads
- Disability Equality Index: Best Place to Work for Disability Inclusion 100%
- Corporate Equality Index: Human Rights Campaign 100%
- National Association for Female Executives: Top Companies for Executive Women

