

# Our DEI Journey

protiviti®  
Global Business Consulting





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# Leadership Memo


We are sharing Protiviti’s story to summarize our Diversity, Equity and Inclusion (DEI) efforts for our employees and all those who are excited to take this journey with us. We’re committed to a diverse, equitable and inclusive workplace. We acknowledge each of us has a critical role in fostering inclusion and creating a culture of belonging.


In our ongoing quest for excellence, together we’ll learn and grow each step along the way, changing the experiences of our employees, clients and communities. We acknowledge our progress and remain committed to the milestone work on the path ahead.


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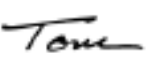
Joe Tarantino
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Patrick Scott
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Brian Christensen
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Cory Gunderson
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Andy Clinton
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Tom McClune
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Kim Dickerson
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Scott Redfearn

[Learn more about our Executive Team](#)





# The Power of Values

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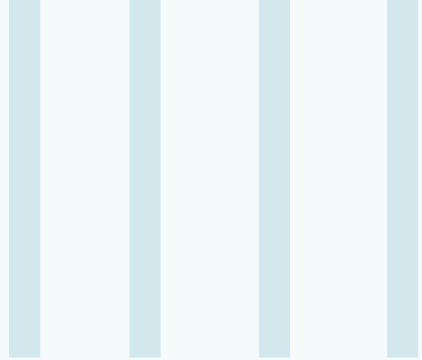
# In Protiviti’s 20-year history, diversity, equity and inclusion have always been our priority.

In 2017, our firm redefined our core values—those that we collectively share and commit to practicing in our culture and business. After much consideration, we settled on three values: Integrity, Innovation and Inclusion. In 2022, we incorporated a new value to align to our parent company, Robert Half, adding our fourth value: Commitment to Success.

It quickly became evident that leaning into our values accelerates Protiviti’s DEI efforts. It’s essential that we share our progress and lessons learned, and that we look at DEI through the lens of our values that have significantly influenced our work.

At Protiviti, we’re on a journey. Integrity guides our way. Inclusion moves us forward together, innovation creates new destinations, and we are passionately committed to success.



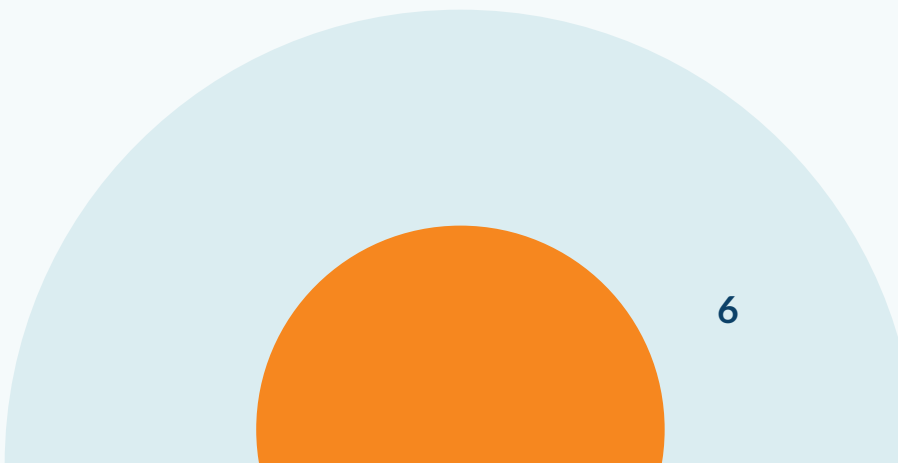


### Integrity Guides Our Way

Our DEI journey begins with integrity. Integrity means we commit to doing the right thing in all situations—whether it’s in our relationships with our clients or each other, how we ethically steward our company, or the ways in which we contribute to the communities in which we live and work globally.

We take positive action, every day, to constantly move in the right direction. We lead by example—our DEI commitment starts from the top and permeates throughout the organization. We track our progress and share our metrics with our employees in the spirit of transparency. We provide learning opportunities for our people that are essential to understand the factors and dynamics that shape our ever-changing world. Accountability is a cornerstone for us, and as such, we benchmark ourselves and continuously strive to elevate our efforts. A commitment to DEI is a commitment to improving all our lives. In all our actions, integrity guides us, every step of the way.

*Integrity means we commit to doing the right thing in all situations – whether it’s in our relationships with our clients or each other.*





Inclusion Moves Us Forward Together

We are on this DEI journey together, and we succeed through teamwork, diversity and respect for one another. We manage our business in a highly collaborative manner where all viewpoints are heard and valued. We recognize and promote flexibility as essential to supporting our people.

Our value of inclusion has enabled us to reimagine recruiting practices, from sourcing to interviews to onboarding. It has pushed us to think differently and diversely about the benefits we offer. It has expanded collaboration around DEI to all the markets and regions where we operate, in all service lines and at all career levels. Employee Network Groups, or ENGs, enrich Protiviti’s corporate culture, creating a sense of belonging, allyship and authenticity that empowers every member of our team. We don’t just want to be a great place to work—we aspire to be a great place to work *for all*. Inclusion moves us forward, every day, together.

Innovation Creates New Destinations

With our value of innovation, we aim for nothing less than embedding an innovative mindset and approach in everything we do.

We expect, value, and deliver new ideas and approaches, and our innovation is borne out of a service mindset, human-centered design, and a passion for helping our people and our clients succeed. To stretch our thinking, we engage with diversity organizations, client collaborations, and an ecosystem of suppliers and business relationships who share our commitment to DEI. Great ideas and practices can come from anywhere, and by seeking them out and being receptive to them, we reach new destinations.

We Are Committed to Success

Our values of Integrity, Inclusion, Innovation and Commitment to Success are the values that become the cornerstones for everything that we do for our people, our clients and the communities where we live and work. These values reflect the identity of who we are today as an organization and collectively demonstrate what is most important to our stakeholders, both internally and externally.







# Our DEI Strategy

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# Our vision is to be an organization where everyone thrives.

Our commitment to DEI is embraced by everyone at Protiviti and is an integral part of our leadership priorities. We are committed to enhance the attraction, engagement, retention, development and leadership paths of a diverse workforce. Additionally, we strive to be an employer of choice with an increasingly diversified and committed workforce reflective of the clients and communities in which we work and live.

To support our vision, we’ve developed a DEI rotational program for our employees to have hands-on experience working in the DEI space. These employees are sent on a secondment for twelve months to help advance our DEI mission by working directly with our employee network groups, strategic alliances, equity initiatives and more.

## How we define DEI at Protiviti



### Diversity

The presence of characteristics, different and similar, that make our workforce unique.



### Equity

The commitment to ensure processes are impartial, fair, and provide access and opportunities for individual needs.



### Inclusion

The practice of valuing, respecting, and creating a sense of belonging for our people.



# Our DEI roadmap

Our DEI mission is to strengthen diversity and nurture a culture of equity, inclusion and belonging while expanding our impact. We do this by:







## Employee Spotlight

I am currently in a rotational role as the Global Diversity, Equity, and Inclusion (DEI) Strategic Initiatives Lead. Based in our Los Angeles office, I am also in our Technology Consulting practice, with more than 18 years of business and technology consulting experience in enterprise application solutions, governance, risk and compliance, and internal audit services.

In my current position as Global DEI Strategic Initiatives Lead, I collaborate closely with our global leader for DEI Susan Haseley, together with global practice and HR leaders, to provide strategic guidance and innovative ideas for promoting DEI policies, programs, and opportunities internally to all employees. My particular focus is on working with stakeholders to eliminate any unconscious bias across the firm in people processes, including pay equity, recruiting, talent management, learning and development and career promotion, by recommending changes to global policy, raising awareness through employee training, and providing frequent opportunities for both formal and informal discussion. My personal goal is to help all my colleagues feel comfortable in their own skin every day.

Additionally, I am constantly looking for ways to guide and educate our diverse workforce on how to increase and enhance inclusion, and be supportive, collaborative, and respectful of any and all differences, thereby creating a safe and accepting working environment where colleagues can be their authentic selves. As a young lesbian consultant joining the firm in 2004, I initially felt that my 'work self' needed to be separate from my 'non-work self' and hesitated to share my private life with my colleagues and clients. In 2009, when a male client noticed my new engagement ring and asked who was "the lucky man," I felt obliged to be evasive in my answers. Afterwards, foreseeing that this might prove to be a future problem in my relationship with the client, I turned to my manager for guidance and was advised to do and say whatever felt right and authentic to me, knowing that the firm would fully support me. This key moment in my career led me to look for ways to actively encourage and support others in the workplace who might be struggling with similar issues. I have and continue to share my personal experience and the challenges of being a lesbian working in tech with my global colleagues during panel discussions, smaller group meetings, as well as during mentorship dialogues.

– Tina Bohn, Director, IT Audit

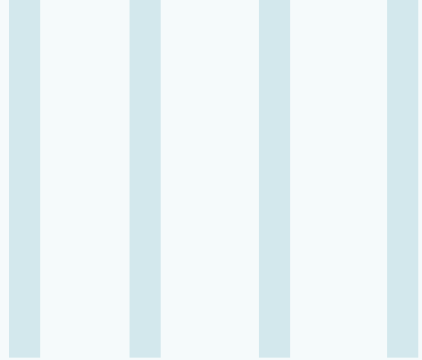


# Strengthen Diversity

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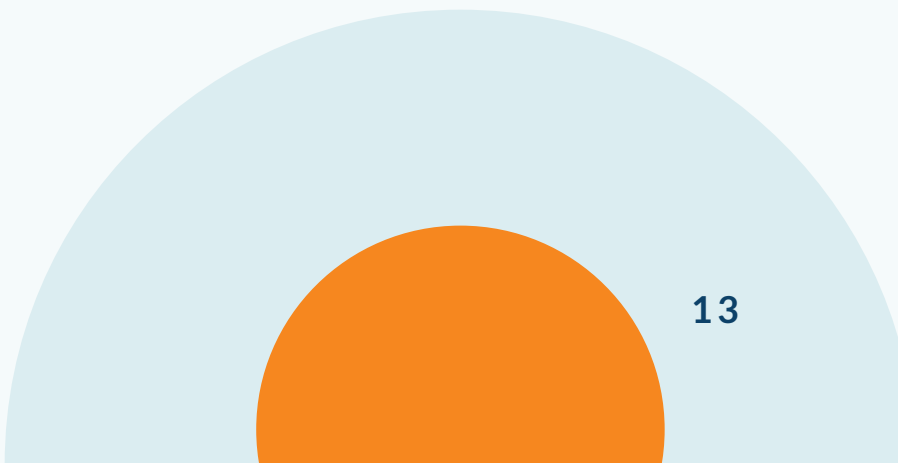
We work to *Strengthen Diversity* by increasing avenues to recruit diverse talent, create and broaden existing programs and practices to enhance retention and advancement, and define and track diversity metrics.

## Enhancing Diverse Talent

Building a diverse workforce does not occur by chance. At Protiviti, we know that our strength lies in bringing together people with varied backgrounds, perspectives and skills. Enhancing the diversity of our team is a priority at all levels and is supported and reinforced continually.

Protiviti's value of inclusion means that we're also committed to an inclusive recruiting process. Inclusive recruiting includes, but is not limited to:

- Creating diverse pipelines for all positions through a variety of growing sources, including INROADS, HBCUs, diversity conferences, diversity career fairs and directly via LinkedIn and Handshake
- Providing all candidates with a consistent interview process that helps to remove bias and allows for unique experiences
- Inclusive job descriptions
- Inclusive recruiting training
- Unconscious bias training







**Other related initiatives include:**

- Increased investments in recruiting relationships, programs and tools focused on underrepresented students and professionals
- Promotion and pay equity processes that occur annually and with each promotion cycle to ensure fairness in our performance and compensation processes
- Sponsorship programs which assists in advancing diverse leaders
- Learning and development programs that provide employees with Career Advisor support and training opportunities



Employee Spotlight

Within my time at Protiviti, I have been amazed to see all the initiatives surrounding Diversity, Equity & Inclusion that we are not only investing money into, but also time and effort. This is my first time working at an organization where I feel psychologically safe to truly be myself.

As an Afro-Latina woman in the workforce, it is so important that I feel heard, seen and valued in a world where that may not always be the case when I log off for the day. We spend a good amount of time working and you should choose to be somewhere you can live authentically.

Protiviti is a place where every employee can feel accepted knowing their differences bring value to the organization. Your colleagues genuinely want to see you succeed and understand that it takes a village to be successful, but that village must include everyone to get to where we are heading.

– Champaigne Powell, Senior Recruiter

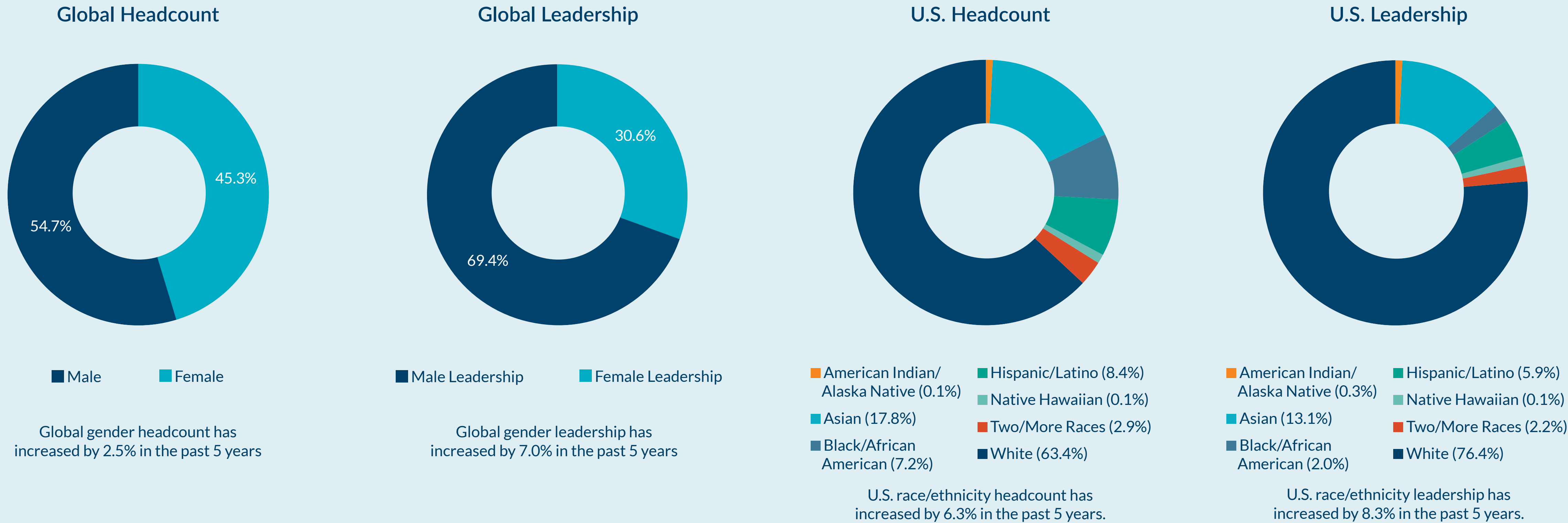




# Metrics

We measure the state of our DEI efforts in several ways. They’re an important illustration of our current state and help us set our short-, medium-, and long-term goals. They’re also an important guide to our ongoing progress. Monitoring and publishing our metrics demonstrate our transparency and help keep a strong focus on our critical DEI efforts.

Data as of 12/31/2023





# DEI Learning & Development

**Over the years Protiviti’s Learning & Development (L&D) curriculum has expanded significantly. What was once a primary focus on building skills and expertise in areas strictly related to work has evolved to include DEI learning behaviors and opportunities into programs offered. One of our learning platforms, Percipio, also offers access to hundreds of additional resources on demand in addition to the various options offered through the DEI Center of Excellence.**

Our global learning programs include impactful learning experiences to introduce a variety of relevant DEI topics to audiences across the firm. Passport to Protiviti, our global onboarding program, is designed to foster belonging through multiple connection and growth opportunities throughout a new hire’s first year, including exposure to our communities of connection, our diverse Employee Network Groups (ENGs). Our milestone Challenge Programs are infused with topics including Unconscious Bias, Effective Inclusive Communication, Allyship, and Leading with Empathy and Inclusion. As part of our global sponsorship program, Amplify, we conduct multiple sessions dedicated to sponsoring across differences.

In addition to these ongoing programs, specific highlights include partnering with our internal recruiting team to conduct a two-day inclusive recruiting training and conducting three Conscious Inclusion sessions centered around inclusive leadership for Australian leaders.

Our DEI team and ENGs also work together to host courageous conversations to allow our employees to share their lived experiences. Lastly, we provide access to hundreds of DEI learning resources through our digital learning platform, Percipio, and through our relationship with Catalyst, a global nonprofit working to build diverse workplaces.



# DEI Benefits

Throughout our personal and professional journeys, we may want to work in different ways and places, and we may experience challenges and competing demands. Programs and benefit offerings can help in navigating new experiences or difficult events. Such programs and benefits are key to building and nurturing an inclusive and supportive environment. To see a full suite of our benefits, visit our [global well-being website](#).

## Parental Leave

In the U.S., Protiviti’s Parental Leave is gender-neutral, allowing new parents to take up to ten weeks of fully paid leave following the birth, adoption or fostering of a child. This is in addition to any medical time off that may be incurred. To help support our people starting a family, in the U.S. we have also increased the adoption benefit and cap on infertility benefits. Parental leave provides time off to care for and bond with the child. This policy reinforces Protiviti’s value of Inclusion and better positions all new parents for success, offering the flexibility that is so valued by our people.

A number of our offices outside of North America are providing enhanced parental leave options, including the flexibility to share the leave between the primary and secondary caregivers. This ensures that each family has the flexibility to help manage and adapt to their changing responsibilities.

We continue to stay abreast of the needs of our people and the market conditions, and we have made many enhancements for all parents.





Protiviti recognizes the unexpected moments that new parents experience, such as a baby becoming unwell or needing to take time to help little ones adapt to new childcare arrangements. Our goal is to help new parents adjust and balance their professional and personal commitments during their transition back to work. In Australia, new parents and caregivers have the option of flexi-time, additional leave to help them balance home and work life. In Hong Kong, employees also have the option to discuss flexible work arrangement with their manager depending on individual needs and/or circumstances. In the U.S. and the U.K., Protiviti offers back-up dependent care—so when last minute child-care issues arise, parents have options to help them manage their personal and professional commitments.

To empower new parents, Protiviti in the U.K. offers career coaching: expert support and mentorship to help them navigate through the first weeks of balancing home and work responsibilities, while empowering them to maximize their potential in their career.

In Australia, Hong Kong and Singapore, our parental leave policies also apply to adoptions to ensure time is provided to parents to bond with their new baby or child and transition into parenthood.

**Employee Assistance Program (EAP)**

Protiviti is committed to providing employees and their families with meaningful and competitive benefits to support their mental health. Raising awareness of mental health in the workplace is part of fostering an inclusive environment, where people can bring their whole selves to work. Protiviti recognizes the importance of well-being in the workplace and its ability to help our people thrive.

Protiviti continues to look for ways to support employees’ well-being across the globe. Our employees and members of their household are eligible to utilize the confidential services of their EAP provider 24 hours a day/365 days a year. Those benefits include free annual counseling sessions, coaching for personal or professional growth and work-life services, as well as wellness programs, webinars, and interactive apps to help reduce stress, manage depression, control anxiety and improve mindfulness.

**Advisor Program**

At Protiviti, we value relationships and have a unique structure for our advisor program, which is inclusive of every employee. Our advisor program plays an important part in their advisee’s career development. Whose goal for advisors is to help advisee maximize their potential by being a positive influence, providing feedback and sharing experiences.

Protiviti has many available resources aimed at helping our advisors succeed in their role, including an online learning center filled with information such as guides to providing effective feedback and trainings on how to conduct career checkpoints. We understand that the power of an impactful advisor goes far beyond the day-to-day responsibilities. Strong advisors create growth opportunities for both the individual they are coaching and for themselves, all while perpetuating a culture of trust. Our goal at Protiviti is to provide our people with the tools and resources they need to have that impact and empower them to build meaningful relationships across our firm.

**Global Mobility Program**

Protiviti’s Global Mobility Program provides a unique experience, creating opportunities for both personal and professional development. The Global Mobility Program strives





to match global business needs with top talent, as efficiently and effectively as possible. By having a streamlined framework for global people movement, we meet global growth demands, build knowledge across markets, develop our people and better serve our clients. The program aligns the personal aspirations our people who want the experience to work and live abroad with the needs of the business. This in turn satisfies clients’ demands and our people’s desire for new work, life and client experiences.

**Pronouns Identification**

Operating from a belief that everyone should bring their authentic self to work, using a person’s chosen name and their pronouns treats them with dignity and is a form of mutual respect and basic courtesy. In line with this belief, Protiviti introduced the opportunity for individuals to indicate their pronouns within our Human Resources system in July 2020.

Adding pronouns is one of the first tasks in Workday that our new hires are prompted to complete. It’s optional but is indicative of the value we place on inclusion and individual identity. It’s also an additional data point that allows us to better understand the identities that make up our community and highlights the importance of not making assumptions and being conscientious of the language we use.

**Veterans Leave**

In the U.S., with the help of our Veterans Employee Network Group, we’ve introduced two new and improved benefits for our military employees. We’ve increased our Paid Time Off for Military Personnel attending annual training from ten to twenty days and introduced Pay Differential for active, long-term duty up to six months to better support employees.



### Hybrid Work and Alternate Work Arrangements

Protiviti supports flexibility for our people. Encouraging and supporting a hybrid work environment promotes diversity and inclusion and enables all to thrive. In fact, our value of inclusion notes that a culture of flexibility is key to empowering our people, both now and in the future. We believe people are most successful when they have the trust and flexibility to achieve both their professional and personal goals. Hybrid work is reciprocal, benefiting both our people and our business, and it must also be seamless to our clients. Alternate work arrangements mean different things to different people. For some, this means moving permanently to another office location. For others, it's a short-term global secondment.

For some, it's a formal reduced work schedule, and for others, it's flexing hours in a given day or week, working remotely or working early or late outside of the standard business hours. With mobility across our company, collaboration tools and technology that keep us connected, and a culture that values flexibility, we're positioned well to address the varied needs of our diverse workforce. In a client-centric organization like Protiviti, we understand that our employees require flexibility. We encourage all client engagement teams to discuss work-life flexibility goals at the beginning of each project and address how the team will support one another and enable each team member's success, in addition to the results they will deliver to the client.


### Sabbatical Program

We know that a career is more than the sum of what a person has accomplished day to day. It's made up of inspirations and interests that are both professional and personal, such as travel, studying a new skill or language, community service and beyond. That's why, in addition to actively encouraging employees to develop professionally, we offer a Sabbatical Program in which our people can take time away from work to focus on personal goals. Our teams throughout the world have a variety of different leave options available to help them grow personally.

For example, in Australia our people have the option to take long service leave, a paid leave in addition to their usual annual leave allowance so they have the time and space to accomplish their goals outside of work.

In the U.S., employees receive a monthly stipend during their sabbatical, retain health care and benefits, and have their annual bonus targets prorated to ensure they're not negatively impacted at year-end.





# Nurture a Culture of Equity, Inclusion and Belonging

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*We Nurture a Culture of Equity, Inclusion and Belonging* by instilling equity in our people systems, practices and processes, enhancing our DEI support structures to fully engage employees, provide continuous exceptional learning experiences, and driving and increasing leader support and accountability.





# Equity Initiatives

Equity asks us to acknowledge that everyone has different requirements and lived experiences while aiming to remove barriers that prevent the inclusion of our diverse colleagues and our community members.

At Protiviti, we're fully committed to providing equity and fairness to everyone within our firm and in our society.



# Protiviti's Commitment to Racial Equity

Ensuring equity for all employees regardless of race or ethnicity is a priority at Protiviti. Our racial equity strategy strives to engage all employees at Protiviti.

Equity asks us to acknowledge that everyone is different and has different lived experiences. It challenges us to recognize and meet each team member's needs in order to remove barriers that prevent the inclusion of our diverse colleagues and limit their success.

We will continue to strengthen our commitment to racial equity by promoting significant and sustainable change through:

- Education
- Communication
- Recruitment, Retention & Advancement
- Mentorship & Sponsorship
- Community Outreach



### Commitment to a racial education journey

- Racial awareness learnings
- Courageous conversations
- Seramount & Catalyst alliances



### Racial Equity Advisory Council

A council that advises Protiviti's executive and DEI teams in the shaping of our organizational strategy to achieve greater racial equity in the workplace and in our communities.



### Multicultural Employee Network Groups

An active and engaged multicultural employee network group that has expanded its outreach with the creation of separate Asian, Black & Latin/Hispanic Network groups.



### Amplify Global Sponsorship Program

Amplify is a sponsorship experience designed to aid in the career development of high potential employees. The program is open to all Associate Directors and Directors with a special focus on our female and racially/ethnically diverse population



### Expansion of our strategic partnerships



### Racial equity fellowship Pro bono impact

We joined the [CEO Action for Racial Equity](#) fellowship program at origination to address systemic racism, social injustice and improve social well-being.



### Our supplier inclusion promise

An enterprise-wide commitment to partner and support the promotion, growth and development of more



### Review of our people policies, & processes

We continuously review our people policies, and processes to mitigate bias and support



### Giving for equality Protiviti's matching program

Alongside our volunteer efforts in our communities and scholarship programs, we've increased our

# Protiviti's Commitment to Gender Equity

We are dedicated to our gender equity strategy to advance the full participation of all employees at Protiviti. We are committed to increasing representation within our company, with a focus on our leadership levels.

Equity asks us to acknowledge that everyone is different and has different lived experiences. It challenges us to recognize and meet each team member's needs in order to remove barriers that prevent the inclusion of our diverse colleagues and limit their success.

We are continuously strengthening our commitment to gender equity by focusing on the following areas:

- Recruitment and Talent Management
- Data Analytics and Goals
- Exceptional Learning Experiences
- Engagement, Retention and Advancement
- External Impact



## Recruitment and Talent Management

We continue to evolve our recruiting processes, talent acquisition methods and tools, and talent brand to support Protiviti's growing diverse recruiting goals and talent needs.



## Data Analytics and Goals

We are committed to increasing our representation within our company, including at the leadership level. As such, we have created goals that are a part of our overall company goals that span the globe and are communicated to all employees.



## Exceptional Learning Experiences

We continually educate our people on gender equity with a focus on intersectionality, active allyship, gender bias, and gender identity and expression.



## Engagement, Retention, and Advancement

Our gender-focused employee network groups: We have two global networks focused on increasing gender equity — iGROWW, an initiative for the Growth and Retention Of Women in the Workplace, and GET IT, a group that drives gender Equality in technology and IT.

Amplify global sponsorship program: Amplify is a sponsorship experience designed to aid in the career development of high potential employees. The program is open to all Associate Directors and Directors with a special focus on our female and racially/ethnically diverse population.

Review of our people, policies & processes: We continuously review our people policies and processes to mitigate bias and support gender equity within the firm.



## External Impact

Our gender pledges: We joined the [Catalyst CEO Champions for Change](#) & [Gender & Diversity KPI Alliance](#) to demonstrate and keep ourselves accountable to our gender goals.

### Expansion of our gender-focused alliances:





# Employee Network Groups

Employee Network Groups (ENGs) are grassroots groups that organize to promote DEI initiatives within the firm. While the activities in these groups are driven by employees, they’re supported by leadership and provide our employees an “Opportunity to Have an Impact” as noted in our people promises. Our ENGs cover multiple dimensions of diversity and are highly collaborative within the communities they serve and with their allies.



## Experienced Hire Network

The Experience Hire Network’s (EHN) mission is to help experienced hires successfully transition into Protiviti and provide them with the right resources for a successful start within the firm.

*EHN is focused on expanding the Coffee Chat model that the London office has implemented. It’s a great tool to help experienced hires build their internal network as they join Protiviti. This initiative is being expanded out to all our local office chapters. In addition, EHN continues to expand its chapters and is focused on international expansion of the group.*



## Gender Equality in Technology and IT

Gender Equality in Technology and IT (GET IT) aims to address the unique challenges people face when pursuing careers in technology and strives to create greater gender diversity in those fields.

*Panel Discussion on Active Allyship in Tech. GET IT hosted a virtual panel and small group discussion on what it means to be an active ally in tech. This virtual event included discussion on how anyone can become active allies and advocates to further improve diversity of underrepresented groups and women in technology.*



## Growth and Retention of Women in the Workforce

Growth and Retention of Women in the Workforce (iGROWW) provides a workplace community for women and a forum to enhance employee success, with initiatives focused on the recruiting, mentoring, growth and retention of women.

*The iGROWW, GET IT and GWEN (Robert Half) employee network groups celebrate International Women’s Day annually in March. In 2022, Abby Wambach joined us to share her perspectives on gender equity, breaking biases and leadership. We were lucky enough to have her back again a month later to deep dive into her book Wolfpack and leadership directives with several of our leaders. Both discussions helped us better understand how we can continue to evolve as women leaders and create a more equitable world for others.*



### Multicultural Employee Network Group

The Multicultural Employee Network Group (MENG) promotes an inclusive working environment and creates a network to ensure employees of all cultures, races and ethnicities are accepted and valued; create an organization that reflects the communities we live and serve in; attract, recruit, retain, and facilitate career development and growth; and ultimately enrich the lives of our colleagues, clients and communities by incorporating the best of all cultures in our work.



### Latin/Hispanic Employee Network Group

The Latin and Hispanic Employee Network Group vision is to promote and sustain an inclusive environment where Latin/Hispanic professionals can thrive across all levels of the organization.

*For National Hispanic Heritage Month, our keynote event focused on Embracing the Hispanic Power. We heard from the founder of We Are All Human, a non-profit organization whose mission is to advocate for every human to be respected and empowered by focusing on our common humanity.*

*MENG hosted a virtual event in July 2022 led by Rumbi Petrozzello, Seramount Senior Director. Throughout the event, participants gained insights on effective mentorship program administration, plus ways to establish and maintain these relationships. Rumbi also discussed various types of mentoring relationships (e.g., peer, one-on-one, group, reverse, flash and team mentoring) and how these roles can aid in the overall design of a successful and inclusive mentorship program. In addition, Rumbi provided guidance on the goal-setting process, skill development focus areas and ongoing monitoring activities.*







### Asian Social Professional Initiatives and Resourceful Employees

The Asian Social Professional Initiatives and Resourceful Employees (ASPIRE) group’s vision is to enhance the presence and influence of Pan-Asian professionals at Protiviti and beyond.

*Asian American & Pacific Islander (AAPI) Heritage Month is a time to recognize the contributions and influence of Asian Americans and Pacific Islander Americans to the history, culture and achievements of the United States each May. This year, ASPIRE celebrated the month by sharing family recipes, learning about Pan-Asian representation in media and pop culture, and hosting a leadership panel of Pan-Asian leaders at Protiviti.*



### Black Employee Inclusion Network Group

The Black Employee Inclusion Network Group (BEING) vision is to cultivate leaders within Protiviti through practiced inclusion and advancement opportunities for employees who identify as Black and/or African American, ultimately demonstrating Protiviti’s commitment to diversity, equity and inclusion. At the top of this year, BEING committed to enhance the experience of its members by curating initiatives tailored to communicate the richness of Black and African American Culture. The Black Employee Inclusion Network Group is invested in building a strong sense of community among our members by sharing our collective heritage.

*BEING celebrated Black History month with a theme each week: Innovation, Music, Dance, and Food, Health & Wellness, and Career and Development. The themed weeks included dynamic speaker Kwasi Fordjour, who discussed being an innovative trailblazer in the entertainment industry, and Raul Edwards, who discussed the African influence on food, music, dance and culture across the world and gave a virtual dance lesson. Additionally, on African World Heritage Day, BEING held an event to highlight the beauty and diversity of African countries. BEING also recognized Juneteenth by presenting the impact of Black and African influence on American cuisine with a live cooking demonstration by Guest Chef Tony Stafford.*





ProMIND

ProMIND aims to promote mental health and well-being and reduce the stigma of mental health challenges through open dialogue and support for one another, resource sharing and encouraging mindful activities.

*ProMIND hosted several workplace wellness webinars to provide education on how to; 1) recognize mental health signs and symptoms, 2) gain communication and support techniques, 3) create a wellness plan and, 4) identify the signs of toxic burnout and stress to better manage mental wellness and self-care.*



proPRIDE

The proPRIDE network provides a workplace community for LGBTQ+ employees and welcomes participation from both LGBTQ+ employees and allies.

*The “We All Belong: A Message From Our Youth” panel discussion with the It Gets Better Project co-hosted by Protiviti’s proPRIDE and Robert Half’s BELONG ENG groups. The panel featured young professionals at Protiviti and Robert Half as well as young adults and youth of our colleagues who shared their LGBTQ+ journeys and experiences. Through this event we had the opportunity to welcome unique experiences and perspectives and strive to make Protiviti a place where all of us can have a sense of belonging.*







### Parents

Our Parents Network is a community for working parents at Protiviti and through this network we empower working parents to share successes, exchange information, support transitions and tackle challenges they may be facing together.

*In 2022, the Parents Network had an ambitious goal to take our ENG global. We recruited a new co-sponsor for the ENG, Christina Mai, who is based out of our Shenzhen, China office. With Christina’s leadership, we were able to propagate our marquee event, Bring Your Children to Work Day (BYCTWD), that had only historically been held at U.S. office locations to some international locations.*



### Veterans

The mission of the Veterans Network is to have a positive impact on the careers of employees with prior and ongoing military service or their spouses and to improve Protiviti’s ability to attract and retain employees from this deep and unique talent pool.

*The Veterans ENG hosted a virtual panel featuring four Protiviti employees with various connections to the military and to veterans. Our panelists who are veterans discussed how the lessons they learned and the skills they developed during their military service connect to their work at Protiviti. Our other participants on the panel shared how the veterans on their teams have enhanced Protiviti. We value the talents that veterans, reservists, national guardspeople and military spouses bring to our organization.*







### Employee Spotlight

I am honored to serve as the lead of Protiviti's Veteran's Employee Network Group. Prior to joining Protiviti, I was a Surface Warfare Officer in the United States Navy. My time spent transitioning to the civilian business world was filled with anxiety and worry, but the support that I found immediately after joining Protiviti dispelled any remaining concerns I had. Leaders who valued my soft skills gave me effective training to learn the hard skills necessary for my job, co-workers who had made the transition before me gave me valuable advice, and I found comradery amongst the members of our Veteran's ENG. A few years later, I was asked to lead the ENG and knew this was my chance to make a difference for others. At Protiviti, our voices are heard by our leadership, and I have been able to use mine to make positive changes for our company's veterans, reservists and spouses. I am grateful that Protiviti recognizes the value that this unique talent pool brings to our company and strives to continually improve the employee experience for us all.

—Rachel Alban, Associate Director, Technology Consulting



*As a global business, we  
acknowledge and respect the  
heritage and traditions of the  
countries in which we operate.*





# Inclusion Champions

At Protiviti, we have inclusion champions at each of our local offices. Our inclusion champions oversee the DEI efforts of the firm at the local level. They work with the local ENG leaders to drive a strategy to promote diversity, equity and inclusion, and provide support, oversight and resources to ensure the ENGs are meeting their goals on a local level. See what our inclusion champions are doing around the world.

# APAC Regional Highlights

## Australia

Protiviti Australia has worked together with Reconciliation Australia to develop a Reconciliation Action Plan (RAP). RAPs have enabled organisations to sustainably and strategically take meaningful action to advance reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples for the benefit of all Australians.

Based around the core pillars of relationships, respect and opportunities, RAPs provide tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples, increasing economic equity and supporting First Nations self-determination.

As a global business, we acknowledge and respect the heritage and traditions of the countries in which we operate. Inclusion is a core value at Protiviti and we are committed to creating an environment where everyone thrives.



### The Protiviti Australia Reconciliation Action Plan

The Protiviti Australia Reconciliation Action Plan was launched nationally in April 2022 and the Working Group have started to look at how we can start to work towards and implement the practical plans for action that demonstrate our commitment to contribute to reconciliation with the First Nations people. We've set up four streams covering:

- **Relationships:** Establish, build and strengthen our relationship with Aboriginal and Torres Strait Islander community
- **Respect:** Increase our understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories and rights as well as demonstrate our respect by observing cultural protocols and celebrating dates of significance
- **Opportunities:** Increase our Aboriginal and Torres Strait Islander supplier diversity and people employment outcomes
- **Governance:** Ensuring governance practices are in place to monitor RAP development and deliverables





Hong Kong

Protiviti hosts Courageous Conversations globally to foster a safe environment and discuss relevant events around us. Protiviti Hong Kong joined the global Courageous Conversations by launching their first pilot episode.

The event was met with much enthusiasm as colleagues from all business lines and support functions collaborated to discuss living conditions and our perceptions of domestic helpers in Hong Kong. The diversity in audience led to rich debates with various points of views. They challenged the conventional “live in rule,” where domestic helpers are mandated to stay in with their employer and explored common risks, such as predatory lending and pandemic-induced issues. The session not only fostered a culture where authenticity is encouraged, but also helped build awareness and provided meaningful food for thought on DEI issues close to heart.

Following the success of the pilot episode, Protiviti Hong Kong will continue to facilitate Courageous Conversations to enable a safe space for listening, sharing and learning.





Employee Spotlight

As a Chinese-Indonesian living alone in Hong Kong, DEI has always been a topic close to heart. I believe differences are what drive true innovation and help us live richer and more meaningful lives. Initially I was skeptical of the impact corporate initiatives have on the wider community—however, direct experience at Protiviti proved otherwise. Even as someone relatively new to the firm, I’ve been empowered to lead company-wide initiatives and explore unconventional ideas. To say that I’m glad I’ve joined Hong Kong’s DEI inclusion champion committee is an understatement.

—Amanda Wantono, Senior Consultant, Business Performance Improvement





# Europe Regional Highlight

## United Kingdom

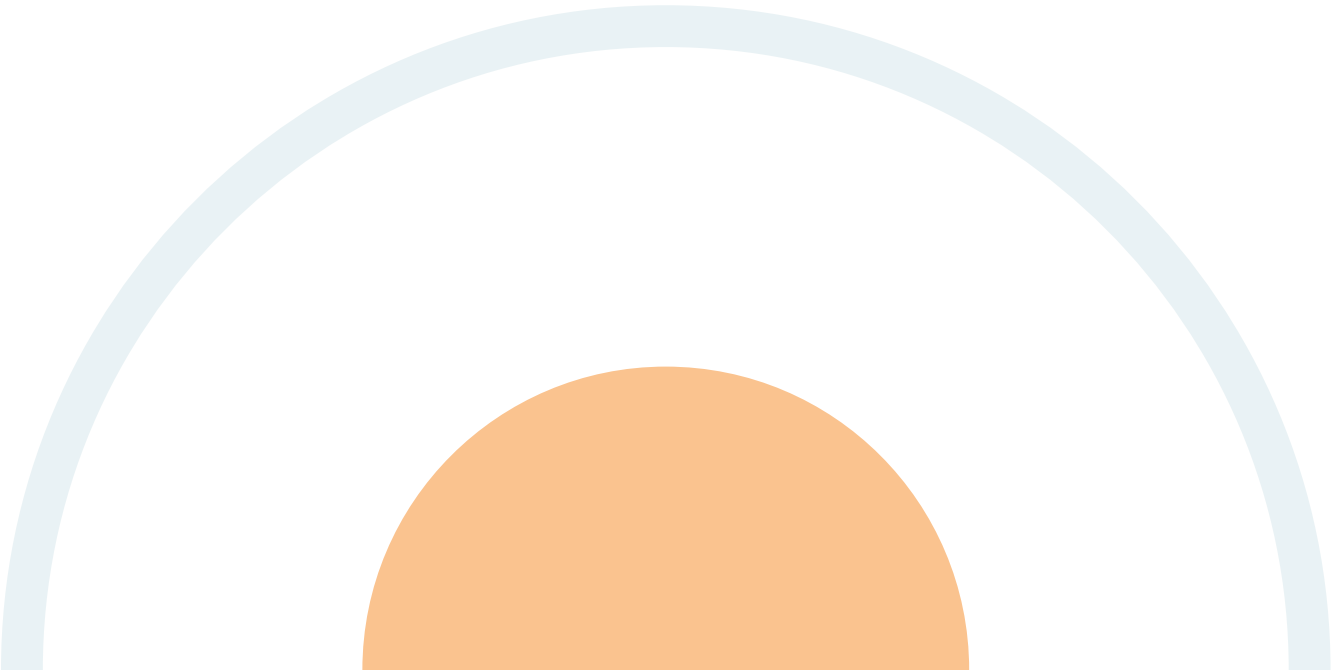
Protiviti’s U.K. DEI work has centered around creating a U.K. specific diversity strategy focusing on the importance of data and ensuring collaboration amongst the U.K. employee network groups. The pipeline includes the addition of a new mentoring program with a U.K. university, collaboration to improve the representation of neurodiversity in business and networking opportunities for improving diversity within the finance sector.

Additionally, in an effort to reduce language bias and improve culture conversation, the U.K. office hosted a Courageous Conversation that allowed our colleagues to ask questions in a safe space and also open the discussion on whether members feel included at Protiviti and represented. Ultimately asking the question, can you be your true authentic self at work?

Finally, the U.K. iGROWW chapter held a panel discussion on parenting and career development—highlighting the importance of women’s representation within the workplace and the importance of inclusion to ensure women’s career development.

## Germany

Protiviti Germany’s DEI committee celebrated Pride month by aligning to Protiviti’s global theme of LIVE—Learn, Inform, Vocalize and Engage—by sharing a weekly letter to all colleagues in Germany. The team also hosted a “Pronouns at Protiviti” Design Thinking session and is working across all Protiviti Europe offices to align European proPRIDE activity.





## Employee Spotlight

I consider myself incredibly lucky to have grown up in a multicultural upbringing. Being born in Spain and then living in Brazil, Germany and France are among the many factors that makes me so curious, in business and private life, and why I found myself in consulting as a career. All things considered, most consultant work is dynamic problem solving.

Through my work and education, I have already participated in various cross-cultural projects, developed strong communication skills, and feel I have a natural empathy and interest in other cultures. I can very much thank my parents for teaching me from a young age the importance of helping the less fortunate, especially as I wanted to follow their example in donating money and lending volunteer time. This lesson has given my life purpose, and in all honesty, feels quite nice.

I'm thankful to Protiviti for giving me an opportunity to give back to my work community by including me in the Global Inclusion Champion Network, as well as shaping DEI initiatives in the Amsterdam office. With the DEI team, we've been able to organize diversity workshops, host a potluck in which colleagues could celebrate the foods of their homes, and look for ways in which the office can be a more comfortable place for people of all backgrounds—international and local.

To finish off, I love that at Protiviti we can bring our authentic selves to work, and that we can further foster that on the DEI team.

—Pablo Estefania Lopez, Manager, Internal Audit Financial Advisory



# North America Regional Highlight

## West, United States (Austin, TX)

Austin, Texas is one of Protiviti’s newer offices but it has already developed a DEI committee that is bringing the new office together. This year, the Austin DEI committee hosted an introductory happy hour for the committee members to connect with the local office and raise awareness for DEI efforts and upcoming events.



Additionally, the Austin DEI Committee hosted a panel event in honor of Haitian Flag Day: a national holiday celebrated every year on May 18th to honor the culture and heritage of the Haitian people and commemorate the nation’s history. The discussion offered a productive and purposeful conversation with the panelists to learn about their culture, as well as their personal and professional experiences

## Northeast, United States (NYC)

Protiviti’s New York, New York office has a local chapter for all eleven of our employee network groups. See some of the activity they’ve coordinated in the New York office:

- The Asian Social Professional Initiatives and Resourceful Employees (ASPIRE) hosted a Passion Project Meet and Eat which featured panelists from the New York office who discussed passion projects they’ve dedicate their time to outside of Protiviti and how they manage a work-life balance.
- The Experienced Hire Network introduced an exciting new initiative called the New York Minute Chats. These chats provide new experienced hires the opportunity to meet New York tenured Protiviti employees across all solutions!
- Growth and Retention of Women in the Workforce (iGroww) hosted a Women’s Leadership Panel Series which include an open panel discussion with Protiviti leaders using questions submitted by iGroww members.
- The Multicultural Employee Network Group (MENG) hosed its annual Multicultural Potluck where employees brought in dishes from their cultures to learn about different cuisines and cultures.
- The ProPRIDE New York office chapter hosted a T-Shirt Tie-Dying Event To kick off Pride Month 2022. No experience was required, and all supplies were provided during the event!
- The Veterans Network hosted a former Navy SEAL office speaker who shared his front-line perspectives on extreme ownership, being an effective leader, and how to build high-performance, winning teams that thrive in ambiguous, adverse conditions.



Canada

At the start of year 2022, Protiviti Canada decided to recognize one DEI event monthly. We’ve recognized several events this year, some of which were Canada specific. The most recent event being the DEI National Day for Truth and Reconciliation Lunch and Learn Session. We provided a meal voucher to all Protiviti Canada employees, so that we can all share a meal together while learning.

The National Day for Truth and Reconciliation in Canada is an important moment to honor the memories of survivors, who were harmed by horrendous abuses at residential schools, and their families, who have suffered intergenerational traumas. This is also a time to commemorate those who did not survive. September 30, 2021, marked the first National Day for Truth and Reconciliation. So, this year being the second time the event will be recognized, we decided to have a lunch and learn to help people understand the significance and importance of the day. We had some great conversations around the issues faced by the Indigenous people and how we might relate to them. We had great contributions from people and personal stories were shared. We shared some materials that people can review to learn more about the topic and received great feedback on the event.





### Employee Spotlight

The practice of diversity, equity and inclusion in Protiviti Canada makes people of various backgrounds feel welcome and ensure they have the support they require to perform to the fullest of their abilities in the workplace, whilst being their true selves.

Empathy has always been a dominant theme in all the strength assessments I have ever done. It's a good thing I realized early that I have a passion for listening to people and trying to put a smile on the face of anyone I meet, no matter how inconvenient it might be. My dominant emotional intelligence trait has over the years made me get positively involved with children, youths, adults and senior citizens through several avenues most of which are volunteer work. I see being involved with the DEI team in Protiviti as an opportunity to do what I love, which is impartially promoting a sense of belonging within the organization for all, irrespective of our differences. I have experienced DEI in Protiviti through various means, some of which is the work flexibility I have enjoyed so far, as well as the great people I have been privileged to work with, who make the workplace feel like home.

—Rhoda Kushimo, Manager, Technology Consulting







# Expand Our Impact

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# Expand Our Impact

We *Expand Our Impact* by expanding diverse alliances, developing greater client engagement with DEI, contributing to community organizations through volunteerism and scholarships, advancing supplier inclusion and benchmarking efforts through external recognitions and pledges.

## Business Alliances

We engage with a variety of organizations to help strengthen our DEI efforts and, in many cases, complement the work of our variety of Employee Network Groups.



# Racial Equity Alliances

These groups have a strong focus on racial equity and work together with one or more of Protiviti’s ENGs. These relationships are truly a win-win. They result in increased volunteer participation for the organization and help build leadership skills for Protiviti employees, while furthering the important work toward the goal of racial equity in our communities.



## Association of Latino Professionals for America

Protiviti has worked together with ALPFA since 2015. During this period, Protiviti has sponsored employees to attend ALPFA’s annual conventions and provided the opportunity for employees to join the local chapter membership program with access to year-round events and resources. Protiviti’s Latin Hispanic Employee Network Group (LHENG) plans to continue building the relationship with ALPFA through local and national collaborations to further develop our Latin Hispanic leaders at Protiviti and pay it forward in the community.

In 2022 we were able to send thirteen Protiviti professionals to attend ALPFA’s 50th anniversary national convention where one of our employees was featured on a panel titled “Women of ALPFA Workshop: Breaking the Glass Ceiling: Think, Plan and Act Differently.” In addition to being a National Sponsor, Protiviti has grown their local chapter sponsorship across ten locations, where we have a total of twelve of our employees sitting on the board. We have furthered our local involvement by participating in the ALPFA Regional symposiums where our team has presented at five local universities across the country.



**Above:** Protiviti professionals attending the ALPFA National Convention  
**Below:** Protiviti professionals attending the Ascend National Conference



**Ascend** Ascend

Protiviti has worked with Ascend since 2016. Many Protiviti employees have attended Ascend meetings and have joined local chapters. Through these memberships, employees can attend Ascend events and have access to Ascend resources and leadership positions on local Ascend boards. Protiviti’s Pan-Asian Employee Network Group, Asian Social Professional Innovative and Resourceful Employees (ASPIRE), has been particularly active with Ascend and will continue to build local and national collaborations. As of the end of this year, we have four Protiviti employees who sit on their local board.

In 2022, Protiviti was able to send eleven employees to the national conference in Anaheim, California. At this year’s conference, we had Steve Wang, Managing Director, St. Louis, present a scholarship to a national Ascend scholar. In addition to our national involvement, our Protiviti Ascend Champions have made an impact at the local level. We had two of our executives speak at the Ascend regional Inspiring Across Generations Conferences, where our speakers Charles Dong, Managing Director, New York and Chintan Thakkar, Managing Director, Dallas, were able to represent Protiviti on behalf of their local Ascend chapters.



**black is tech** Black Is Tech

This is the first year that Protiviti engaged sponsorship with Black is Tech. The 2022 Conference brought in over 20,000 attendees virtually and 3,500 attendees for smaller in-person activities, networking and workshops.

Protiviti sponsored the Atlanta expo and was one of twelve companies in attendance. At the virtual conference we participated in a panel titled “Can We Really Diversify Tech? A Holistic Approach to Building Technology for All”.



**Above:** Protiviti professionals attending the Ascend National Convention  
**Below:** Protiviti professionals attending the Black is Tech Conference





NABA, Inc.

Protiviti has had a long-standing relationship with NABA, Inc. attending both national and student conferences throughout our regions. Many of our employees are members of local NABA professional chapters as we have an active presence across thirty-three different chapters in North America. This year, Protiviti was able to send ten employees to the national conference in Hollywood, Florida. At the conference we presented three scholarships to young leaders who are active in their collegiate NABA chapters, in order to further assist with their educational and community service efforts.

In addition to attending the 2022 convention Protiviti sponsored both The Women of NABA Greensboro Brunch and the St. Louis Accounting Career Awareness Program (ACAP).



National Society of Black Engineers

We began working with the National Society of Black Engineers (NSBE) in 2020. One key focus area for our relationship is on workforce development.

We reach technical entry level and hire experienced candidates who are students or professional members of NSBE through participation in career fairs at regional and national conferences, as well as posting our internal and client job openings on NSBE’s career center website.

In 2022, Protiviti employees were able to attend the virtual conference and join sessions on professional development and support our recruiting team at the career fair. Our team spoke to 50+ potential candidates at the career fair and are excited about the connections made! Protiviti employees also supported Robert Half’s career fair prep center where we conducted one-on-one résumé reviews with students over three days.



Above: Protiviti professionals attending the NABA Inc. Conference  
Below: Protiviti professionals recapping their virtual NSBE Conference experience





## Employee Spotlight

My parents were 24 years old when they left Taiwan to come to the United States. They did not speak English, have any formal education or trade skills. Nevertheless, they went because of the opportunity for a better life. They left their loved ones and moved to America. Like many others with few options, the work they could find was in Chinese restaurants. For over 25 years, usually 7 days a week, they sacrificed weekends, holidays, family and parts of their cultural identity to provide for their children.

While this story is not unique to immigrants, the actions of my parents are a reminder to me of how fortunate I am, why I am proud of where I came from, and why I am passionate about DEI. As I better understood my dual cultural heritage, I became comfortable talking about my identity. In turn, this led to others sharing their personal experiences of being Asian in America. While I do not believe any single experience can define what that means, the stories that were shared made me realize that many people have similar lived experiences.

I was inspired and wanted to create a local group that would connect people at my own office. With support from Protiviti, I started our Chicago Pan-Asian employee network group—now with over 25+ people! Protiviti has also sponsored the Ascend Midwest chapter while simultaneously being supportive of my involvement with the chapter. They have provided me with the tools, resources and expertise to build meaningful relationships with the student chapters. I am lucky to have this opportunity to be involved with DEI and look forward to continuing to learn and give back.

—James Pan, Director, IT Audit





## National Urban League

We have a long-standing relationship with National Urban League’s President and CEO, Marc Morial, who currently serves on Robert Half’s board of directors (2016 to present) and previously served on Protiviti’s independent advisory board (2009-2016). Through this relationship, we began our relationship with National Urban League in 2020.

One key focus area for our relationship is on community involvement and volunteerism. National Urban League supports many programs designed to address social inequality and racial injustice. We are also exploring workforce development opportunities, such as offering technical skills training to people who have been unemployed for an extended period of time.

In 2022 we attended the national convention where our team grew in their professional and personal development while learning from and networking with activists, small business owners and professionals from around the country.



## TC4RE

Technology Community for Racial Equity is dedicated to building a more diverse and inclusive technology industry for the benefit of individuals and the organizations they work for and is based in the U.K.. Protiviti is among the founding members of TC4RE.

TC4RE supports every business in the technology sector, regardless of their progress with equality, diversity and inclusion (D&I). We are in this together.

Their objective is to transparently commit to driving equality and transforming ourselves and our organizations. Whether you’re a novice or an expert, you can follow the three-phased program to further your D&I journey with TC4RE.

- **Learn** TC4RE’s goal is to become recognized as a trusted advisor on racial awareness for the technology sector. They achieve this by providing access to online resources and learning materials on topics including unconscious bias, equality, diversity, allyship and more. They also showcase the work of TC4RE organizations and their guiding values. As a result, their ambition is to educate all on why it’s important to foster an inclusive workplace and how to do so.
- **Engage** TC4RE strives to enable anyone who wants to engage in a D&I conversation. The TC4RE community provides support and training to ensure individuals are equipped with the tools and knowledge needed to generate conversations around D&I and ensure their voices are heard in the workplace.
- **Transform** Building on the foundation created in the first two phases, TC4RE members work to transform their organizations through dedicated programs and initiatives that bring about change. This includes signing up to the Race at Work Charter and Change the Race Ratio and committing to increasing representation across all areas of the technology industry. This work will help to create a culture of allyship and improve the industry for individuals and the organizations they work for.



# Gender Equity Alliances

Alliances play an important role in advancing Protiviti’s gender equity strategy. These groups have a strong focus on gender equity to aid in our dedication to increasing our female representation within our company, with a keen focus on our leadership levels. We believe in working with these organizations to aid in the professional development of our own diverse workforce at Protiviti and to help close the gender gap in fields like technology, cybersecurity, finance and accounting. Together, we can forge women’s equality at Protiviti and beyond.



## Accounting & Financial Women’s Alliance

The mission of the Accounting & Financial Women’s Alliance (AFWA) is to enable women in all accounting and finance fields to achieve their full potential and to contribute to their profession. We’ve had a corporate relationship with AFWA since 2005.

In 2022 we attended the Women Who Count conference where Protiviti employees were able to attend the conference that featured speakers coving topics on accounting, tax, finance, leadership, communications and more.



## Girls Who Code

We began working with Girls Who Code to help close the gender gap in technology and IT. Girls Who Code is a nonprofit organization which aims to support and increase the number of women in computer science by equipping young women with the necessary computing skills to pursue 21st century opportunities.

Offices in Chicago, Dallas and the Bay Area supported Girls Who Code locally with programming and social events and nationally participated in the GWC Hiring Summit and speed networking events where our employees connected with students from colleges all over the U.S. to hear about why they chose to major in tech, computer science and business intelligence.



## Grace Hopper

Protiviti has been a proud sponsor of The Grace Hopper Celebration since 2019. The Grace Hopper Celebration is the largest women in technology national event hosted by AnitaB. AnitaB is a global nonprofit organization whose primary aim is to recruit, retain and advance women in technology. In 2022 we attended the celebration where our people learned from subject matter experts and networked with thousands of women technologists from around the world.



Above: Protiviti professionals attending the Grace Hopper Celebration





### Most Powerful Women in Banking™

Protiviti is the proud diamond sponsor of this annual program, celebrating American Banker’s Most Powerful Women in Banking™ and NEXT honorees. These women are at the forefront of the biggest ideas driving the industry—and our world—leading resilient, growing businesses and organizations in the face of some of the most uncertain times in financial services. Their optimism, strength, and insights are an inspiration, and their combined contributions remind us that we are strongest when we amplify our voices. Each year, we host a luncheon with the honorees and celebrate their accomplishments at the annual gala, hosting NEXT honorees as our guests.



Above: Protiviti professionals attending the American Banker’s Most Powerful Women in Banking annual gala



### PayTech Women

Protiviti is a proud corporate alliance of PayTech Women, formerly Women’s Network in Electronic Transactions (Wnet), the premier professional organization for women in the payments industry. PTW provides personal enrichment through world-class national and regional programming, networking opportunities and mentorship programs for women and advocates in senior leadership (executives, presidents and directors) as well as emerging leaders.



### Women’s Bond Club

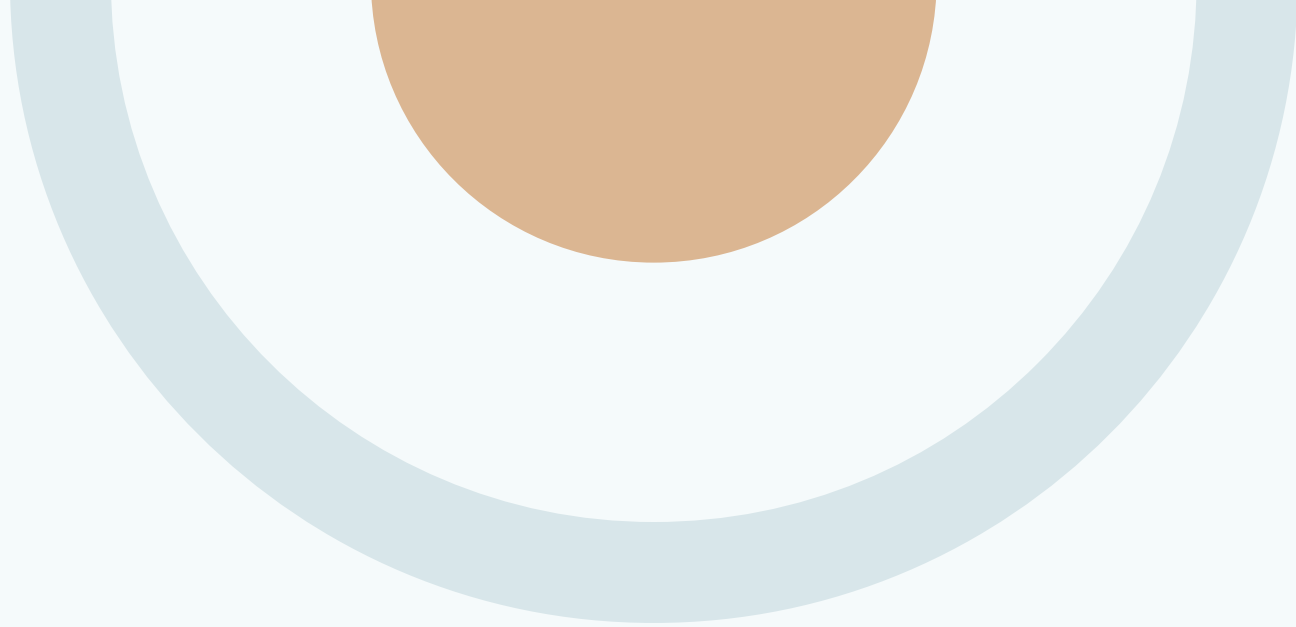
Protiviti is a corporate member and proud to support Women’s Bond Club mission to advance women in financial services and shape the future of the industry. In 2021, Kim Bozzella was named to their board. In 2022, Chloe Chan was celebrated as a “Rising Star” during The Women’s Bond Club gala.



### Women in CyberSecurity

Women in CyberSecurity (WiCyS) is a nonprofit organization dedicated to the recruitment, retention and advancement of women in the cybersecurity field. We’ve had a longstanding relationship with WiCyS and look forward to continuing our relationship.





## Additional Alliances

Protiviti also works with a number of organizations that contribute to our core value of Inclusion. These alliances include organizations in the LGBTQ+ space, neurodiversity and people with disabilities area, and mentorship programs for underrepresented youth. These alliances help us achieve our vision of being an organization where everyone thrives as we work to recognize that our employees and clients come with a variety of lived experiences.



### Catalyst

Catalyst is a global nonprofit supported by many of the world’s most powerful CEOs and leading companies to help build workplaces that work for women. Protiviti employees have access to trainings, microlearning offerings, infographics and other resources as part of our relationship with Catalyst. In March 2021, Protiviti CEO Joseph Tarantino signed the Catalyst CEO Champions for Change pledge and by doing so, committed to promoting the advancement of women and sharing key metrics with Catalyst for benchmarking.



### CEO Action for Diversity & Inclusion

We have a relationship with the CEO Action for Diversity and Inclusion which is the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. We participated in the CEO Summit, Day of Understanding, I Act on Pledge and fellowship program. We also hosted global CEO Action Collective Perspectives Discussions focusing on a culture of inclusion and belonging allows everyone an opportunity to participate, be heard, be valued and feel empowered to fulfill their potential.



Above: Protiviti professionals recapping their virtual Lesbians Who Tech Pride Summit experience





Disability: IN

We began our relationship in 2021 as we continue to support all levels of diversity. Disability:IN is the leading nonprofit resource for business disability inclusion worldwide. They aspire to serve as the collective voice to effect change for people with disabilities in business.

This year, we participated in the annual convention where our people attended breakout sessions and learned more about DEI best practices and how to foster an environment of inclusivity. Protiviti was among the first 100 companies to sign the Disability:IN Equality Index, along with CEOs from Fortune 1000 companies, to advance disability inclusion and equality.



Lesbians Who Tech & Allies

Lesbians Who Tech & Allies is the largest LGBTQ+ technology community in the world with over 100,000+ members from all backgrounds. This year, Protiviti employees attended the 2022 Virtual Pride Summit where they were able to network with other attendees and share experiences through events and breakout sessions.



Out & Equal

Out & Equal’s annual Workplace Summit is the world’s largest LGBTQ+ conference, with more than 5,000+ attendees from across the globe. This four-day conference brings together powerful executives, ENG leaders and members, and HR and DEI professionals and experts—all working for LGBTQ+ equality. We have had a relationship with Out & Equal since 2009.

In 2022, we attended the annual Workplace Summit where attendees heard from LGBTQ+ leaders, attended workshops for professional development and networked with thousands of LGBTQ+ professionals and allies from around the world.



Above: Protiviti professionals attending the Out & Equal Conference





ProMazo

Through our relationship with ProMazo, Protiviti employees volunteer their time and resources to mentor underrepresented students. Our people serve as a personal champion to help these students on their journey through college and to a career. Protiviti has been working with ProMazo since its inception and a representative of Protiviti sits on ProMazo’s advisory board.



Rangam

Rangam is a global diverse, woman, and disability-owned workforce solutions company whose philosophy “Empathy Drives Innovation” influences everything they do. We worked with Rangam to host internal operations trainings and an educational session on “Insights and Understandings on Disability Inclusion” to recognize National Disability Employment Awareness Month (NDEAM) in the United States.



Seramount

Protiviti employees have access to trainings, microlearning’s, infographics and other resources as part of our relationship with Seramount. Seramount provides expert guidance, strategies and tools needed to help navigate the ever-changing landscape of diversity, equity and inclusion in the workplace.





## Employee Spotlight

Like many new graduates, I went back into the closet when I joined the workforce. It was a difficult period of my life where most of work and personal life were fully separate. Since joining Protiviti in 2014, I've been able to be fully out of the closet from day one and wanted others to feel empowered to do the same. What an amazing experience it has been!

After about a year at Protiviti, I joined proPRIDE and started to get involved in the initiative. When I moved to the U.K. in 2016, both locally and globally the network began to grow and thrive. Through my involvement, dedication and passion towards embedding DEI values throughout Protiviti, I worked my way into leadership roles both in the U.K. and globally. Through this came the incredible opportunity to attend Out and Equal Workplace Summit (O&E), the largest LGBT+ Conference in the world, with more than 5,000 attendees from large corporations and non-profits. It's an amazing opportunity to network, learn and share experiences and best practices in the DEI space to ensure workplaces are environments where everyone feels like they belong.

This year's Summit in Las Vegas was my third time attending O&E, with the first two I attended in Seattle and Washington DC. I had an amazing time getting to know our Protiviti and Robert Half colleagues in attendance as well as meeting people across other like-minded organizations. Each day was extremely busy with activities. We attended 3-4 breakout sessions each day plus some sessions for all attendees. These interesting presentations were focused on relevant and diverse topics related to LGBTQ+ topics in the workplace: from bi-erasure, transgender inclusive policies in the workplace to capturing DEI data within HR systems and many more! We were also tasked to work our Protiviti/Robert Half booth in the conference center where we met and shared information with prospective employees and clients by using our pronoun pins and swag to attract them to the booth. Our nights were filled with meet and greets, dinners, drag shows and group social events. It was exhausting but would not trade the memories, lessons learned, and connections made for anything.

—Andrew Wieser, Associate Director, Internal Audit Financial Advisory





# Community Collaborators

We promote Diversity, Equity and Inclusion not only within Protiviti internally, but also externally with our clients and within our communities. We engage with clients in diversity, equity and inclusion best practice sharing sessions and by staffing diverse teams to our engagements.

Our sharing sessions demonstrate to our clients the importance of our commitment to driving our efforts forward. Our sessions have included financial services, healthcare, and consumer product clients. We discuss best and next practices within DEI as well as our successes and areas of opportunity. It is key to share failures to learn and grow from one another and to keep authenticity front and center. As we continue this journey, our client interaction is essential and necessary to our growth.

**We also engage in a number of DEI related community service events, such as:**

- Our Matching Gifts Program provides all Protiviti employees an opportunity to increase the impact of their commitment to non-profit organizations annually
  - Employees have additional funding through our Giving for Equality program to match to any of our DEI strategic alliances per employee annually

- Actively serving on non-profit boards related to our strategic alliances including but limited to Ascend, ALPFA and NABA
- Developing relationships with Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs) and Minority Serving institutions (MSIs) to give back and build a more diverse candidate pipeline
- Providing scholarships to students from underrepresented groups who engage with our strategic alliances
- Volunteering with the ProMazo mentorship program to mentor under-represented college students
- Raising donation contributions with a charity walk for the It Gets Better organization
- Working together with the U.K.’s House of Pride #ConnectingTheLetters annual campaign for LGBT+ History Month aligning with U.K. Black History Month to raise funds for the Stonewall Housing and Gay Times’ Amplifund
- Reading children’s books in Spanish and English for the Mi Escuelita organization





### Employee Spotlight

I learned from my parents at an early age to help the less fortunate when possible whether it was donating money, lending your time, or helping in some other way. Being able to give back to the community and volunteer for various organizations make me feel good and gives my life a sense of purpose. Protiviti has given me the opportunity to volunteer with Mi Escuelita which is a non-profit for pre-school kids who happen to be mostly Hispanic/Latinx and are learning English. We have been able to provide them with virtual stories as well as virtual and in person lessons. Seeing the smiles and interacting with the little ones warm my heart. I am also involved with Association of Latino Professionals (ALPFA) through our Latinx/Hispanic employee network group, and this will give me the chance to mentor students as well as assist in the recruitment and retention of Latinx employees which is another area I am passionate about. Looking back at my career, I did not have many Latino role models to mentor and guide me, so I would like to serve as a mentor for the younger generation to help them navigate through their journey both professionally and personally. I love it at Protiviti as we can bring our authentic selves to work, and they support our DEI journey 110%.

—Miguel Torres, Senior Manager, Technology Consulting



# Supplier Inclusion

Protiviti, a wholly owned subsidiary of Robert Half, is aligned to the US enterprise supplier inclusion program. The program is designed to support the promotion, growth and development of small and/or diverse-, woman-, veteran-, service-disabled veteran-, LGBTQ+ owned businesses and business owners with apparent and non-apparent disabilities. We also strongly encourage our community alliances and suppliers to work with diverse suppliers themselves.

Supplier inclusion targets assist us in measuring our purchases from small and diverse businesses by securing the various products and services we need from respected suppliers at highly competitive prices. As a result, Protiviti provides small- and diverse-owned businesses with equal footing to effectively work with us while growing their own business at the same time. Key benefits include:

- Promoting innovation of new products, services and solutions.
- Providing multiple channels from which to procure goods and services.
- Driving competition (on price and service levels) between the company’s existing and potential vendors.

Protiviti, along with dozens of other corporations, is proud to work alongside JPMorgan Chase in the launch of a Diverse Supplier Grant Initiative, a program aimed at providing diverse owned businesses, with an emphasis on Black, Hispanic, and Latino-owned businesses, access to growth capital they need to more effectively compete and secure corporate contracts from companies like ours, JPMorgan Chase, and the Fortune 500.






For more information about the program, visit these sites:

[Creating Opportunity by Removing Barriers](#)

[Capital for Diverse Supply Chain Businesses | Local Initiatives Support Corporation](#)

# Pledges

Protiviti’s commitment to diversity, equity and inclusion runs deep, and we are proud to publicly show our support by signing pledges and aligning with organizations that are devoted to furthering DEI goals on both local levels and across the globe. Among the pledges we’re honored to support are:

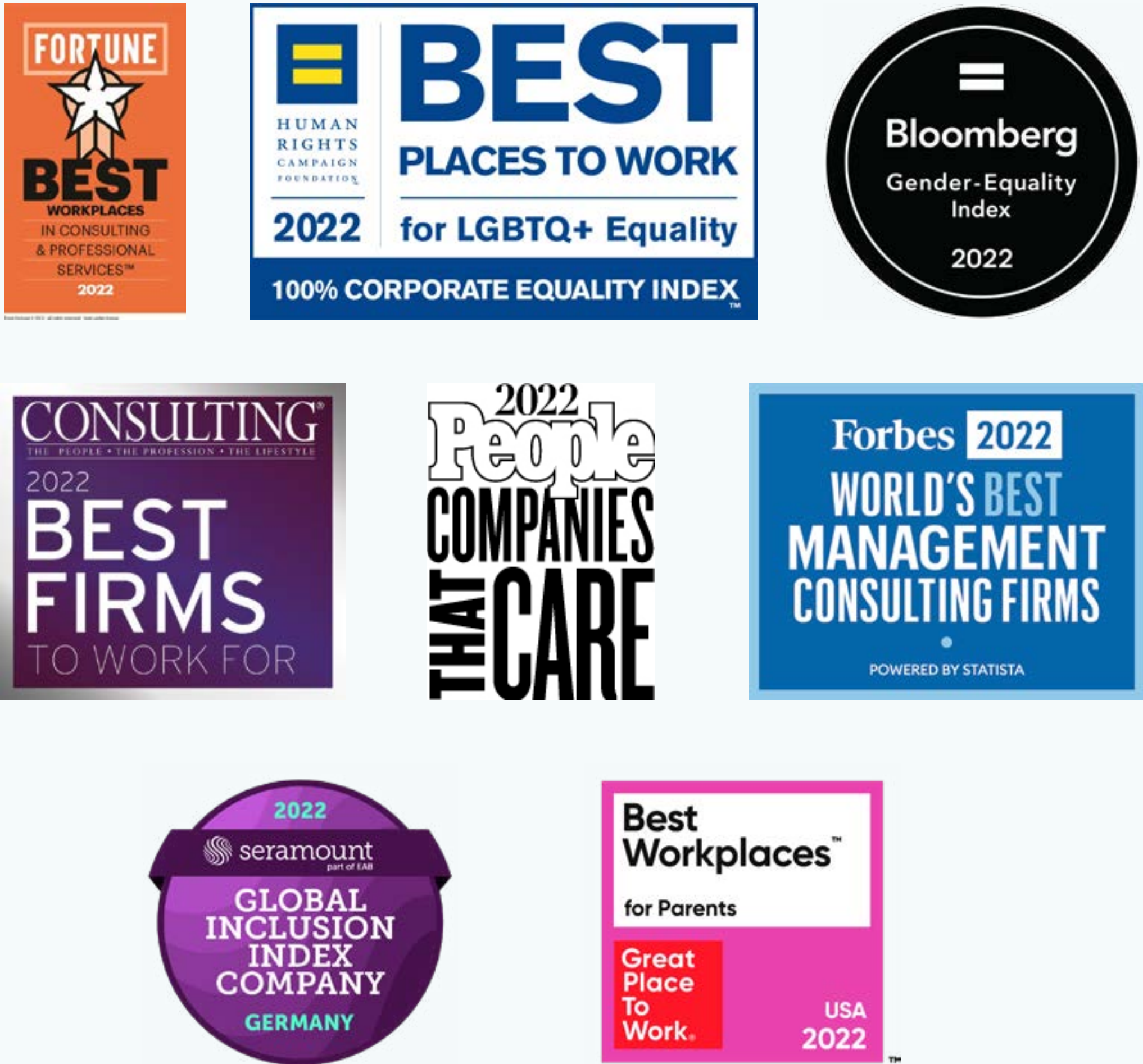
-  [CEO for Action Pledge](#)
-  [COVID-19 Action Agenda; Ascend; Pan-Asian Leaders Pledge](#)
-  [Catalyst Measuring for Change](#)
-  [Protiviti Commitment: Standing Together Against Racial Injustice](#)
-  [CEO Letter for Disability Inclusion](#)



# DEI Accolades

We are proud that our efforts in DEI have been recognized by many external organizations. These honors we received in 2022 recognize and reinforce the importance we place on our ongoing efforts to build a workplace culture on shared values.

- Dave Thomas Foundation – Adoption-Friendly Workplaces
- FORTUNE – Best Workplaces for Millennials
- FORTUNE – Best Workplaces for Women
- PEOPLE – Companies That Care
- SERAMOUNT – Best Companies for Multicultural Women
- SERAMOUNT – Top Companies for Executive Women
- SERAMOUNT – Best Companies for Working Dads
- SERAMOUNT – U.S. Inclusion Index
- SERAMOUNT – Global Inclusion Index (Protiviti Germany)
- GREAT PLACE TO WORK – Best Workplaces for Parents
- BLOOMBERG - Gender Equality Index
- HUMAN RIGHTS CAMPAIGN - Corporate Equality Index





Employee Accolades

Protiviti’s success in its DEI journey depends on all team members. In ways big and small, our people bring their unique perspectives to deliver new ideas and solutions for our clients. From time to time, individuals are honored for their particular contributions. These honors are individual in nature, and they represent the foundation of our DEI success—all our team members.

When one shines, we all shine.



**Barbi Goldstein**  
Consulting Magazine  
[Top Consultants](#)



**Tricia Callahan**  
Consulting Magazine  
[Women Leaders in Technology](#)



**Ariel Arce**  
The Institute of Internal Auditors  
[Emerging Leaders](#)



**Martin Nash**  
Seramount  
[Protiviti Working Parent of the Year](#)



**Steven Stachowicz**  
Seramount  
[Protiviti Working Parent of the Year](#)



**Madison Ong Urech**  
Seramount  
[Women of Excellence](#)



**Belton Flournoy**  
Hero of the Year  
[British Diversity Awards](#)





# Our DEI Journey Continues

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## Our DEI Journey Continues

This journey began years ago, and we hope it continues for years to come. Our DEI journey invigorates our work with clients, strengthens our team, and empowers every individual to achieve their full potential. As the journey continues, each step reveals a deeper appreciation for who we are and what our future may hold.

*We empower our people to drive the success of our clients, colleagues and candidates and to better our communities.*





