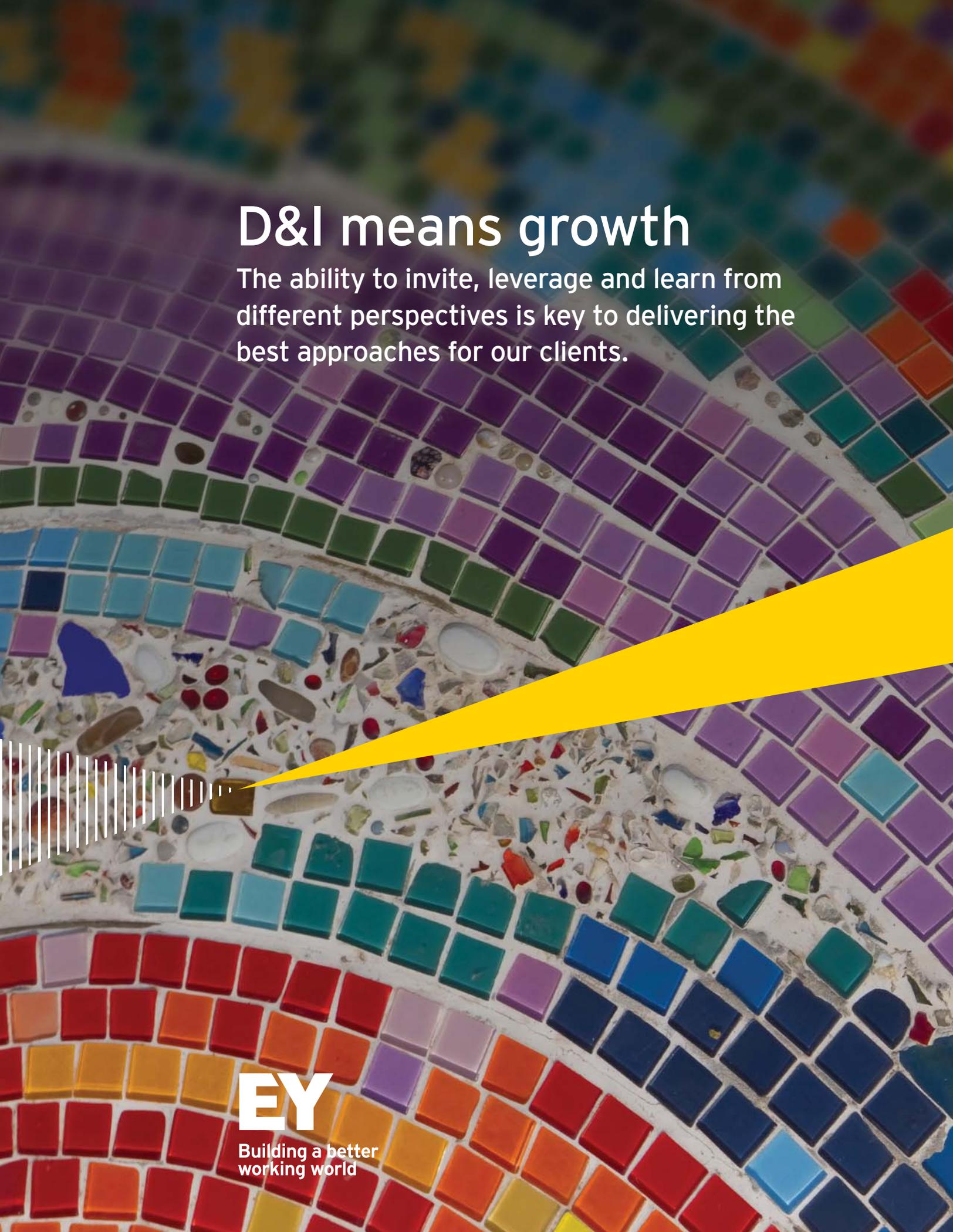


D&I means growth

The ability to invite, leverage and learn from different perspectives is key to delivering the best approaches for our clients.



EY

Building a better
working world

Our journey

EY's D&I Culture Change Continuum: our roadmap for success

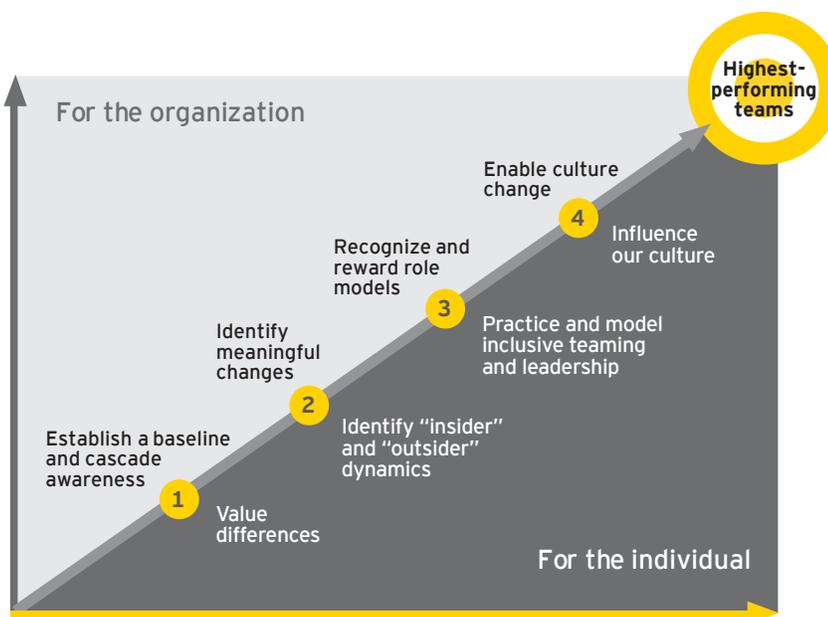
For the organization – where to start:

1 Establish a baseline and cascade awareness	2 Identify meaningful changes	3 Recognize and reward role models	4 Enable culture change models
"Do we have a clear point of view on how D&I benefits our business?"	"Have we identified gaps; are we working to close them?"	"Do we recognize those who team and lead inclusively?"	"Do all of our people feel included and able to fully contribute?"
Gather data and look for inconsistencies; set the tone at the top	Review talent and business processes with an inclusive lens; assess and encourage flexibility	Recognize everyday actions that demonstrate inclusive teaming; share stories from and about inclusive leaders	Set specific goals, then monitor and communicate progress

Diversity

All differences matter.

- ▶ Thinking style
- ▶ Leadership style
- ▶ Gender
- ▶ Diverse abilities/disabilities
- ▶ Country of origin
- ▶ Service line
- ▶ Location
- ▶ Ethnicity
- ▶ Education and work experience
- ▶ Religious background
- ▶ Sexual orientation
- ▶ Generation
- ▶ Socioeconomic background
- ▶ Other differences



Inclusiveness

Leveraging differences to achieve better business results; creating an environment where all people feel, and are, valued.

Where is EY on this continuum?

Our goal is for EY to consistently reach the ④ at the top right. The good news is, we already have in parts of EY, and all parts are working to make progress. Regardless of where our teams are today, stage 1 or stage 3, we expect the entire organization and all of our team members to move up the continuum.

We're embedding D&I in all our business processes:

- ▶ Recruiting and onboarding
- ▶ Experiences/assignments
- ▶ Career management
- ▶ Pipeline management
- ▶ Account planning
- ▶ Succession planning
- ▶ Recognition
- ▶ Performance management

Source: Framework adapted for EY from *The Guide for Inclusive Leaders*, by Joerg Schmitz and Nancy Curl. (Princeton Training Press, 2006)

For the individual – where to start:

1 Value differences	2 Identify "insider" and "outsider" dynamics	3 Practice and model inclusive teaming and leadership	4 Influence our culture
"Do I seek diverse views and team with different people?"	"How different are the people I seek out for key opportunities?"	"How do I adapt my behavior to connect with people who are different from me?"	"How do I enable everyone in my team to contribute?"
Understand your unconscious biases; learn about others	Value the experiences of others; identify barriers to their full engagement	Close gaps between intentions and behaviors; share your personal journey	Inspire change in our culture; expect and reinforce inclusive behaviors

What success looks like for EY and for YOU



As our business expands and grows, so will *your* opportunities for personal and professional growth at EY.

Find out more

Visit the [Global D&I page](#), under **"About EY"** on the EY home page (internal) or the D&I section of [ey.com](#) under **"About us."**

"Differences make all the difference. If we can create a work environment where people feel they can be accepted for who they are, we know it will ultimately lead to better results for our clients, and better experiences for our people."

Karyn L. Twaronite,
Global Diversity and Inclusiveness Officer

EY | Assurance | Tax | Transactions | Advisory

About EY

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

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