Creating a diverse, inclusive culture means we discover what is important to others and make it important to us. It means we do not just tolerate differences — we value our differences.

At Grant Thornton LLP, we have seen firsthand the power of bringing one’s whole self to work — including different races, ethnicities, gender identities, nationalities, religions, generations, sexual orientations, backgrounds and experiences — and the dynamic and innovative environment that results. Our people thrive personally and professionally because all perspectives are valued and heard. In turn, our inclusive culture enables us to deliver creative solutions for the clients we serve.

Diverse perspectives aligned under a unified vision translate to our people contributing their best with our clients and within our communities. Simply put, at Grant Thornton, inclusion is a way of life. It permeates our culture, is embedded in our values and behaviors, attracts diverse talent, and is a key enabler as we become the firm of the future.

Our Diversity and Inclusion Business Imperatives

- To be the most admired firm in the industry
- To put our people first
- To serve our clients with distinction
- To deliver on our brand promise
- To live by our firm’s values: collaboration, leadership, excellence, agility, respect and responsibility

Our Office of Diversity and Inclusion Strategy

- Assessment, measurement and research: Our efforts are data driven, in both the planning and evaluation of their value to our people and business.
- Education, skill-building, leadership and accountability: We equip colleagues with the competencies necessary to steward our inclusive culture.
• Benefits, work-life and flexibility: We advise on benefits and policies that enable colleagues to bring their whole selves to work.

• Talent acquisition, onboarding and development: We partner with senior leaders and human resources professionals to apply a diversity and inclusion lens to talent processes and recognize the importance of diversity and inclusion in recruitment, retention and advancement.

• Client experience: We leverage our healthy, high-performance culture and inclusiveness to enrich client experiences.

• Community and social responsibility: We give back to the communities in which we live and work.

Our Best Practice Programs

Safe Space
We launched the Safe Space program in 2016 to provide visible, culturally competent peer mentoring, coaching and role modeling for lesbian, gay, bisexual and transgender (LGBT) colleagues and allies at Grant Thornton. The program connects LGBT colleagues and allies personally and professionally and supports organic networking and professional growth opportunities. Coaches receive ongoing training to ensure they stay current on the LGBT socio-political landscape and display a Safe Space sticker in their office or on their laptop to send a visible signal that they are LGBT mentors and allies.

Mentor Moms
Mentor Moms is a program that helps guide a new mother’s transition to maternity leave and back to work after her paid parental leave ends. It is designed to provide new mothers and mothers-to-be with a connection to another Grant Thornton professional who is also a mother and can provide guidance, insights and advocacy as they make important decisions about their careers.

Mentoring Circles
Mentoring Circles is a peer-to-peer group mentoring program that enables women to connect with other women who have different work experiences and backgrounds to help foster their development. Members of Mentoring Circles have a chance to build confidence, improve their leadership skills and engage in career development through active facilitation. The goal is for the women who are mentored to become mentors themselves, thus continuously propelling the positive mentorship cycle for women.

Business Resource Groups (BRGs)
A BRG is a group of employees from various service lines, career levels and job functions who assist Grant Thornton in growing an inclusive culture in which all perspectives are valued and heard. Grant Thornton has eight national BRGs: African-Americans & Allies, Diverse Abilities, Equality GT (LGBT) & Allies, Hispanic/Latinx & Allies, Millennials & Allies, Pan-Asians & Allies, Veterans & Allies, and Women & Allies. All employees are invited to join any of our BRGs, regardless of their personal backgrounds and ethnicity. Employee driven and supported by the national Office of Diversity and Inclusion, BRGs enable our overall diversity and inclusion strategy, serving as drivers of our business and recruitment and retention.

Senior Leadership Team BRG Advocates
As BRGs are directly aligned with Grant Thornton's strategic drivers for success, each member of the firm's Senior Leadership
Team is aligned to an individual BRG as an advocate. This allows for the firm’s most senior leaders to be engaged and provide direct support and advocacy for the BRGs. In these roles, Senior Leadership Team members speak on the BRGs’ national calls and have regular check-ins with the BRGs’ national executive sponsors, who are partners and principals within the firm. Additionally, the Senior Leadership Team reports on the progress of the BRGs’ goals to the CEO.