What We Believe

At KPMG, our commitment to inclusion and diversity is embedded in our values and core to our beliefs. More than a business imperative, inclusion and diversity is a moral imperative that influences everything we do — how we attract and develop next-generation leaders, orchestrate the delivery of our work, engage in corporate citizenship, and build public trust. All are essential to sustaining our business and the communities where we live and work. We lead with inclusion because it enables us to give voice to the diverse perspectives we need to drive innovation and take sound solutions to the marketplace. In these transformative times, as businesses embrace new technologies such as artificial intelligence and robotic process automation to reinvent themselves, it’s more critical than ever to harness the ingenuity and experiences of everyone in the organization in order to adapt, grow and thrive.

1. **Inspire BOLD inclusion** by leading courageous conversations and open, honest discussions about uncomfortable topics among our partners and employees to demystify the issues and build trust.

2. **Drive ROBUST accountability** with inclusion and diversity embedded in individual performance evaluations to keep individual leaders responsible for living and demonstrating our firm’s values.

3. **Empower DYNAMIC networks** with nearly 600 people leading local diversity network chapters across the firm.

4. **Create a consistent employee EXPERIENCE**, helping to ensure all our people experience the firm in the same way and providing pathways, opportunities and enhanced development programs to help them feel included and valued and enable them to learn, grow and succeed.

Much more than big ideas, this framework informs the very actions and investments we undertake to foster an inclusive and diverse workforce and enables us to be intentional. Here are just a few examples of the strategic investments we have made to execute against the framework:

- **Instill inclusive leadership.** By utilizing strategies to mitigate the unconscious biases we all have, we work to develop more inclusive leaders. In fact,
KPMG recently partnered with the NeuroLeadership Institute to develop KPMG Include, an initiative designed to address unconscious bias in critical talent management decisions.

- Set the tone at the top and hold leadership accountable. Diversity goals are embedded in our annual partner and employee performance development process. These goals include a variety of activities, from mentoring diverse employees to engaging in campus and other recruiting opportunities.

- Build a strong infrastructure to support inclusion and diversity. KPMG has seven national diversity networks, including the Abilities in Motion, African-American, Asian Pacific Islander, Hispanic Latino, pride@kpmg and Veterans networks and KPMG’s Network of Women (KNOW). More than 10,000 of our people are members of, or participate in, one or more of the nearly 210 diversity network chapters and inclusion councils.

- Develop diverse next-generation leaders. We invest in diverse professionals, inside and beyond KPMG, through programs that inspire and empower them to develop the necessary skills, experiences, networks and relationships to help them advance.

- Our women and diverse early career professionals at the associate, senior associate and manager levels are selected for a variety of skills and leadership development programs, including African-American Mentoring Circles that engage them in group mentoring discussions with partners and other senior leaders on critical career topics; the Career Life Strategies Workshop to help our women develop strategies to integrate personal and professional priorities; and the Leadership Development Program for high-performing, high-potential Hispanic Latino managers, which comprises cross-functional cohorts to strengthen personal accountability for career readiness.

- We prepare our more senior African-American and Asian professionals at the senior manager, director and managing director levels for impending leadership roles through programs such as KPMG’s Leadership Insights Summit and the Leadership Development Series. Both initiatives provide opportunities to learn more about our firm’s business and market development strategies, create a framework for the skills and experiences needed to achieve their potential, and increase their visibility with KPMG’s leaders and senior executives from outside the firm.

Our inclusion and diversity investments also extend beyond our internal activities to include our clients, communities and business associates. We continue to:

- Make an impact with our clients and communities. We encourage our clients to participate in our efforts to develop a new generation of diverse leaders.

- Hosted on site at the KPMG Women’s PGA Championship, the KPMG Women’s Leadership Summit brings together accomplished leaders in business, politics, sports and the media with rising women leaders who are nominated by their CEOs to attend, with a focus on moving new generations of women business
leaders into the C-suite. A valuable element of the program is its cohort structure, which provides the women with a support network that extends well beyond the learning that takes place at the Summit itself.

- We launched the KPMG Future Leaders Program as a complement to the KPMG Women’s Leadership Summit to reach high-potential, precareer young women. The program affords top female high school seniors across the country the opportunity to enhance their personal growth through college scholarships, a leadership development retreat at Stanford University, a mentoring relationship with a woman business leader and an introduction to golf. Condoleezza Rice serves as the program’s ambassador.

- Enhance board diversity. KPMG proudly serves as the Global Lead Sponsor of the Women Corporate Directors (WCD) Foundation, a global organization of women who serve on more than 8,500 public and private boards around the world. WCD provides member education and connection, creating a global community of peers in corporate governance.

- Seek out opportunities to share best practices and influence peers. KPMG became a signatory of CEO Action for Diversity & Inclusion, a collaboration of more than 150 CEOs who pledge to advance inclusion and diversity in the workplace. This reinforces the belief that leaders should model the behaviors and actions we want our people to emulate.

We believe a culture of inclusion has lasting, powerful benefits and helps build the confidence and success of every individual. Businesses today must recognize and mine the benefits of more inclusive organizational cultures. At KPMG, it’s a journey we’re delighted to lead.

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