

**EMBRACING DIVERSITY EQUITY & INCLUSION 2023**



**Albright, Yee & Schmit, APC**

*Newport Beach*

Legal/Law Firm

80% of Albright, Yee & Schmit's (AYS) employees are diverse and all the firm's leaders are diverse. AYS recruits minority lawyers and staff of all ages, has mentoring programs to prepare minority lawyers for partnership, and trains staff to manage all aspects of the business of law, including the latest technology. In addition, the company pays for childcare, sponsors employees to learn how to golf, and participates in charitable events that benefit minorities and underserved communities.



**Alliant Insurance Services**

*Irvine*

Insurance Brokerage

Alliant Insurance Services has invested in formalizing a national Diversity, Equity & Inclusion (DE&I) department led by Chief DE&I Officer and is operationalized through a six-pillar DE&I strategy. Alliant engages in organization-wide DE&I fluency training, in addition to transforming organizational behavior by promoting allyship and through many other initiatives. Alliant also established the Alliant Insurance Foundation that focuses on promoting diversity and inclusion by broadening access to career opportunities in the risk management and insurance industries and to provide support and resources to diverse and underrepresented individuals.



**American First Credit Union**

*Brea*

Credit Union

American First Credit Union serves predominantly low-income members, providing them with a large variety of helpful services and financial education. The hiring process at American First aims to include a diverse pool of job applicants, leading to a diverse workforce. The corporate culture embraces a diverse workforce that is equitable, inclusive, and unified. American First also takes pride in their diverse fun squad that helps their workforce have fun together. In addition, the group of diverse employees helps to organize the company's community outreach efforts.



**American Red Cross of Orange County**

*Santa Ana*

Nonprofit

The Red Cross' Diversity, Equity and Inclusion Vision is to be an organization fully committed to diversity, equity, and inclusion by creating and maintaining a diverse, high-performing workforce of employees and volunteers who reflect all communities it serves. The Red Cross has a National Diversity Advisory Council, a group of external diversity thought leaders who convene quarterly to advise on issues relevant to diversity and inclusion. In 2020, the Red Cross launched an interactive series called Learning2Action designed to help people have difficult conversations about diversity, allyship and unconscious bias, and in 2022, the organization debuted an annual month-long Allyship in Action series to showcase more opportunities for team members to support, honor and celebrate one another.



**Applied Medical**

*Rancho Santa Margarita*

Medical Devices

Applied Medical is committed to improving the affordability and accessibility of high-quality healthcare. Team members regularly engage in DEI training to enhance their understanding of diverse perspectives and experiences and they actively seek feedback and suggestions to continually improve diversity and inclusion efforts. Applied Medical has a diverse leadership team that reflects their workforce and the communities they serve. Some other efforts include regular surveys, an open-door policy for feedback, leadership training programs, pay equity analysis, examining pay discrepancies, mentor programs, family assistance resources, cultural education, honoring veteran members, and supporting marginalized communities.



**Atkinson, Andelson, Loya, Ruud & Romo**

*Irvine*

Law Firm

Since day one of AALRR's founding in 1979, diversity has been fundamental, placing a high priority on the recruitment, support, and promotion of minority attorneys. The firm has two committees tasked with raising awareness, and providing opportunities to all, including those underrepresented in the legal field. The two committees are the DE&I Committee and Women@AALRR.



**Automobile Club of Southern California**

*Costa Mesa*

Insurance

AAA believes creating an inclusive culture begins with the leaders of the organization, who routinely participate in engaging training focused on inclusive leadership. They place a priority on partnering with diverse professional organizations. The Head of Diversity, Inclusion & Belonging, senior-level leader, tracks initiative and action plans through a yearly DEI scorecard. This includes organizational demographics, DEI training initiatives, diverse recruiting pipelines, employee engagement survey feedback, and employee volunteerism in underserved communities.



**Avanath Capital Management**

*Irvine*

Multifamily Real Estate Investment

As a Black-founded and owned company, Avanath espouses an operational philosophy based on DEI. The firm is steadfast in providing career opportunities for diverse groups both internally and among the residents it serves in its communities. The management team comprises leaders with varied backgrounds, and 81% of the firm's employees belong to a minority class. Regardless of race, religion, gender, or sexual orientation, Avanath believes in hiring the most qualified individual for every position and in developing a team that brings innovative solutions to the table.



**B. Braun Medical Inc.**

*Irvine*

Medical

B. Braun Medical Inc. established eight employee resource groups in March 2021. In April 2022 the company hired a Senior Director of DE&I, who has grown the employee resource group community from 450 to almost 800 memberships. In addition, the Senior Director of DE&I leads the development of partnerships with universities to promote the company and industry to students from underrepresented populations.



**Balfour Beatty Construction, LLC**

*Newport Beach*

Construction

Balfour Beatty fosters and supports employee established affinity groups, community involvement initiatives, award-winning diversity and inclusion experts and mentorship networks. The firm takes part in annual diversity training and focuses on recruiting at historically black colleges or universities (HBCUs) and high schools, universities, and community colleges throughout California.



**Beckman Coulter Diagnostics**

*Brea*

Diagnostics

Beckman Coulter is a globally diverse team dedicated to nurturing an inclusive culture of belonging where associates are empowered to realize their potential. The company's Diversity, Equity and Inclusion council, made up of 11 senior leaders, and Leadership team meets monthly during operating reviews to focus on DEI growth and areas for improvement. They have three full-time DEI practitioners and 12 local site teams to integrate DEI into their work with a focus on local needs and cultures.



**BKM Capital Partners**

*Newport Beach*

Commercial Real Estate

100% of BKM employees attend in-person and online education to address topics like harassment prevention and unconscious bias to raise awareness and promote a greater understanding and respect for an inclusive work environment. BKM established an ESG Committee in 2019 with the purpose of formulating and executing the firm's ESG & DEI strategic plan. The committee members are dedicated to making a social impact through charitable giving, volunteering our time, and promoting diversity and inclusion in the workplace.

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**Boys & Girls Clubs of Capistrano Valley** *San Juan Capistrano* Nonprofit  
 BGCCV established a Board-sponsored Diversity, Equity, Inclusion & Belonging Committee that was co-chaired by Human Resources Committee Director (a volunteer) and a senior-level BGCCV management member. Not only have board members been introduced to DEI education programs but so have the youth development professionals and members at all branches.



**Cal State Fullerton- Human Resources, Diversity and Inclusion** *Fullerton* Higher Education  
 Cal State Fullerton's Human Resources, Diversity, and Inclusion (HRDI) department is dedicated to fostering a diverse and inclusive environment within the Titan community. HRDI has cultivated an environment where DEI benefits employees and teams by promoting diversity, resolving conflicts constructively, fostering collaboration, providing continuous learning opportunities, and ensuring accountability in DEI efforts. HRDI's unwavering dedication to advancing DEI contributes to a workplace where individuals from all backgrounds feel valued, supported, and empowered to reach their full potential.



**Casco Contractors** *Irvine* Construction/Commercial Real Estate  
 Casco Contractors is a certified woman-owned business in a male dominated industry. Casco has implemented initiatives to show their commitment to embracing DE&I and company culture including a tuition reimbursement program, the Casco Futbol Club, an annual offsite event, spotlighting employees weekly on the internal newsletter, and through philanthropic efforts focused on the advancement of women.



**CathWorks** *Irvine* Medical Device  
 CathWorks strongly believes that impact is amplified when you build and promote diversity. To encourage the topic as a company, they offer unconscious bias training, communication to manage bias, promotion of pay equity, acknowledging and celebrating holidays of all cultures, and tracking progress.



**CDF Labor Law LLP** *Irvine* Law Firm  
 Since the inception in 1994, CDF has built their foundation on being a diverse and inclusive workforce. CDF has pledged to affirmatively consider at least 30% women, racial and ethnic minorities, lawyers with disabilities, and LGBTQ+ lawyers for equity partner promotions, leadership roles, recruitment of attorneys at all levels, and formal client pitches. To meet this goal, CDF joined the certification process through the Mansfield Rule for mid-size law firms. The firm's DEI Committee has a goal to continue to improve upon its currently robust Diversity and Inclusion Mentoring Program.



**City of Hope Orange County** *Irvine* Healthcare  
 Since its origins in 1913, City of Hope has been dedicated to providing equitable treatment to all the people it serves. City of Hope is actively addressing disparities across the cancer care spectrum - from research and patient access to diagnosis and treatment. With their DEI mission 'to infuse DEI into our DNA'. In addition to the system senior vice president and chief diversity, equity and inclusion officer, City of Hope launched a DE&I Governance Council, a community of enterprise leaders dedicated to advancing a culture of DE&I.



**City of Irvine** *Irvine* Governmental Organization  
 The City of Irvine is recognized as one of the most ethnically diverse and fully integrated cities in the country. In the beginning of 2021, the City Council passed a resolution reaffirming Irvine's commitment to DE&I and formed the DEI Committee. The DEI Committee provides input on the needs of the community, and advises the City Council on Irvine business, community affairs, policies, hiring practices, and culture.



**Coastline College** *Irvine* Higher Education  
 Coastline's campuses are welcoming atmospheres no matter one's race, gender, religion, background, orientation, physical abilities, etc. Coastline's DEISAA Work Group encourages the development and implementation of practices that create supportive environments. The committee serves as a coordinating body for ensuring that college policies and practices are race-conscious, social justice focused, and rooted in equity in support of students, staff, and faculty. Coastline College is ranked #1 in California for Diversity.



**Community Legal Aid SoCal** *Santa Ana* Nonprofit Legal Services Organization  
 In 2020, CLA SoCal made a formal commitment to a Justice, Equity, Diversity, and Inclusion (JEDI) initiative. By the end of 2023, CLA SoCal will include language about integrating JEDI principles and responsibilities into everyone's job descriptions.



**County of Orange** *Santa Ana* County Government entity  
 The County of Orange developed a County Language Access Policy that establishes standards and procedures for providing equal access to County services and programs. The County of Orange successfully launched its first Language Access Program in February 1, 2021 with the purpose of establishing the standards and common procedures for County departments when providing critical programs and services information translated into the most Prevalent Languages spoken in the County as determined by the most recent United States Census include English, Spanish, Vietnamese, Korean and Chinese.



**Court Appointed Special Advocates (CASA) of Orange County** *Orange* Nonprofit, Child Welfare  
 CASA OC provides training to staff that cover diversity topics related to the work they do within the child welfare system. In addition, volunteers must complete 34 hours of training during their onboarding process which includes a DEI unit and covers topics such as implicit bias, privilege, LGBTQ+ youth, inclusive language practices, amongst others. CASA OC counts on the Diversity Committee, led by the Diversity Recruitment Coordinator, which focuses on recruiting volunteers that mirror the demographics of the youth that they serve.



**Disneyland Resort** *Anaheim* Entertainment/Theme Park  
 At Disney, they are cultivating an environment where all people feel valued, welcomed, and appreciated for their unique life experiences, perspectives and cultures - and where diverse views and ideas are sought after and seen as critical contributions toward collective success. Business Employee Resource Groups (BERGs) are employee-led groups bringing together cast members of shared identity or interests, which provide insights, support, career development and community engagement.



**Ducere Global Business School** *Newport Beach* Higher Education  
 Ducere's new campaign "Be Known & Heard" was designed specifically to uplift and support women of color in the workplace. Ducere provides access to career-focused, quality higher education which helps professionals progress in their careers, including their own employees. They have launched a women4women initiative and minority group initiatives.

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**Easterseals Southern California** *Irvine* Healthcare/Disability Services  
 Easterseals has two affinity groups: LGBTQ+ and Black Indigenous People of Color (BIPOC) that are designed for staff to join together with a focus on providing support, enhancing career development and sharing experiences in the workplace. ESSC's internal RISE (Respect, Inclusion, Self-Awareness & Equity) program supports DEI efforts focused on current employees as well as those they recruit in the future.



**ECOS** *Cypress* Manufacturing  
 ECOS is led by President and CEO Kelly Vlahakis-Hanks, a woman of African American and Greek descent who has made diversity, equity, and inclusion for women and minorities central to ECOS's mission. Through company mentorship and a clear focus on DEI in hiring and promotions, she has built a company that reflects the diversity of ECOS consumers across the U.S. and around the world.



**Eide Bailly** *Tustin* Accounting  
 Eide Bailly has worked with an outside DEI consulting firm for a few years to create annual DEI roadmap of initiatives and goals. Every employee undergoes formal inclusion and diversity training and the company utilizes the Circa platform to ensure job postings reach diverse candidates. The firm has four identity-based employee resource groups that provide a safe and welcoming community to staff to network, share, and educate.



**Exemplis** *Cypress* Manufacturing/ Consumer Products  
 Exemplis starts with their week-long onboarding session that highlights expected behaviors that are reinforced quarterly in employee performance reviews. The DE&I Leadership Council and annual roadmap provide opportunities to discuss and implement important DE&I initiatives. The Exemplis DE&I program is part of their overall Environmental Social Governance (ESG) efforts. The Exemplis Charitable Giving Fund (Exemplis for Good) is focused on two pillars of giving/volunteering, including Sustainability and Social Justice.



**Free Wheelchair Mission** *Irvine* Nonprofit/Healthcare  
 The human resources manager, chief executive officer, and an appointed diversity and inclusion liaison for employees meet quarterly to discuss and review any incidents that have been reported or to evaluate whether additional training is needed. All newly hired employees are required to complete a video about workplace Diversity and Inclusion.



**Frost Brown Todd Alvaradosmith** *Santa Ana* Legal  
 Frost Brown Todd (FBT) has consistently been at the forefront of the legal DEI space for nearly two decades. They launched the Women's Initiative in 2001, formed their D&I Committee in 2005, and hired their first full-time D&I director the following year. The firm sponsors attorneys' participation in several leadership and professional development programs specifically geared toward the advancement of underrepresented talent in the legal profession. Affinity groups help to foster connection and community among team members through internal programming, mentorship/sponsorship, professional development, and community outreach.



**Genesis Bank** *Newport Beach* Banking  
 Genesis Bank hosted listening sessions with employees, community partners, and municipal leaders in Southern California to help shape DE&I role and purpose. From the listening session, five DEI priorities emerged and formed the pillars of the Bank's board-approved DEI Strategic Plan. Since approving the strategic plan in May 2022, the Bank has executed numerous initiatives to promote DEI within the organization and create a culture of belonging and growth for employees.



**Green Street** *Newport Beach* Real Estate  
 Green Street launched its DEI initiative in 2020 as a foundational pillar against discrimination and bias. In support of the DEI initiative, key employees across the company were selected to drive change. The council works to enhance awareness, promote diverse perspectives, and develop a framework for change that will eliminate barriers in the workplace. The committees are responsible for talent acquisition, workplace environment, employee development, client & community efforts, and communication efforts.



**Hilton Anaheim** *Anaheim* Hospitality  
 The Hilton Anaheim Team celebrates by hosting diversity observations, offering different types of food, and supplying pins to support certain celebrations and holidays. Such holidays include Black History Month, Women's History Month, Ethnic Diversity Awareness Month, Asian American & Pacific Islander Heritage Month, Pride Month, Intergenerational Month, National Hispanic Heritage Month, Disability Employment Awareness Month and Veterans & Military Families Month.



**Howard Building Corporation** *Costa Mesa* Construction  
 HBC is an employee-owned company who has achieved 100% pay equity. Through education, communication, and community outreach, ERGs regularly host events and training to foster a sense of belonging while enhancing internal company culture. HBC sets annual diversity hiring, promotion, and training targets based on current workforce demographics versus labor market availability.



**Ingram Micro** *Irvine* Global Distributor of IT solutions and services  
 Ingram Micro established and accelerated their "Together at Ingram Micro, Uniquely Us" after the tragic death of George Floyd. "Together" is a robust program of listening sessions, training, resources, and more, inspired by our participants. Eight Employee Resource Groups were formalized, and the global vision is being acted on locally to empower associates and community. In addition to regular Q&A sessions with managers and teams, the company brings outside voices and expertise to help foster conversation and provide perspective.



**Johnson & Johnson MedTech** *Irvine* Medical Technology  
 At a global scale, Johnson & Johnson MedTech (J&J MedTech) is committed to providing an inclusive work environment where each person is considered an individual and has a sense of security, fulfillment and purpose in their jobs. By integrating DEI in their ways of working, J&J MedTech can drive accountability and engagement from an executive leadership level; embed DEI into global processes, policies and programs; and engage employees as active contributors to a culture of belonging.



**KAHANA FELD LLP** *Irvine* Law Firm  
 Kahana Feld's DEI committee meets monthly to discuss and evaluate progress with initiatives, events, and process improvements. Kahana Feld is a member of the law firm anti-racism alliance and recently applied for a DEI Leadership Seal from the California State Bar's newly launched DEI Leadership Seal Program.

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**Kairos Investment Management Company LLC** *Irvine* Real Estate Investment  
 Kairos Investment Management Company LLC is a minority-owned, experienced, and respected commercial real estate investment and management company. Kairos regularly hires and promotes qualified, educated women and people of color and ethnic diversity with a solid background in real estate experience and management.



**KBS Realty Advisors** *Newport Beach* Commercial Real Estate  
 The essence of DEI, embedded into KBS' supportive and long-established company culture, extends to the firm's organizational structure. In 2022, KBS appointed a new ESG Manager, Apaulo Malloy, a woman of color with an extensive background in human resources and company operations, to direct the firm's ESG efforts as a proactive strategy to drive KBS toward a sustainable and socially equitable future.



**Lutheran Social Services of Southern California** *Orange* Nonprofit/Social Services  
 Lutheran Social Services is committed to culturally-appropriate services and engages different population demographics in the context of their communities and unique lived experiences. From recruiting practices to pay and benefits, promotions, and all other aspects of employment, an environment of equity is of utmost importance.



**M S International Inc. (MSI)** *Orange* Building Materials  
 MSI was founded by an immigrant woman and are managed by a diverse senior leadership team that represents a broad spectrum of race, ethnicity, nationality, sex, gender, sexual orientation, disability, religion, national origin, and veteran statuses. The company's diversity committees and employee groups solicit feedback from their peers and leaders, generate ideas to improve inclusion and belonging, and share suggestions and submit ideas to senior leadership.



**Mitsubishi Electric US** *Cypress* Manufacturing  
 Mitsubishi Electric uses Lean principles which enables companies to reduce waste, increase efficiency and achieve continuous improvement by empowering the people closest to the work. The company established its DEI Task Force as an advisory committee to senior management to advocate for DEI as essential for the company's success, deepen their efforts to recruit and retain a diverse workforce, promote diversity and inclusion among suppliers, and foster open dialogue on ways to support DEI at Mitsubishi and in local communities.



**Octane OC** *Newport Beach* Nonprofit  
 Octane is committed to enhancing DEI commitment as seen through initiatives such as Women Leaders of Octane and the Non-Profit Accelerator. Octane's workforce is made up of 70% women and are seeking to continuously improve the diversity in the workforce.



**Parentis Health** *Laguna Hills* Healthcare  
 By hiring employees from diverse backgrounds, Parentis Health enhances communication and builds strong relationships with patients and their families. Their diverse team members bring a wealth of experiences and language skills that enable them to bridge any communication gaps and ensure that every patient feels heard and understood. The company also offers training programs and resources to educate employees on DEI topics and encourage inclusive behaviors in the workplace.



**PepsiCo Beverages North America, West Division** *Aliso Viejo* Food and Beverages // Consumer Packaged Goods  
 Globally, PepsiCo is on track to achieving 50% women in management roles globally by 2025. In addition, men and women are currently paid within 1% of each other in base compensation and people of color and non-minorities are paid within 1% in base compensation. PepsiCo employees are encouraged to join Employee Resources Groups which host inclusive programming. For example, the PepsiCo Women Inclusion Network (WIN) and Women of Color (WOC) hosted a 3-day conference in Las Vegas focusing on mentorship, sponsorship, and management techniques.



**RJI International CPAs** *Irvine* Accounting  
 To accelerate diversity in its recruitment pipeline, the firm partners with the Latino Business Student Association at Cal State Fullerton. The firm also cultivates equity to ensure everyone has the resources and support they need to grow and succeed. The firm is committed to removing obstacles to career growth, including eliminating the financial burdens its employees face when obtaining a CPA license. In addition, they encourage senior team members to obtain their Masters in Tax Law and covers their continued education fees.



**RSM US LLP** *Irvine* Professional Services  
 RSM places a high value on DEI. Internally, RSM invests over \$3 million annually, has five full-time resources and has over 200 professionals serving dual roles executing their Culture, Diversity and Inclusion (CDI) programming. Throughout their business practices, their commitment encompasses key pillars of community, diversity, ethics and sustainability.



**Rutan & Tucker** *Irvine* Law Firm  
 Diversity at Rutan means a guarantee of equal opportunity in hiring, compensation, promotion, and career development. Rutan's Recruiting and Diversity Committee efforts have resulted in new associate classes consisting of more than 50 percent women and 33 percent people of color over the past five years. Through the diversity committee, Rutan promotes mentorship, and senior attorneys conduct small group meetings with associates to encourage open dialogue on issues of concern.



**SingerLewak** *Irvine* Accounting Firm  
 SingerLewak embraces a strategic approach to workforce education by offering financial support for staff's continuous education, i.e., for completing Master classes in Accountancy, CPA courses, etc. which is making a meaningful and durable commitment to nurture a more diverse talent pool with in-demand skills and support DEI goals. The firm is working to establish relationships with Historically Black Colleges, in addition to their relationships with other accounting associations that represent other ethnicities.



**Slalom** *Irvine* Management Consulting  
 Slalom's overall ID&E strategy is embedded in their greater People Strategy to ensure continuity and presence across all markets and teams. The company funds eight employee resource groups that are supported by a full-time global ERG program manager. Slalom's ID&E Center of Excellence is made up of seven talented and experienced ID&E practitioners each assigned to a Slalom office and works closely with local leadership, ID&E ambassadors, and Slalomers to help each office accelerate their journey to their goals.

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**STEM Advantage**

*Huntington Beach*

Nonprofit

STEM Advantage mentors, prepares, and inspires women and underserved communities to pursue STEM careers through a holistic program that includes internships, mentors, scholarships, professional and career development, and community. STEM Advantage designed a holistic program that benefits students (“STEM Advantage Scholars”), their families and communities resulting in a generational impact with a clear and immediate path to address the gender and racial wealth gaps.



**Sundt Construction**

*Irvine*

Construction

Sundt’s diversity, equity and inclusion efforts focus on the following five areas: Leadership alignment, education and training, pipeline diversity, community connections and measurement. Sundt’s DEI Specialist continues to travel around the country, educating employee-owners in offices and at jobsites about DE&I. The company has an active DEI committee as well as a group of DEI advocates across all regions who promote relevant events and initiatives.



**Supply Solutions**

*Fullerton*

Janitorial Distribution

Diversity and inclusion starts at the top of the organization as owner/founder Jeffrey Lerma is a Hispanic minority and the company is a certified MBE. The leadership team is 50% female and the entire staff is 70% minority. Since being certified MBE, it has helped business grow and attract customers who have supplier diversity goals and in return Supply Solutions engages diverse suppliers on the items they sell.



**Taco Bell**

*Irvine*

Food/Quick Service Restaurant

Taco Bell focuses on I&B: Equity, Inclusion and Belonging. They believe that without equity, diversity doesn’t solve enough. Without it, inclusion cannot ever be fully realized, and belonging cannot truly begin. Taco Bell is holding itself accountable by setting measurable goals, some set for year-end 2025, include 50/50 gender parity at headquarters; doubling the percentage of racially underrepresented talent; and increasing spending to 10% with diverse vendors and suppliers.



**The Phillips Group**

*Anaheim*

Accounting & Tax

The Phillips Group was recently named by Inc. Magazine one of the 2023 Best Workplaces in America, and this is because of the fact that team members feel valued, embraced, and engaged. With a small company of 11 people total, every member takes part in the DE&I team.



**The Priority Center**

*Santa Ana*

Nonprofit

The Priority Center believes diversity and inclusivity are not just buzzwords but essential pillars for the success and growth of the organization. They publish a bi-monthly Diversity & Inclusion newsletter and plan activities for all-staff meetings. The organization has a Diversity & Inclusion committee that is sponsored by the human resources director and supported by the executive leadership team.



**University of California, Irvine**

*Irvine*

Higher Education

For more than a decade, UCI has taken a university-wide approach to equity, diversity and inclusion. Led by the Office of Inclusive Excellence, this charge is about dismantling the systemic barriers of racism and discrimination that have too long been the norm in higher learning and the broader communities. UCI’s powerful vision of inclusiveness and change is supported through a dedication to ensuring accountability, providing training and education, conducting responsive research and building sustainable partnerships.



**University of California, Irvine, Health**

*Orange*

Higher Education/ Health Care

UCI Health created a Diversity, Equity & Inclusion Framework in 2020 that focuses on four major themes: Awareness, Education, Hiring and Resources. The Framework and DE&I Council have benefited the UCI Health team by identifying areas that have room for growth, initiating active learning opportunities for employees such as implicit bias trainings, and assisting in the recruitment of staff to achieve greater workplace diversity.



**University of California, Irvine - Office of the Vice Provost for Teaching and Learning**

*Irvine*

Higher Education

In July 2020, the Office of the Vice Provost for Teaching and Learning (OVPTL) at the University of California, Irvine (UCI) founded the OVPTL Inclusive Excellence (IE) Workgroup to evaluate the department’s commitment to inclusive excellence and develop actionable steps for creating a more inclusive environment for faculty, students, and staff. The workgroup consists of 13 members from across the OVPTL’s divisions, units, and programs and is divided into five subgroups with their own projects including developing a survey, website, moments, resource guide & inclusive hiring/promotion and an annual report & accountability.



**Walsworth**

*Irvine*

Law Firm

Walsworth’s DE&I Committee is actively involved in creating opportunities for members of their internal community to share their voices, and learn about the different cultures that constitute our employee base. Walsworth not only received the Midsize Mansfield Certification, but was rewarded Mansfield Certification Plus status, which validates that the firm achieved 30 percent diverse representation in current leadership roles and pipeline activities.



**Withum**

*Irvine*

Accounting

Withum has three key areas of focus, Workforce, Workplace and Marketplace/Community to drive their efforts. The firm has received a score of 100% on the Disability Equality Index, a score of 100 on the Human Rights Campaign - Corporate Equality Index, ranked a top employer for Veterans by Military Times and was named a Certified Best Place to Work. The firm’s team member resource groups, formed by the Director of Inclusion and Diversity, were formalized to enhance the team member experience, and represent all team members.