

DEIB
Progress
Report



04 August 2022

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Our CEO, Christine Fruechte, has long believed that the best way to predict the future is to create it. This has become our mantra as we strive to make the future more equitable for all.

At Colle McVoy, we believe our DEIB (diversity, equity, inclusion and belonging) efforts are not only the right thing to do but they're also imperative for creating innovative and culture-shifting work that benefits all people, communities, commerce and the planet. That's why our efforts affect every part of the agency to ensure equitable practices, talent retention, vendor selection, work that reflects the world we live in and partnerships with clients who share our values. And while attracting talent who brings diverse ideas, perspectives and backgrounds is essential, ensuring they feel welcomed and valued and are given opportunities to grow and advance is just as important. We remain committed to improvement, accountability and transparency while on this journey for change. Here's a mid-year update on our progress.

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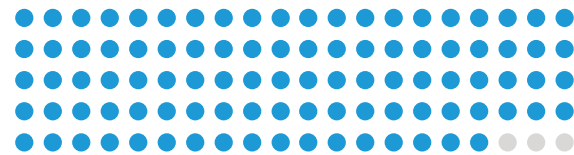


BIPOC Recruitment and Retention

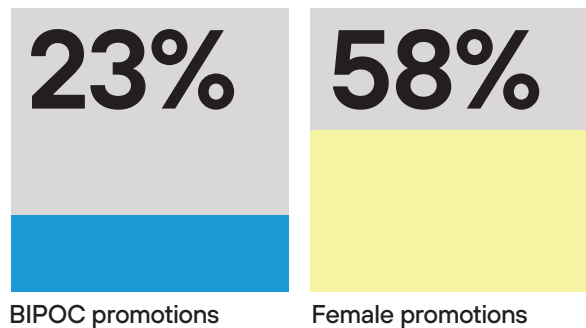
31% of new hires in the last 12 months have been BIPOC employees



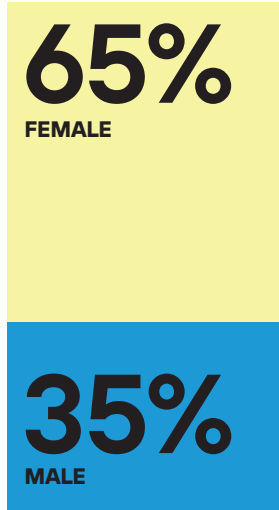
We've retained 97% of BIPOC employees who have been hired in the last 24 months



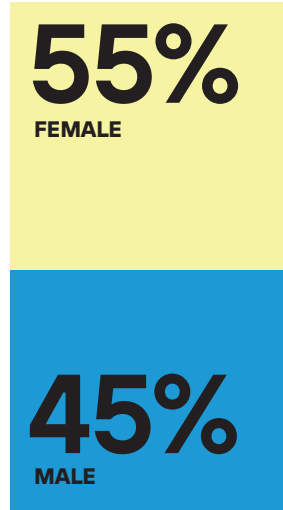
Talent Elevation



WORKFORCE*



LEADERSHIP**



*Based on current data submitted by employees upon hire.
**Colle McVoy leadership includes associate directors and above.

IDENTIFICATION

IDENTIFICATION	WORKFORCE*	LEADERSHIP**
All BIPOC	20%	14%
Black or African American	4%	1%
Hispanic or Latinx	3%	0%
Asian American	7%	5%
American Indian or Alaska Native	0.5%	1%
Native Hawaiian or Pacific Islander	0.5%	1%
Two or More Races	5%	6%
White	80%	86%

*Based on current data submitted by employees upon hire.
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