

IN!powered by DEIB





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Remaining **IN!**tentional about DEIB

Diversity, equity, inclusion and belonging have a long history at BPM and stand for so much more than the four important words that make up the name. DEIB represents opportunity and growth for all. When we formed our Women’s Initiative Now! (WIN!), a colleague resource group for women, in 2016, we set out to create equitable opportunities for women to grow their careers in our profession and at BPM. I have no doubt these efforts have contributed to the fact that women now hold more than half of the leadership roles within our Firm.

In 2019, we expanded our efforts and created Inclusion Now! (IN!). This Firm-wide endeavor takes our DEIB culture a step further to broaden our scope and, ultimately, our ability to provide opportunities for underrepresented groups at BPM.

Today, IN! is more important than ever. This DEIB Report spotlights our efforts and progress in creating a workplace that celebrates the unique strengths and perspectives of every colleague. At BPM, we believe DEIB is a cornerstone of creativity and success – *Because People Matter*. Our commitment to fostering inclusion is embedded in our culture; it guides how we do business, and it shapes the way we operate daily.

As we celebrate the progress made so far, let us also recommit ourselves to the principles that make diversity a driving force within our organization. Together, we can create an environment where every BPMer feels safe, valued, respected and empowered to contribute their best. Your engagement with DEIB matters. I look forward to where this leads us in the future.

A handwritten signature in blue ink, appearing to read 'Jim', written over a light blue horizontal line.

James K. Wallace, CPA
Chief Executive Officer

BPM
Because People Matter

BPM by the numbers

BPM's focus on cultivating an inclusive and supportive culture has enabled our Firm to attract and retain diverse talent from around the globe.



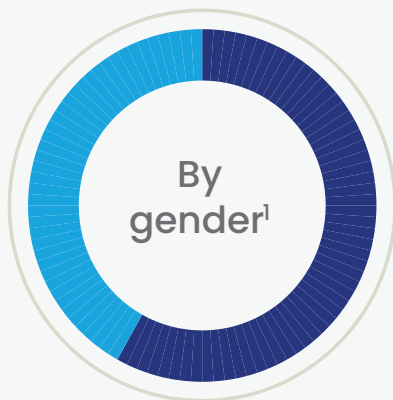
1,300+

Colleagues

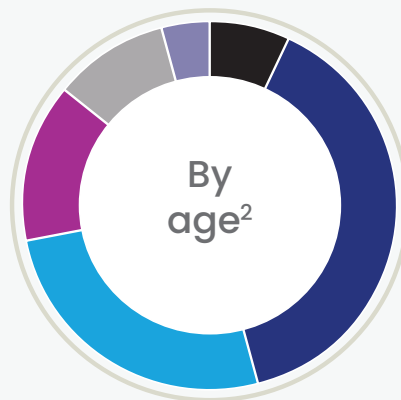


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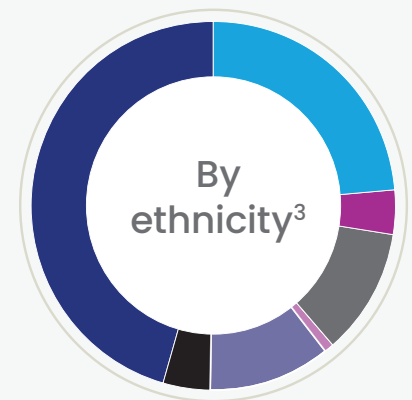
Countries - Canada, India, Korea, Philippines, Portugal, South Africa, Thailand, U.S.



	Women	Men
Firmwide	58%	42%
Manager	63%	37%
Sr. Manager	65%	35%
Director	53%	47%
Managing Director	47%	53%
Partner and Executive	32%	68%



18-24 years	7%
25-34 years	41%
35-44 years	25%
45-54 years	14%
55-64 years	10%
65+ years	3%



Asian	24%
Black or African American	4%
Hispanic	11%
Native Hawaiian or Other Pacific Islander	1%
Not specified	11%
Two or more races	4%
White	46%

¹BPM currently tracks binary gender options for U.S. colleagues. We are working to include a nonbinary option soon.

²Some data is not reportable for global colleagues.

³Reported for for U.S. and Bengaluru-based colleagues. Categories for race and ethnicity data align with those from the U.S. Department of Labor.

(Data as of end of fiscal year, October 31, 2023)

Engagement survey

Each year, colleagues are invited to participate in the BPM Pulse Check, an engagement survey that measures the level of connection, motivation and commitment they feel about their work environment.

This past year, the question “BPM values diversity” was the highest rated question on the survey (90% of respondents agree or strongly agree). In the sections focused on Diversity and Inclusion, here is how colleagues responded favorably to statements around diversity, equity, inclusion and belonging at BPM.



BPM values diversity



I feel like I belong at BPM



I feel respected at BPM



I can be my authentic self at work



BPM builds practice groups that are diverse



Colleague Resource Groups

Our Colleague Resource Groups (CRGs) create intentional space for our diverse communities to share their lived experiences, support one another, and educate allies at work and in life.



Asian American & Pacific Islander

Colleague Resource Group

MISSION: To celebrate our Asian American Pacific Islander (AAPI) heritage through education, inclusion and communication by increasing our visibility through spotlighting our achievements and contributing to our social and business communities.

Photo: Members of the AAPI CRG met with students at the Asian Pacific American Community Center (APACC) in San Francisco, CA to present on careers in accounting.



Black

Colleague Resource Group

MISSION: To drive the recruitment, growth, development and retention of Black colleagues in all areas of the Firm. To provide BPM with a critical perspective on issues facing the Black community through awareness and colleague engagement.

Photo: Black CRG Executive Sponsor and BPM Partner Tony Gales spoke on a panel moderated by the Student Freedom Initiative with the goal of promoting careers in the accounting profession to Black students. The White House Initiative sponsored the National HBCU Week event.



MISSION: To promote the opportunities persons with disabilities can provide to BPM and our community by empowering colleagues with access, inclusion, independence and visibility.

Highlight: The Disabilities CRG hosted Dr. queen jaks, who spoke about the contributions marginalized communities offer to organizations and society.



MISSION: To inspire and empower BPM's Hispanic, Latino and Latinx colleagues to bring their genuine selves to work, support one another and cultivate leaders in the community!

Photo: To celebrate Hispanic Heritage Month, the Hispanic & Latinx CRG created and distributed "Latinos Unidos" t-shirts for members.



MISSION: To welcome everyone, regardless of beliefs. From people associated with a specific religion to those who identify as atheist or agnostic, we intend to be a bridge focused on our similarities, creating space for education and care through life's times of joy and challenge.

Photo: The Interfaith CRG hosted Sam Yo, a former Buddhist monk turned Peloton instructor, who spoke about work-life rhythm.





LGBTQIA+

Colleague Resource Group

MISSION: To celebrate who we are, as LGBTQIA+ colleagues and their allies, by embracing those who want to be their whole selves at work, at home, and in a safe and non-judgmental space.

Highlight: For the second year, the LGBTQIA+ CRG donated to Oasis Legal Services, a nonprofit that proudly provides quality legal immigration services to underrepresented, low-income LGBTQIA+ individuals.

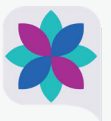


Parents and Caregivers

Colleague Resource Group

MISSION: To create a supportive village for those who support others by raising awareness, sharing experiences and providing resources.

Photo: The Parents and Caregivers CRG members raised over \$5,000 for St. Jude Children's Research Hospital during a virtual and in-person walk/run. The funds support research for childhood cancer.



Women's Initiative Now!

Colleague Resource Group

MISSION: To inspire, encourage, empower and connect women to succeed together in work and life. To create an inclusive and equal environment for women colleagues of all ages and levels to feel supported.

Highlight: In honor of Women's History Month, WIN! hosted a panel discussion featuring BPM women leaders to emphasize the 2023 theme "the women who tell our stories." The group also hosted a workshop with Dr. Sabba Quidwai called *Unleash Your Potential: Empowering Women in the Digital Age*.

DEIB awards

Awards and rankings that recognize DEIB are crucial benchmarks for BPM in the modern corporate landscape. These awards celebrate BPM's culture and our leaders, who prioritize this intentional work and commitment, and acknowledge the profound impact these values have on fostering innovation, colleague satisfaction and the Firm's overall success. These awards not only recognize accomplishments but also serve as catalysts for positive change, pushing us all to strive for greater inclusivity and social impact.

Vault

Top 10 rankings in all four diversity categories: Racial & Ethnic Diversity, Overall Diversity, LGBTQ+ Diversity and Diversity for Women

Accounting MOVE Project

2023 Best Firm for Women and Best Firm for Equity Leadership

Los Angeles Business Journal

2023 Leaders of Influence: Minority CPAs

Tara Wilson

North Bay Business Journal

Diversity in Business Award

Sarah A. Lynn

San Francisco Business Times

Most Influential Women in the Bay Area

Erin Roche

Los Angeles Business Journal

Thriving in Their 40s

Helena Song

AICPA & CIMA and CPA Practice Advisor Magazine

Most Powerful Women in Accounting

Lindsay Stevenson

Silicon Valley Business Journal

Women of Influence

Julie West



DEIB-focused Learning & Development programs

Prioritizing DEIB-focused learning programs is a strategic investment in BPM's future. By cultivating a culture of inclusion, we unlock the full potential of our diverse workforce, drive innovation and position ourselves as leaders in today's dynamic and competitive business landscape.

Over the past year, our Learning & Development team hosted a variety of trainings and growth opportunities focused on DEIB for colleagues everywhere.



Diversity Champion Badge

By completing the Cultivating a Diverse and Inclusive Workplace Foundational Certificate program, 71 colleagues received a Diversity Badge. The self-paced program was developed with the accounting and finance profession in mind. Graduates celebrated the accomplishment by sharing their Badge on LinkedIn. Courses included:

- Strengthening your workforce through diversity
- Understanding our unconscious bias
- Unintended effects of microaggressions in the corporate setting
- The effects of imposter syndrome on corporate diversity
- Creating a culture of inclusion

“The program made me consider more about how to factor diversity into the everyday work experience.”

— Paul Oshima,
Tax Manager

Diverse participation in NextGen and Inspire programs

At BPM, colleagues ready to start the path to partnership or corporate leadership can apply to the NextGen or Inspire programs. Underrepresented groups, including women and people from a range of ethnic backgrounds, made up the majority of participants in both programs in 2023. Fifty percent of the 2023 Partner Candidates were women and 33% were people of color. This opens the door for a more diverse population to become BPM's leaders of tomorrow.

“The NextGen Program enables me with the tools, resources and, most importantly, the mindset that a future BPM Partner/leader needs to display BPM’s true values.”

— Yash Shah,
Tax Director

Disability-focused eLearning

During National Disabilities Employment Awareness Month, colleagues participated in a self-paced learning plan focused on physical and invisible disabilities. It included courses like “Discover ways to be more inclusive and supportive of people with disabilities” and “Create a more welcoming and equitable community for everyone.” These courses are still available to colleagues through our learning platform, LC Vista, and everyone at our Firm is encouraged to dive into the content.

“As an individual who identifies with an invisible disability, it's crucial to prioritize providing education and resources to all, as our understanding is limited to our experiences. We've all been touched by someone with a disability in our lives. Through BPM, our CRG has established a supportive and secure community, fostering a sense of belonging that enables us to raise awareness within BPM and beyond.”

— Kayly Zimmer,
Learning Specialist



Emphasizing Belong^{IN!}g at BPM



As a Firm that threads *Because People Matter* through everything we do, we help ensure our clients, colleagues and communities feel empowered to be who they are and have the space to do their best work.

This DEIB Report stands as a testament to our collective efforts, highlighting the progress we've made and the opportunities ahead. As we navigate the statistics and initiatives outlined in the report, I want to draw attention to a central theme that underpins our entire DEIB mission: belonging.

You may have noticed that we've embraced the term "DEIB" as a firm, whereas before, we typically used the acronym "DEI". This is because "belonging" is more than just a buzzword; it's the essence of what we strive to achieve at BPM.

Belonging is about developing an environment where every individual feels seen, valued and a deep sense of connection. While reading this report, I hope you can feel our commitment to fostering a sense of belonging – from the initiatives designed to amplify diverse voices to the stories that capture the richness of our collective experiences.

Over the next year, we aim to build on the momentum generated by our efforts. We will continue to embrace diversity, champion equity and help ensure every individual we encounter feels an unshakeable sense of belonging. It's not just a goal; it's a commitment to creating an environment where each person can be their whole self.

As I launch into my first year as IN! Committee Chair, I am excited about the continued journey ahead as we promote a culture where belonging is a reality for all.

A handwritten signature in black ink that reads 'Lindsay'.

Lindsay Stevenson
Chief Transformation Officer
IN! Committee Chair

IN! Committee

Inclusion Now! (IN!) Mission: Better Together

To create a safe environment for all colleagues to be heard, share their honest opinions and feel valued – Because People Matter!

IN! COMMITTEE MEMBERS



Moe Asgharnia
Chief Information
Officer



Rich Bellucci
Chair of the Board,
Partner, Assurance



Jeff Carrick
Partner, Assurance



Myla Duggans
Senior Manager,
Finance



Tony Gales
Partner, Tax



Jessica Hekmatjah
Chief Marketing
Officer



Stacy Litteral
Partner, Advisory



Karla Luna
Partner, Tax



Sarah A. Lynn
Partner, Advisory



Rich McDonnell
Partner, Tax



Wen Mochizuki
Chief Financial
Officer



Kemp Moyer
Partner, Advisory



Elena Owen
Executive Assistant



Lindsay Stevenson
Chief Transformation
Officer



Katie Strehler
Chief People
Officer



Jim Wallace
Chief Executive
Officer



John Weems
Partner, Business
Development



Selena Yeung
Partner, Tax



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