

Putting the 'B' in DEIB



The background of the entire page is an abstract, vibrant composition of overlapping, semi-transparent silhouettes of human figures. These silhouettes are rendered in a wide spectrum of colors, including deep blues, bright yellows, oranges, reds, and purples. The overall effect is a sense of a diverse and energetic crowd. The silhouettes are layered, creating a sense of depth and movement.

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Building a culture of belonging at BPM

At BPM, our commitment to Diversity, Equity, Inclusion, and Belonging is woven into the very fabric of who we are and how we operate. As we present our latest DEIB Report, I'm proud to reflect on how our journey continues to evolve and strengthen, guided by our brand promise of *Because People Matter*.

When we launched IN! (Inclusion Now!) several years ago, we set out to create more than just programs and initiatives – we aimed to further enhance our *Because People Matter* brand promise and strengthen our culture so that every BPMer can be their authentic self. Today, that vision has expanded into a comprehensive approach to belonging that touches every aspect of our Firm. We understand that true innovation emerges when people feel safe to bring their authentic selves to work, share their perspectives, and contribute their unique talents.

The progress detailed in this report reflects our ongoing commitment to fostering an environment where diversity is celebrated, equity is paramount, inclusion is intentional, and belonging is felt by all. From our Women's Initiative Now! (WIN!) program's continued success to our expanding Colleague Resource Groups, we're seeing the tangible results of putting people first.

As we look ahead, we recognize that creating a truly inclusive workplace is an ongoing journey that requires constant attention, innovation, and dedication. Every step forward strengthens our ability to serve our clients better, attract and retain exceptional colleagues, and create lasting positive impact in our communities.

Your role in this transformational journey is invaluable. Together, we're not just building a more inclusive Firm – we're creating a model for what the workplace of tomorrow can and should be. Thank you for your commitment to making BPM a place where everyone belongs.

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

in! IN! Committee

Inclusion Now! (IN!) Mission: Better Together

To create a diverse and inclusive environment that includes our clients, colleagues, and community; where individual ideas, knowledge, and perspectives are accepted and respected. To create a safe environment for all colleagues to be heard, share their honest opinions, and feel valued – *Because People Matter!*



Lindsay Stevenson

IN! Chair, Chief Transformation Officer



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



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



Dorothea Silva

Partner, Advisory



Katie Strehler

Chief People Officer



Jim Wallace

Chief Executive Officer



John Weems

Chief Revenue Officer



Selena Yeung

Partner, Tax

DEIB awards



Awards and rankings that recognize our commitment to people remain essential benchmarks for BPM in today's evolving business environment. These accolades highlight our Firm's culture and recognize the leaders who champion our deliberate commitment to Diversity, Equity, Inclusion, and Belonging.

Through these recognitions, we see how our values drive innovation, enhance colleague engagement, and contribute to our Firm's continued growth. While these honors celebrate our progress, they also inspire us to push further in creating an ever more inclusive workplace and meaningful social impact.



Top 5 rankings in all diversity categories



2024 Best CPA Firm for Women and Equity Leadership



2024 Diversity in Business Award



North Bay Business Journal

Most Influential Women in the North Bay

Lauren Bradner



Forbes

America's Top 200 CPAs

Meredith Johnson



AICPA & CIMA and CPA Practice Advisor Magazine

Most Powerful Women in Accounting

Lindsay Stevenson



Los Angeles Times

DEIA Visionary nominee

Karla Luna



CPA Practice Advisor

40 Under 40 Award

Rosey Flaherty



North Bay Business Journal

40 Under 40 Award

Kristine Malamanis

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.



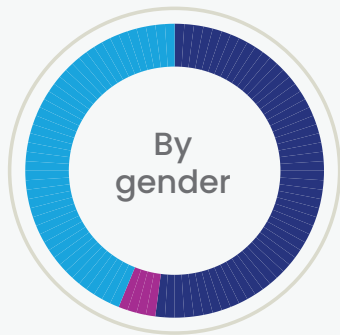
1,200+

Colleagues

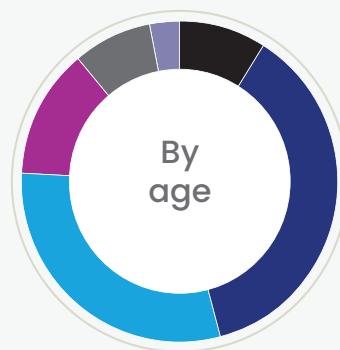


11

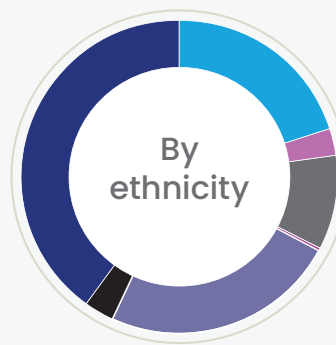
Countries - Canada, Dominican Republic, India, Malaysia, Philippines, Portugal, South Africa, Thailand, United Arab Emirates, United Kingdom, United States



| | Women | Men | Nonbinary ¹ | Not specified/declined to answer ² |
|-----------------------|-------|-----|------------------------|---|
| Firmwide | 51.5% | 45% | 0% | 3.5% |
| Manager | 54% | 43% | 0% | 3% |
| Sr. Manager | 48% | 48% | 0% | 4% |
| Director | 54% | 45% | 0% | 1% |
| Managing Director | 48% | 52% | 0% | 0% |
| Partner and Executive | 30% | 70% | 0% | 0% |



| | |
|-------------|-----|
| 18-24 years | 9% |
| 25-34 years | 37% |
| 35-44 years | 30% |
| 45-54 years | 13% |
| 55-64 years | 8% |
| 65+ years | 3% |



| | |
|---|------|
| Asian | 20% |
| Black or African American | 3% |
| Hispanic | 9.5% |
| Native Hawaiian or Other Pacific Islander | .5% |
| Not specified | 24% |
| Two or more races | 3% |
| White | 40% |

¹BPM added a nonbinary option in late 2024.

²BPM does not collect ethnicity and/or gender data for colleagues in every country outside the U.S.

Engagement survey

Each year, our colleagues have the opportunity to make their voices heard through the BPM Pulse Check—our engagement survey designed to capture the heartbeat of our Firm. This survey measures how connected, motivated, and committed our people feel which helps us to shape an environment where our colleagues can thrive.

On the survey, we track an Inclusion score. In 2024, our score was 77% favorable – up 1 point from our previous survey. That score is an aggregate score based on the responses to these questions:

I can be my authentic self at work



I feel respected at BPM



I feel like I belong at BPM



I feel valued for the unique contribution I can make



Psychological safety

Our commitment to fostering an inclusive environment was strengthened this year through strategic initiatives focused on psychological safety. Based on our engagement survey feedback, we launched our innovative Psychological Safety Champions program, creating a dedicated cohort of ambassadors within each practice group. These Champions serve as advocates and resources, actively modeling and promoting psychological safety principles in daily interactions.

Through these efforts, we're building a foundation where diverse perspectives are not only welcomed but actively encouraged, driving belonging throughout BPM. More to come, as we dig deeper into the impact of this program!

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.



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: The Asian American & Pacific Islander (AAPI) CRG hosted a Lunar New Year luncheon at several BPM offices and invited remote colleagues to tune in virtually.



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: The Black CRG facilitated a listening session of the 1619 Podcast in celebration of Juneteenth, as well as created a colleague-driven playlist of Black artists and a working list of favorite Black-owned businesses.





Disabilities

Colleague Resource Group

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

Photo: The Disabilities CRG hosted a conversation with Dani Bowman from the show Love on the Spectrum to uplift colleagues of all abilities and hear how Dani – an animator, entrepreneur, and advocate for neurodiversity – supports people of all abilities in her community.



Hispanic & Latinx

Colleague Resource Group

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: The Hispanic & Latinx CRG organized a multicultural lunch for Hispanic Heritage Month in BPM's Santa Monica office, featuring a local restaurateur's American dream story.



Interfaith

Colleague Resource Group

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 a talk with Ariel Tovlev, who discussed the intersection of their identities as a transgender person and Jewish Rabbi.





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.

Photo: The LGBTQIA+ CRG's members joined together for Pride events and parades across offices and locations.



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 welcomed Kassi Rushing from the AICPA to discuss building inclusive workplaces for women, caregivers, and parents.



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.

Photo: The Women's Initiative Now! (WIN!) teamed up with the Black CRG to feature a panel of Black women leaders at BPM who shared their career journeys.



BPM's CRG Expo

In August, we launched our first ever CRG Expo, drawing over 200 colleagues to a dynamic virtual showcase of the Firm's eight CRGs. The event featured interactive booths staffed by CRG Champions who shared their groups' missions and initiatives, as well as interactive games to engage visitors.

The Expo kicked off with an introduction from Lindsay Stevenson, IN! Committee Chair, followed by an engaging video presentation highlighting each CRG's mission. Colleagues were able to freely explore virtual booths, network with CRG leaders, and learn about opportunities for involvement - whether as community members or allies.

This innovative approach to showcasing BPM's commitment to supporting DEIB-focused spaces successfully fostered informal interactions between colleagues and CRG members, leading to increased CRG membership and strengthened cross-functional collaboration within the Firm.



Sticking together: BPM's new CRG stickers

We rolled out CRG laptop stickers available to all colleagues. Each sticker represents one of BPM's eight CRGs and can be used on laptops, water bottles, notebooks...the possibilities are endless! Colleagues ordered over 550 stickers in 2024 to represent their allyship in the communities where they live and work.

Creating safety and space for growth and transformation



As we reflect on our Diversity, Equity, Inclusion, and Belonging journey throughout 2024, I am inspired by the ways our BPM community has embraced and embodied our *Because People Matter* brand promise. This year's report showcases not just our achievements in DEIB but also highlights the authentic connections we have built together.

Our colleagues' feedback has been invaluable in shaping our path forward. They've shared stories, challenges, and aspirations for our Firm. One message has resonated clearly: the vital importance of psychological safety in our workplace. As we continue into 2025, we're committed to strengthening this foundation of trust and openness that allows each of us to bring our whole selves to work.

Psychological safety isn't just about feeling comfortable to speak up—it's about knowing that your unique perspective is valued, that your innovative ideas are welcomed, and that you have the support to take calculated risks in pursuit of excellence. It's about creating an environment where mistakes are viewed as learning opportunities and where diversity of thought sparks transformative results.

In the coming year, our IN! Committee will focus on initiatives that reinforce these principles. We will be focused on creating more forums for open dialogue, delivering more opportunities to strengthen our psychological safety skills, and building resources that help our teams foster environments where everyone feels safe to contribute, innovate, and grow.

As BPM's IN! Chair, I am energized by the opportunity to build upon the strong foundation we've established. Each colleague plays a crucial role in creating and maintaining the psychological safety that makes BPM a place where people truly matter. Whether it's through active listening, showing empathy, or celebrating unique colleague contributions, every action shapes our culture of belonging.

We're ready to make 2025 a year where we not only embrace our unique perspectives but create an environment where the combination of those perspectives becomes the core of our strength. I look forward to our continued journey of growth, transformation, and authentic connection.

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

Lindsay Stevenson
Chief Transformation Officer
IN! Committee Chair



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