



## Diversity, Equity, and Inclusion (DE&I) at Analysis Group

At Analysis Group, we pride ourselves on being an inclusive and welcoming workplace where people of all backgrounds and identities can thrive.

We believe that a diverse workforce directly supports our goal to provide the highest-quality work, and that equity and inclusion are necessary to unlock the power of that diversity. This drives our commitment to strong talent and business practices that provide richer opportunities to people of all sexual orientations, gender identities and expressions, races, colors, ethnicities, national origins, mental and physical abilities and

characteristics, ages, socioeconomic statuses, and religions. Our collaborative and people- and learning-oriented culture helps ensure that employees from all backgrounds can contribute fully and meaningfully and bring their full selves to work each and every day. Additionally, we are committed to social impact initiatives that connect our expertise with worthy causes beyond the firm.



## What DE&I Means at Analysis Group



### Diversity

We apply intentional recruiting, retention, and development programs to promote differences in our population that serve to enrich us as a firm.

We monitor our recruiting sources and outcomes to increase diversity throughout the pipeline.

#### Select examples

- Host annual Rise@AG externship for underrepresented sophomores
- Engage in recruiting partnerships with Out for Undergrad, The Consortium, and more
- Host onboarding and mentoring programs that support underrepresented populations



### Equity

We ensure that our systems and processes provide access, resources, and opportunities to all, particularly underrepresented and marginalized groups.

We work to understand and combat the root causes of outcome disparities.

#### Select examples

- Involve DE&I team in performance, promotion, and pay processes
- Run bias training for staff at all levels



### Inclusion and Belonging

We strive to live the dominant values of our firm, fully knowing how our culture and behaviors can create a sense of belonging for each employee.

We work to actively create an environment in which individuals feel welcomed and supported by the organization as their authentic selves.

#### Select examples

- Run senior-staff DE&I liaison program to promote DE&I involvement in all offices
- Feature DE&I speakers for cultural and heritage months
- Provide parenthood off-ramp/on-ramp mentors
- Include DE&I on many event agendas



## Our Affinity Group Network

Our formal employee-founded and employee-led affinity groups are open to all offices and roles across the firm. We anticipate the continued expansion of our affinity group structure as we deepen our investment in this area – and we encourage our employees to look for opportunities to lead in this space.

Our affinity groups support DE&I through a variety of programs and initiatives, some of which are listed below.

### BLACK@AG

Intern & New Hire Events

Local Events & Activities

New Hire Networking  
Program

Mentoring Families

Black@AG Summit

### AGWOMEN+

Mentoring Circles

Networking Speaker &  
Workshops

Work-Life Coaching  
Circles

Parenthood Resources

### PRIDE

Safe Zone Training

Firmwide Pronoun  
Guide

Pride Celebrations

### ASIANS@AG

Member Engagement  
Survey

Coffee Chats & Social  
Events

Lunar New Year, Ramadan,  
Mid-Autumn, and Diwali  
Celebrations

### LATINS@AG

Coffee Chats

Social Events

Hispanic Heritage Month  
Speaker Event