

DEI&B Statement

Diversity | Equity | Inclusion | Belonging

Hemsley Fraser’s purpose is not only to provide expertise in the space of diversity, equity, inclusion, and belonging (DEI&B) for our partners and clients but to continue to provide ongoing internal practices for our global organization.



This aligns with our vision of creating a spirit of learning and **making life better!**



Our internal practices involve a commitment to hiring a diverse community of top talent that continues to inspire our innovation as one global Hemsley Fraser.



In the past two years (2019 through 2020), Hemsley Fraser US diverse population (ethnic diversity and sexual orientation) grew to 50% of the overall staff, and women grew to 63%. Our global diverse community includes our global faculty, coaches, and producers.



Yet, our practices do not stop here. We provide opportunities to increase the promotion and retention of our diverse community. Hemsley Fraser will continue to be intentional in our efforts to develop our community in not only DEI&B awareness but an intentional sense of equity practices that ensures inclusion, psychological safety, and a sense of belonging.

Our organization provides:

- The **discovery of DEI&B status** within the businesses of our partners and clients.
- Metrics required to **meet the DEI&B goals** of the organization.
- **Consultation** on DEI&B curriculum architecture.
- In-person and virtual DEI&B **learning services**, and the curation of on-demand DEI&B content for ongoing learning.

Our Hemsley Fraser learning content offerings, which are available to our partners, clients, and internal employees:

Diversity and Inclusion	Treating Others in a Fair and Equitable Manner
Diversity, Inclusion & Cultural Awareness	Empathy / Care About Others
Racial Awareness	Micro-messaging
Generational Inclusion	Building Multicultural Relationships
Inclusive Leadership	Building a Positive Culture
Unconscious Bias	Sexual Identity and Gender Identity
Psychological Safety	Emotional Intelligence