

EMBRACING DIVERSITY EQUITY & INCLUSION 2024



American Red Cross
Orange County

American Red Cross of Orange County

Santa Ana

Humanitarian Services

Since its founding in 1881, the American Red Cross has focused on preventing and alleviating human suffering caused by disasters and emergencies. Whether it was supporting brave men and women in uniform during times of war, creating the first civilian blood collection program or finding new ways to meet needs through countless disasters, the Red Cross has a long history of rising to meet the moment at times of crisis. As an organization, the Red Cross has also long understood that it is not just its mission, but how it delivers its mission, that matters.



Angels for Higher Inc.

Irvine

Professional Sports

Angels for Higher (AfH) facilitates the employment of young adults with Down syndrome to work as Greeters in sports stadiums and university campuses. They have placed over ninety Greeters in twenty-five venues located across the USA. More are on the way... Angels for Higher's vision is to transform the perception of people with Down syndrome living across America through their employment in jobs where their specific gifts, abilities and challenges make them uniquely qualified to spread joy everywhere they are, and change the lives of everyone they meet.



Applied Medical

Rancho Santa Margarita

Medical Devices

Applied Medical fosters a culture of diversity, equity and inclusion. They've created an environment that values learning and personal and professional development, contributing to team members' overall growth, well-being and sense of belonging. The senior leadership team helps train new team members, providing the tools and knowledge needed to excel in their roles. By conducting leadership courses, senior leaders empower the next generation of leaders across all roles and build strong relationships for a collaborative workplace.



Armanino LLP

Irvine

Accounting

At Armanino, Diversity, Equity, and Inclusion form the backbone of the organizational ethos, permeating every level of operations. Integral figures such as their CEO, General Counsel, CMO, and CPO actively engage with the IDEAL (Inclusion of Diverse Employees and Leaders) team and other DEI-focused groups, emphasizing their commitment to fostering an inclusive workplace culture. Rather than relying solely on resource or affinity groups, they adopt a holistic approach, implementing broad-based initiatives that promote inclusivity and education.



Atkinson, Andelson, Loya, Ruud & Romo

Irvine

Law

Diversity is a priority at AALRR, and the result is a workplace of inclusion and fulfillment to provide the highest level of service and innovative legal thinking. Serving in nine offices throughout California, their attorneys represent a rich mix of races, ethnicities, religions, sexual orientations, cultures, and languages. This wide cultural lens helps them to facilitate greater communication in litigation, counseling, and business planning. Understanding the perspectives of the clients they serve, as well as those served by their clients, makes them uniquely qualified to provide exceptional legal services.



Avanath Capital Management

Irvine

Multifamily Real Estate Investment

As a leader in the affordable housing industry, Avanath believes prioritizing social equality, responsible investing, and a healthy environment supports greater prosperity for all. A Black-founded and owned company, Avanath provides opportunities for diverse groups among its employees, the residents it serves, and its vendor partners. The firm's intentional hiring practices have resulted in a management team that comprises leaders with varied backgrounds and an employee base in which over 75% belongs to a minority class. All employees are trained in Avanath's ethics/code of conduct policy and receive diversity and unconscious bias training in order to support a more inclusive workplace.



BKM Capital Partners

Newport Beach

Commercial Real Estate

BKM Capital Partners is deeply committed to the development and execution of its robust DEI initiatives, setting the standard for ethical and inclusive business practices within commercial real estate. Team members can grow their professional repertoire with education opportunities ranging from leadership programs to virtual lunch and learns, while women in the organization can find support and mentorship through the BKM Women's Network. From fun activities like annual pickleball and basketball tournaments at the corporate gym, to the availability of healthy meal options onsite, BKM places a large emphasis on employee wellness that extends well beyond job satisfaction.



Black Chamber of Orange County

Anaheim

Chamber of Commerce

The Black Chamber of Commerce of Orange County partnered with minority business associations, local chambers, and legislators to provide support, advocacy for diversity, equity, and inclusion for Orange County's many corporations and small-business owners to build healthy communities with an economy for all. The Chamber led the effort to create an Orange County Racial Equity & Inclusion Action Plan Framework. As part of Toward A Deeper Understanding (TADU), the Chamber created a training series and led the discussions with local corporations and created a video to Stop the Hate in the Asian and Black Community.



Casco Contractors

Irvine

Construction

At Casco Contractors, their commitment to diversity, equity and inclusion is integral to company culture. As a certified woman-owned business in a male-dominated industry, they empower employees to bring their whole selves to work. Key initiatives include the Tuition Reimbursement Program, fostering continuous learning and growth, and the Casco Futbol Club, promoting team spirit and camaraderie. The Quarterly All-Staff Meetings and Annual Offsite Events enhance employee engagement and collaboration.



Chapman University

Orange

Higher Education

Fostering a diverse, equitable, and inclusive environment for students, staff, and faculty is a top priority for Chapman University. Initiatives to advance the excellence and growth of the University work hand-in-hand with this commitment for a thriving, diverse higher education community. As a result, Chapman's student body is both more diverse and higher achieving than ever before. Significantly, the University's strategic initiative to better reflect the demographic of Orange County has led it to be recognized as an emerging Hispanic Serving Institution. This is due to the strategic and decisive dedication of leadership and all at Chapman.



City of Hope Orange County

Irvine

Healthcare

City of Hope, one of the country's largest cancer research and treatment organizations, infuses DEI into the DNA of its mission to make hope a reality for patients and their families. City of Hope, which operates several clinical locations and the most advanced cancer center in Orange County, has received numerous accolades for its DEI efforts. It has been named a top U.S. workplace for women by Newsweek and a LGBTQ+ Health Care Equality Leader by Human Rights Campaign, among several recognitions. Its clinical research engine offers 800+ clinical trials and works to diversify representation in all trials by developing breakthrough treatments for all ethnicities. Its patient services focus on addressing burdens, risk factors and social determinants of health to optimize patient outcomes and access to screenings.

EMBRACING DIVERSITY EQUITY & INCLUSION 2024



City of Irvine

Irvine

Governmental Organization

The City of Irvine is recognized as one of the most ethnically diverse and fully integrated cities in the country. With a population of more than 310,000 residents, the City has grown significantly since its incorporation in 1971. Many residents, businesses, and employees have selected Irvine to live and work because of its history of celebrating diversity, equity, and inclusion. The City is committed to ensuring that every person living and working in the community is treated with fairness, and has access to equitable services and opportunities. The City of Irvine produces several meaningful and inclusive cultural celebrations that highlight and honor Irvine's diversity and the ethnic mosaic it has become. A City Council-established DEI Committee actively provides input on community needs.



Community Legal Aid SoCal

Santa Ana

Legal Services

In 2020, CLA SoCal made a formal commitment to a Justice, Equity, Diversity, and Inclusion (JEDI) initiative. They formed a committee composed of staff from all departments and job classifications and has since been on the journey with consultants to guide the process. A significant goal CLA SoCal established is to "set expectations for how they engage with colleagues, volunteers, interns, and partners." To achieve this goal, CLA SoCal developed a Values in Action document.



Court Appointed Special Advocates (CASA) of Orange County

Orange

Nonprofit, child welfare

CASA's commitment to DEIB work comes from the understanding that youth in foster care deserve to feel a sense of belonging, which can be difficult while being in care. They provide training to their staff that cover diversity topics related to the work they do within the child welfare system. Their physical office contains visual cues throughout the space that alert individuals coming into the office that they are an inclusive organization, which also makes the space feel welcoming for the staff.



Disneyland Resort

Anaheim

Theme Park/Entertainment

From cultural representation in their parks to resources that support their diverse collection of Anaheim-based cast members, inclusion is a guiding principle at Disneyland Resort. The resort has cultivated a culture in which their 35,000 cast members feel valued and appreciated for their unique perspectives and experiences, and it continuously looks for ways to integrate diverse views and ideas into everything they do. Disneyland Resort prioritizes leveraging local and diverse suppliers, uplifting low-income communities and providing countless opportunities for its cast members to thrive. Inclusion is one of the "5 Keys," a set of guidelines to help cast members execute exemplary guest service, alongside Safety, Courtesy, Show and Efficiency. The 5 Keys are a core element of being a Disneyland Resort cast member, as following them is essential to upholding a long-standing guest service standard at the resort.



DiversityComm, Inc.

Irvine

Media

DiversityComm has achieved notable milestones in Diversity, Equity, and Inclusion (DEI). As a leading publisher, they produce DiversityComm Magazine and U.S. Veterans Magazine, which highlight DEI initiatives and success stories, providing a platform for underrepresented groups and promoting diverse voices and stories. DiversityComm has also organized and sponsored numerous events and conferences focused on DEI, bringing together thought leaders, businesses, and community members to discuss best practices and strategies for fostering inclusive environments. They have recognized and awarded companies excelling in DEI efforts, encouraging broader adoption of inclusive practices across industries.



Easterseals Southern California

Irvine

Disability Services

At Easterseals Southern California their initiatives and accomplishments are a result of the RISE (Respect, Inclusion, Self-Awareness & Equity) program supporting Diversity, Equity, Inclusion and Accessibility for employees and candidates. Their RISE team, comprised of diverse staff from direct care professionals to senior managers, meet regularly regarding initiatives related to workplace culture and explores best practices to enhance DEI&A. The team is spearheaded by Chief Operating Officer Dr. Beverlyn Mendez, with the full support of CEO Mark Whitley and Chief People Officer Debbie Nix.



ECOS

Cypress

CPG manufacturing

Family-owned and operated since 1967, ECOS makes plant-powered laundry detergents and cleaners that are safer for people, pets, and the planet. ECOS products are made in Orange County and across the USA using global ingredients without dyes, parabens, phthalates, or 1,4-dioxane. A women-owned and Black-owned company, ECOS is led by President and CEO Kelly Vlahakis-Hanks, a woman of African American and Greek descent who has made diversity, equity, and inclusion for women and minorities central to ECOS's mission.



Eide Bailly

Tustin

Accounting

Eide Bailly's commitment to diversity, equity and inclusion starts with their CEO and firm leaders and is driven by their belief that a diverse workforce is the best workforce and will enhance future readiness. The firm works with an outside DEI consulting firm to help them create an annual DEI Road map for their initiative and goals. They created a Diversity, Equity & Inclusion Initiative with the vision of fostering a professional workplace where their people can be their full authentic selves.



Exemplis, LLC

Cypress

Manufacturing/ Consumer Products

Exemplis believes that a diverse and inclusive workplace is essential for fostering creativity, collaboration, and innovation. They are committed to promoting an environment of respect and inclusion for everyone regardless of their individual heritage and identity. Their core values, recruiting process, work environment, and DEI programs create a culture where diverse employees thrive. Employee Resource Groups encourage employees to participate in learning, volunteering/giving, and fun experiences that are meaningful. Our Exemplis for Good Charitable Giving Fund invests in and advocates for social justice causes, involving employees through giving and service.



Experian

Costa Mesa

Financial Services

Experian's priority is to create a better tomorrow for consumers, businesses, their people and communities by bringing financial power to all. Diversity, Equity and Inclusion (DEI) is key to their core products, social innovation and investing in the communities that they serve. DEI is central to the way that they value each other as an organization - they treat each other with respect, trust and integrity. Their Employee Resource Groups (ERGs) are located at their U.S. campuses and globally. They provide exciting opportunities for more than 22,500 employees across 32 countries to feel a sense of community within the larger corporate environment.



First 5 Orange County

Santa Ana

Government

First 5 OC is committed to engaging with families to ensure their voices are heard & their perspectives are included in their decision-making processes. This means they listen to families, shift their language, invest resources based on what families tell them, and prioritize equitable access to quality services and positive outcomes. Last Fiscal Year, they served 43,121 children ages 0-5.

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Free Wheelchair Mission

Irvine

Healthcare

Free Wheelchair Mission has taken significant steps to maintain diversity and inclusion within its organization. As a faith-based institution working with multiple international organizations, the nonprofit does not deny wheelchairs to anyone based on race, ethnicity, gender, or religion. One board member is a professional trainer and lead in topics related to disability and cultural sensitivity. A dedicated Diversity, Equity, and Inclusion team, including the chief executive officer, human resources manager, and an appointed DEI liaison, convenes quarterly to discuss initiatives and remains available for employees to share thoughts and experiences with at any time.



Green Street

Newport Beach

Commercial Real Estate

Green Street's DEI Council spearheads initiatives through committees focused on Talent Acquisition, Workplace Environment, Employee Development, Client & Community, and Communications. Their DEI initiatives focus on fostering a diverse, equitable, and inclusive workplace. Internally, they implement diverse recruitment strategies, partner with diverse organizations, support Employee Resource Groups (ERGs), and offer various diversity trainings and leadership development to all employees. Their inclusive policies also include flexible work arrangements and equitable pay practices.



Greenfield and Associates LLP

Huntington Beach

Accounting

At Greenfield & Associates LLP, diversity, equity, and inclusion (DEI) are fundamental to their mission and values. Their DEI initiatives focus on fostering a culture where every individual feels valued and empowered. They have implemented comprehensive training programs to educate their team on unconscious bias, cultural competency, and inclusive practices. Their recruitment strategies prioritize diverse talent, ensuring a workforce that reflects the communities they serve. The firm actively supports affinity groups and mentorship programs to promote career development and networking opportunities for underrepresented groups.



Hilton Anaheim

Anaheim

Hotel

One of Hilton Anaheim's core values is celebrating and hosting diversity observations, offering different types of food, and supplying pins to support certain celebrations and holidays. Such holidays include Black History Month, Women's History Month, Ethnic Diversity Awareness Month, Asian American & Pacific Islander Heritage Month, Pride Month, Intergenerational Month, National Hispanic Heritage Month, Disability Employment Awareness Month and Veterans & Military Families Month. Hilton Anaheim also incorporates DEI initiatives through committees that support and encourage the team members and staff, activities that boost morale, and focus on bettering the environment and community. To accomplish that, Hilton Anaheim prioritizes using sustainability and has reduced its carbon emissions by 44%.



Howard Building Corporation

Costa Mesa

Construction

HBC is 100% employee-owned company who has achieved 100% pay equity. An active and innovative employee culture has shaped the company's approach to employee ownership and ESG principles, including equity, inclusion, and sustainability. Their efforts have garnered attention and recognition throughout the industry, establishing us as a leader who takes initiative and actively works toward making the construction industry a better place for all. HBC sets annual diversity hiring, promotion, and training targets based on current workforce demographics versus labor market availability. The goal is to secure a workplace that is reflective of their community's demographics while enhancing the opportunities of historically underrepresented groups.



IHI Power Services Corporation ("IPSC")

Aliso Viejo

Energy/Power Generation

IHI Power Services Corp. (IPSC) is dedicated to creating an inclusive, respectful and diverse workplace where every employee feels valued and empowered. They believe these principles are foundational to driving growth, fostering innovation and delivering exceptional service to their clients. IPSC's core values-respect, integrity, accountability and teamwork-are central to their guiding principles, along with the deep-rooted belief that respect makes them better, inclusion makes them stronger and diversity moves them forward. Their Diversity, Respect & Inclusion (DRI) Council, established in 2020, upholds these commitments and integrates them into every aspect of the organization.



Ingram Micro

Irvine

Technology

Ingram Micro is dedicated to cultivating a more inclusive workplace for every associate. Their DEIB initiatives are driven by key objectives that include training & education, recruiting, inclusive culture and leadership diversity & accountability. They're proud to support associate-led Employee Resource Groups that drive inclusion and education across the organization. Through DEIB they aim to create an even more welcoming workplace - one that invites acknowledgment, acceptance and authenticity for all. Their DEIB strategy: Engage, Educate and Elevate, Empower, Encourage and Embrace.



JAMS

Irvine

Alternative Dispute Resolution

JAMS laid the groundwork to make lasting change in their organization and industry. They created the JAMS Panelist Utilization Report, a tool that tells clients how often they choose diverse neutrals. JAMS also conducted an internal survey of their 450-plus neutrals to encourage them to self-identify as to specific demographics so clients gain a more comprehensive view of their panel. They established the JAMS Diversity Fellowship Program to provide training, mentorship, sponsorship and networking opportunities to up-and-coming diverse ADR professionals. In addition, the company distributes an external newsletter called DE&I Pulse, which provides a comprehensive update regarding their efforts and promoting DE&I at JAMS and within the legal industry.



Johnson & Johnson MedTech

Irvine

Medical Technology

Johnson & Johnson is the world's largest, most diversified healthcare products company with more than 132,000 global employees and \$85.2 billion in annual sales. Solving the world's most pressing health challenges at the intersection of biology and technology, Johnson & Johnson MedTech is developing the next generation of med tech solutions to tackle the most pervasive and complex health challenges for people around the world.



Kahana Feld

Irvine

Law Firm

Diversity, Equity, and Inclusion ("DEI") is a core value of Kahana Feld. From hiring, to training, to growth, and mentorship, DEI is a priority. The company culture nurtures a sense of pride, ownership, and passion that transcends titles and roles. They believe that respecting and valuing differences and diverse backgrounds fosters a more collaborative work environment, engenders a better understanding of their clients, and helps them achieve better results. Kahana Feld has a vibrant DEI program including book clubs, cultural potlucks, webinars, lunch and learns on topics including Implicit Bias and Bias in Hiring and spotlighting the significant contributions of minorities and women in the legal profession throughout the firm's social media platforms. Kahana Feld was awarded the Gold DEI Leadership Seal from The State Bar of California, one of only 12 statewide to receive a Gold Seal in the inaugural group of seal recipients.

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KBS *Newport Beach* Commercial Real Estate
KBS - one of the largest investors in commercial real estate in the nation with completed transactional activity of more than \$45.2 billion on behalf of private and institutional investors globally has woven DEI initiatives into its culture. The firm has evolved over the last 32 years from little diverse representation to an organization that encourages DEI throughout its workforce, with 54% of its team members female and 42% are minorities. KBS' mission speaks to the power of collaboration, conducting business with integrity, and providing an inclusive environment.



Lutheran Social Services of Southern California *Orange* Nonprofit
Lutheran Social Services of Southern California (LSSSC) marks its 80th year of providing social services in 2024 with over 70 different programs and services at nearly 20 sites. As part of the Lutheran Services in America (LSA) network, the organization strives to serve those in need with dignity and respect. Diversity and inclusion are at the forefront of Lutheran Social Services which is critical to advancing their mission. The organization's staff, board, and volunteers are as diverse as the target population they serve. Its leaders honor and respect race/ethnicity, culture, life experiences, language, creed, beliefs, sexual orientation, and ability.



Mitsubishi Electric US, Inc. *Cypress* Electronics Manufacturing
Mitsubishi Electric US, Inc. (MEUS) has deeply integrated Diversity, Equity, and Inclusion (DE&I) into its corporate fabric, recognizing their pivotal role alongside sustainability. Aligned with global sustainability frameworks like the UN's 17 Sustainable Development Goals, MEUS champions five core commitments: carbon neutrality, circular economy, safety & security, inclusion, and well-being. Acknowledging that DE&I is intrinsic to achieving these goals, MEUS fosters an environment where every individual is respected and valued. To operationalize this commitment, in preceding years MEUS established a DE&I Task Force and Steering Committee, ensuring DE&I is woven into strategic decision-making.



OC Habitats *Santa Ana* Environmental Conservation
OC Habitats is an environmental conservation non-profit focused on preserving the native and natural habitats and species of Orange County through education, restoration, monitoring, volunteerism, and much more. Their mission could not be accomplished without the strength and dedication of their diverse team of staff, interns, and volunteers from all across Southern California. In consideration with their value for diversity, equity, and inclusion, OC Habitats partnership with the City of Santa Ana has opened the doors for residents of Santa Ana to be educated on Environmental Justice and rights for clean and open natural spaces.



Octane *Newport Beach* Nonprofit
Octane is dedicated to fostering a diverse and inclusive environment. Their initiatives, including Women Leaders of Octane and the Non-Profit Accelerator, underscore their commitment. With a workforce comprising 79% women, they continually strive to enhance diversity and inclusion across all facets of our organization, ensuring a welcoming and supportive space for all.



ON ITS AXIS *Costa Mesa* Management Consulting
ON ITS AXIS is driven by the conviction that diversity, equity, and inclusion (DEI) are not just ethical imperatives but strategic advantages. As a proudly certified woman and LGBTQE-owned company, they've harnessed their unique position to champion groundbreaking DEI initiatives both within the organization and across the myriad of industries they serve. Their approach, deeply rooted in our proprietary Efficiency-Weighted-Outcome-Driven Design (EWODD) and Product and People® Framework, transcends traditional boundaries, ensuring that innovation and inclusivity are inseparable and mutually reinforcing.



PepsiCo Beverages North America, West Division *Aliso Viejo* Food & Beverage
PepsiCo Beverages North America (PBNA), one of the largest beverage companies in North America, is the Employer of Choice for nearly 64,000 associates in +400 locations across the U.S. and Canada. PBNA's operating model is designed to improve the way they work, make the most of their investments and maximize their full potential with five distinct operating Divisions (North, South, Central, West and Canada). Their West Division-led by John Dean, West Division President-includes 72 locations with an organization of nearly 12,000 employees, across Manufacturing, Sales, Warehouse, Human Resources and Logistics.



Pinnacle Petroleum, Inc. *Huntington Beach* Fuel Wholesaler
Pinnacle Petroleum, Inc. recognizes the importance of diversity as a certified Woman-Owned Business. At the cornerstone of their diversity policy is respect for the broad spectrum of diversity that exists within their workforce, subcontractors, and customer base. It is their goal to strengthen and partner with diverse business communities by contributing to their overall economic growth. It is Pinnacle's policy and practice to promote and increase business opportunities for Minority, Woman, and Disabled Veteran Business Enterprises (MWDVBES). By partnering with minority-owned subcontractors, Pinnacle Petroleum not only diversifies its supplier base but also contributes to the economic growth of underrepresented communities.



Providence *Irvine* Healthcare
At a time when some organizations are scaling back on Diversity, Equity and Inclusion initiatives, Providence remains steadfast in its commitment to building a workforce that reflects the communities they serve, celebrates the gifts in one another and ensures all caregivers feel a sense of belonging. This is what Providence Promise is all about. Know me, care for me, ease my way honors the value and dignity of all caregivers, patients, family and physicians, which forms a solid foundation for building relationships and working collaboratively and respectfully toward common goals. Providence's 2023-25 DEI strategic plan helps bring their promise to life. It provides milestones, guidelines and tactics that welcome diversity, strive for equity and embrace inclusion.



RBA Builders *Fountain Valley* Commercial Construction
One of RBA proudest accomplishments was CEO and founder, Bob Anderson, signing the CEO Pledge for DEI; a commitment to make good on the inherent promise that all people should be able to bring their best selves to work and unleash their full potential. RBA has also continued to foster their Women in Construction Initiative to provide an inclusive space for women in the construction industry. Additionally, RBA hired a director of personnel development who is fully dedicated to the growth and development of each RBA employee. RBA has also established a dedicated team that is continually working to formalize and evolve the ways DEI can be incorporated throughout their business and daily operations.



RSM US LLP *Irvine* Professional Services
RSM places a high value on Diversity, Equity, and Inclusion (DE&I), fostering a culture that empowers their people to be their authentic selves and share their unique perspectives. Their employee network groups (ENGs) provide opportunities for growth, development, and celebration of diverse backgrounds, focusing on volunteerism, professional development, mentorship, and networking.

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SchoolsFirst Federal Credit Union *Tustin* **Financial Services**
 SchoolsFirst's commitment to DEI is clearly reflected in their efforts and activities that foster an environment of belonging for team members and Members alike and are integrated throughout their operations. From comprehensive onboarding to fostering a culture where everyone can be their authentic selves, they strive to create an environment where all can thrive. Key initiatives include conducting an annual team engagement survey to gather insights on well-being and inclusion, which helps drive cultural transformation. The organization celebrates diverse cultural holidays and holds recognitions, including town halls and educational panels, to amplify diverse voices and experiences.



STEM Advantage *Huntington Beach* **Nonprofit**
 Talent is equally distributed, but opportunity is not. STEM Advantage mentors, prepares, and inspires women and underserved communities for STEM careers. They empower economic and social mobility, while providing a vetted pipeline of diverse talent to businesses to fill their workforce needs. They "level the playing field" by providing talented students, primarily first-generation college students from low-income families, with access to networks, employment, and economic mobility that is overwhelmingly limited to students attending elite universities.



Sundt Construction *Irvine* **Construction**
 Sundt is committed to building a workforce that reflects the diverse communities where they operate and to creating a workplace that fosters a sense of purpose and belonging. From interns to self-perform craft and project teams on the front lines, to mid-level and senior leaders, their people are bringing more to the table - because they have a seat at the table. This is the idea behind their efforts to hire, develop, promote, and retain diverse talent. Sundt's diversity, equity and inclusion efforts focus on the following five areas: Leadership alignment, education and training, recruiting and retention, community connections and measurement. Sundt has encouraged DE&I among its employee-owners through several initiatives.



Tarsus Pharmaceuticals *Irvine* **Pharmaceuticals**
 At Tarsus Pharmaceuticals, their values aren't just words on a page. They're actions they take each day to create a culture they're proud of so they can better achieve their mission. Tarsus' commitment to Diversity, Equity, and Inclusion (DE&I) is embodied in three core principles that they apply to work within their organization and in their communities: business effectiveness, community relations, and belonging.



The Phillips Group *Anaheim* **Accounting & Tax**
 The Phillips Group isn't your typical company churning out generic DEI statements. As a woman-owned and veteran-owned firm, diversity, equity, and inclusion (DEI) are woven into the very fabric of who they are. They champion the inclusive environment they live and breathe every day, not just on paper. Equal opportunity isn't just a buzzword at The Phillips Group; it's a core principle. They provide a level playing field where success depends on talent, hard work, and contributions. They foster a supportive environment where everyone feels empowered to reach their full potential.



Toshiba America Business Solutions *Lake Forest* **Manufacturing**
 Toshiba embraces the diversity of its workforce within the communities it serves by fostering an inclusive environment where everyone feels valued, heard, and empowered. Beyond implementing diversity, equity and inclusion (DEI) policies, Toshiba advances actionable and impactful changes that transform the organization into one where these core elements are embedded within its culture.



Transitions Today *Dana Point* **Business Services**
 Business is critical in realizing lasting social change, leading the way through strategic and systemic reform and innovation that impacts individuals and communities. Government and non-profits alone are not the answer to addressing the widening social divide - partnering with businesses and locals is the path forward. Transitions Today was founded on the belief that equity and inclusion are foundational in improving the workplace and world. Creating inclusive cultures in the workplace opens the door for conversations that educate, connect, and encourage action within the organization and outward to the community to address inequities.



U.S. Bank *Irvine* **Financial**
 U.S. Bank draws strength from diversity and seeks to respect and reflect the uniqueness of customers, shareholders, employees, and communities. Team members invest their hearts and minds to help "power human potential" with the goal that everyone has access to the tools, resources and networks that allow businesses and communities to thrive. U.S. Bank is working to close the wealth gaps in America through the Access Commitment® platform, a group of initiatives dedicated to supporting traditionally underserved communities on their own path to building generational wealth.



Virgin Galactic *Tustin* **Aerospace**
 Virgin Galactic's purpose of connecting the world to the wonder and awe of space travel first starts with them connecting to one another. They believe they must reflect the world we seek to inspire, and they require diverse perspectives and experiences to power their collective success. These past two years, the company continues to advance on their DEIB strategy that focuses on our communities where they live and work, their people, and their workplace culture.



WFBM, LLP (dba Walsworth) *Irvine* **Legal Services**
 In 2023, Walsworth was the only law firm with more than 60 attorneys that received a Top 5 ranking among firms with 100 or fewer attorneys in Law360's Women in Law report, a nationwide ranking based on female representation at all attorney levels. The firm also received a Top 3 ranking in 2023 in Law360's "The Ceiling Smashers," which ranked firms with 100 or fewer attorneys based on the percentage of women in their equity partnerships. This marked the eight consecutive year that Walsworth has received a ranking in these reports. Women lawyers currently compose 84 percent of Walsworth's equity partnership. In addition, underrepresented attorneys, including women and minorities, compose more than 80 percent of the firm's governance committees and practice group leadership.



Withum *Irvine* **Accounting**
 Withum actively invests in the next generation of professionals through strategic partnerships with educational institutions and professional organizations. Kitona Jackson, the I&D Outreach Specialist, has forged relationships with various campuses and groups like NABA, Ascend, ALPFA, and Out4Undergrad, enhancing the Firm's talent pipeline. The Firm has hosted 12 I&D-focused events and introduced high school and college students to the accounting industry and Withum.