



EY DEI transparency  
report: pathways  
to progress

The EY logo consists of the letters 'EY' in a bold, white, sans-serif font. A yellow diagonal line is positioned above the 'Y', extending from the top right towards the center.

Building a better  
working world



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# At EY US, our commitment to diversity, equity and inclusion is personal

Diversity and inclusiveness are essential to creating long-term value and fulfilling our purpose of building a better working world.

At Ernst & Young LLP (EY US), diversity, equity and inclusion are core to who we are. They are essential elements of our history and run deep in our DNA. For EY US, it's personal.

In the 1880s, Arthur Young completed his legal studies and began his career as a lawyer. Arthur was deaf and had low vision, and despite his strong competence and work ethic, his personal circumstances proved to be insurmountable obstacles to his success as a lawyer. Undeterred by the differences that held him back as a lawyer, Arthur leveraged his talent to become an entrepreneur and a founder of the modern accounting profession. He valued differences as strengths not weaknesses.



Arthur Young

Arthur Young helped to build the foundation for diversity, equity and inclusion. Later, those principles were further strengthened when Arthur Young combined with Ernst & Whinney, a firm recognized as one of the first to hire a Black partner in the 1970s.

In tribute to our founders, we remain committed to building diverse teams across a broad range of differences, while also fostering an environment where differences are valued, practices are equitable and everyone experiences a sense of belonging.

We've made progress, but there's no question that we have more work to do to cultivate a culture of belonging that will lead us into the future.

The bar continues to rise on inclusive workplaces. Our inclusive values underpin our actions and guide us every day, especially through difficult times. From our ongoing commitment to eradicating systemic racism to our advocacy for the LGBT+ community to our innovative Neuro-Diverse Centers of Excellence (NCoEs), we have made and will continue to strive for positive change. More is expected of us by our people, our clients and our external stakeholders. We expect more from ourselves.

We are proud that the talented professionals who make up our EY US workforce span a broad range of experiences and backgrounds and bring varying perspectives. We can solve the toughest challenges together by valuing our differences, teaming inclusively and making EY US a place where people feel safe to be themselves and contribute their best.

In delivering this report, we aim to be transparent, hold ourselves accountable, and step up further to drive more progress, faster and more consistently. Through this, we will fulfill our purpose to build a better working world.

On behalf of the US Executive Committee,

Handwritten signature of Kelly Grier in black ink.

**Kelly Grier**  
EY US Chair and Managing Partner  
and Americas Managing Partner  
(she/her/hers)

Handwritten signature of Karyn Twaronite in black ink.

**Karyn Twaronite**  
EY Global, Americas and US Diversity  
& Inclusiveness Officer  
(she/her/hers)

# Our EY US Executive Committee Board Diversity Statement

The US Executive Committee, the highest EY leadership body in the US, has signed the [Board Diversity Statement](#) to demonstrate our collective commitment to our people, clients and the marketplace. This statement, signed by every member, demonstrates our commitment to leading inclusively and the increased focus and accountability on D&I progress. Not only does this reinforce that D&I is a key business lever, it ensures that we hold ourselves accountable for progress, starting with the tone at the top.

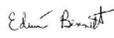


The EY US Executive Committee (USEC) has signed the EY Board Diversity Statement to demonstrate our commitment to leading inclusively and to our increased focus and accountability around Diversity & Inclusiveness (D&I) progress. It is key to achieving **One EY** - bringing the best of the US firm together to run our business and serve our clients, ultimately achieving better business success in this transformative age.

At Ernst & Young LLP (**EY US or the US firm**), our diverse and inclusive teams are key to **One EY** - our collective effort to capitalize on our strengths and propel the US firm into the future. That is why diversity, equity and inclusiveness are priorities for the EY US Executive Committee (USEC) and why they command attention and investment from executive leadership. The US firm's executive leadership is actively engaged in fostering a diverse workforce and an equitable, inclusive environment where all our people are valued and feel a sense of belonging, where they are able to bring their differences to work each day, and where they contribute their personal best in every encounter. This will help enable us to secure our future readiness, embrace the transformative age and build transformative leaders.

Diversity is about differences. At EY US, we think broadly about differences, such as nationality, language, education, gender and gender identity/expression, sexual orientation, generation, age, socioeconomic background, working and thinking styles, religious background, abilities and disabilities, experiences, career paths and technical skills. These include social identities defined in ethnic, racial, color and cultural terms. There are also differences according to service line, sector and function. We believe valuing our collective differences gives us an advantage through leading and teaming inclusively, which allows us to achieve better business results.

The USEC recognizes the importance of diversity at all levels of the firm, including at the executive leadership level. As such, the USEC will always consider all aspects of diversity, including but not limited to those described above, in determining the optimum composition of, and all appointments up to and including, the USEC.

 Kelly Grier US Chair and Managing Partner	 Anthony Caterino US Deputy Managing Partner	 Edwin Bennett US Vice Chair - Operations	 Julie Boland US Vice Chair and Regional Managing Partner, US-Central
 Bill Casey US Vice Chair - Strategy and Transactions	 Richard Jeanneret US Vice Chair and Regional Managing Partner, US-East	 Sam Johnson US Vice Chair - Accounts	 John King US Vice Chair - Assurance
 Frank Mahoney US Vice Chair and Regional Managing Partner, US-West	 Robert Patton US Vice Chair - Office of Strategic Execution	 Steve Payne US Vice Chair - Consulting	 Jay Persaud US Vice Chair - Risk Management
 Marna Ricker US Vice Chair - Tax	 Carolyn Slaski US Vice Chair - Talent	 Jalet Truncalo US Vice Chair and Regional Managing Partner, FSO	 Karyn Twaronite US Diversity and Inclusiveness Officer

# Our US Leadership team

The EY US Leadership team is our extended leadership team for the US member firm inclusive of regional, service line, functional and specialized teams, such as brand, marketing and communications; markets; and our innovation teams.



**Kelly Grier**  
US Chair and  
Managing Partner  
(she/her/hers)



**Anthony Caterino**  
US Deputy Managing Partner  
(he/him/his)



**Edwin Bennett**  
US Vice Chair - Operations  
(he/him/his)



**Julie Boland**  
US Vice Chair and Regional  
Managing Partner, US-Central  
(she/her/hers)



**Suzanne Bouhia**  
EY Americas Chief  
Communications Officer  
(she/her/hers)



**Bill Casey**  
US Vice Chair - Strategy and  
Transactions  
(he/him/his)



**Toni Clayton-Hine**  
EY Americas Chief  
Marketing Officer  
(she/her/hers)



**Ron Hauben**  
EY Vice Chair and  
General Counsel  
(he/him/his)



**Richard Jeanneret**  
US Vice Chair and Regional  
Managing Partner, US-East  
(he/him/his)



**Sam Johnson**  
US Vice Chair - Accounts  
(he/him/his)



**John King**  
US Vice Chair - Assurance  
(he/him/his)



**Frank Mahoney**  
US Vice Chair and Regional  
Managing Partner, US-West  
(he/him/his)



**Roger Park**  
EY Americas Innovation  
Leader  
(he/him/his)



**Robert Patton**  
US Vice Chair - Office of  
Strategic Execution  
(he/him/his)



**Steve Payne**  
US Vice Chair - Consulting  
(he/him/his)



**Jay Persaud**  
US Vice Chair -  
Risk Management  
(he/him/his)



**Marna Ricker**  
US Vice Chair - Tax  
(she/her/hers)



**Carolyn Slaski**  
US Vice Chair - Talent  
(she/her/hers)



**Janet Truncale**  
US Vice Chair and Regional  
Managing Partner, FSO  
(she/her/hers)



**Karyn Twaronite**  
US Diversity and  
Inclusiveness Officer  
(she/her/hers)



Highlights of  
our journey

# Our journey

At EY US, we have been on our D&I journey for more than 20 years. Much has changed over the years but our commitment to diversity and inclusion has remained constant. These are some milestones from our journey ...



## 1990-99

- ▶ Formed the Gender Equity Taskforce
- ▶ Formed the Professional Women's Network, Black Professional Network, Pan Asian Professional Network, Latinx Professional Network and Today's Families Network
- ▶ Formed the Inclusiveness Recruiting Team

## 2000-10

- ▶ Introduced domestic partner benefits in the US
- ▶ Formed Beyond, the EY LGBT+ Professional Network (globally renamed as Unity in 2014)
- ▶ Issued EY US non-discrimination policy inclusive of gender identity/expression
- ▶ Introduced transgender benefits in the US
- ▶ Started the Horizon/Launch Internship Program
- ▶ Launched College MAP multiyear group-mentoring program
- ▶ Established EY Connect Day, an annual day of service for EY US
- ▶ Formed the AccessAbilities Professional Network

## 2011-15

- ▶ Formed the Veterans Network and the International Cultural Exchange Network
- ▶ Launched the EY Unplugged: Career Connections program for racially and ethnically diverse staff
- ▶ Formed the Americas Inclusiveness Advisory Council (IAC)
- ▶ Achieved 100% score on the Disability:IN Disability Equality Index in 2014 and every year since

## 2016-20

- ▶ Joined the US White House Pay Equity Pledge
- ▶ Opened the first EY Neuro-Diverse Center of Excellence
- ▶ Expanded gender-neutral paid parental leave up to 16 weeks
- ▶ Ranked No. 1 on *DiversityInc* Top 50 Companies for Diversity in 2017 (and in Hall of Fame every year since)
- ▶ Launched Pathways to Parenthood, giving aspiring parents up to \$25,000 toward the cost of assisted reproductive technology procedures, adoption and surrogacy
- ▶ Released EY Preference, Tradition or Requirement model to help increase diversity on teams
- ▶ Joined the CEO Action Pledge for Diversity & Inclusion
- ▶ Appointed first woman to US Chair and Managing Partner, Kelly Grier
- ▶ Hosted first Day of Understanding to further foster a culture of inclusion
- ▶ Launched Pathways to Transition, offering coverage of \$25,000 for gender transition-related expenses
- ▶ Released the Global Digital Accessibility policy
- ▶ Released the USEC Board Diversity Statement
- ▶ Ranked No. 1 on *Working Mother* magazine's 100 Best Companies
- ▶ Released commitments to anti-racism in the US

## 2021

- ▶ Launched Inclusive Leadership for All training
- ▶ Celebrated Martin Luther King Jr. Day as an official firm holiday in the US
- ▶ Expanded the Bridging the Digital Divide initiative to additional US cities
- ▶ Achieved 100% score on the Human Rights Campaign Corporate Equality Index for the 16th year
- ▶ Issued first EY DEI transparency report

## COVID-19 and the current environment

The COVID-19 pandemic has had an effect on all our lives, and for certain populations, there has been an outsized impact. Since the start of the crisis, over 2.3 million women have left the workforce, and nationally, COVID-19 cases among the Black, Latinx and Native American communities exceed their share of the population.

Understanding that the pandemic affects all our people in some way, we have put their well-being at the forefront of our leadership agenda. Adapting to adversity requires resilience, and we continue to work to help our people manage stress and change, alongside personal and work challenges.

From the onset of the COVID-19 crisis, we evolved the physical, emotional, financial, health and well-being support available to our people and their families. We worked to quickly put resources and benefits in place to support their immediate and longer term needs, including:

- ▶ A COVID-19 hotline staffed by leading infectious disease specialists and trained clinicians
- ▶ Periodic, firmwide updates from our Chief Medical Officer and external epidemiology experts

- ▶ Resources to support emotional health, as well as resilience
- ▶ Free tutoring and homework help for students
- ▶ Doubled the benefits under our child and adult care support programs by adding 12 additional backup care days
- ▶ Drop-in calls and group counseling on mindfulness, caregiving and other topics
- ▶ Summer and fall leave programs, allowing professionals to request extended, partially paid leaves of absence for two, three or four months
- ▶ Doubled our Well-being Fund to \$1,000 for every member of EY US to cover items such as fitness classes, ergonomic home office equipment, meal delivery services and outdoor fitness equipment, among others

As we continue to navigate this ever-changing environment, supporting our people's well-being is a top priority, and we know our people's continued resilience is a key component to maintain our EY culture of belonging.



# Our EY US commitments to D&I

EY US remains steadfast in our commitment of creating long-term value and fulfilling our purpose of building a better working world. Our collective efforts in D&I further our business strategy and provide pathways to transformative impact, belonging and opportunity for our people.

We're explicit in these commitments to hold ourselves accountable for driving progress in the short term and for the long run. We recognize that while this is an ongoing journey, it is not a static one, and we must continuously evolve our efforts to reflect internal and external dynamics, and our ever-increasing aspirations.

Examples of our explicit commitments include the following:

## Five-year plan:

In 2019, we established a five-year plan to foster the successful matriculation of our high-performing senior managers into our partnership ranks, in a manner that reflects the diversity of our society, employees and client base. We are executing and on track to that plan. Our goal is to achieve representation of 50% women and racially and ethnically diverse partners by 2025, and we are currently at 43% (as of October 2020).

## Parity in career progression:

Under the direct sponsorship of the USEC, we have committed to hiring, promotion and appointment processes that promote parity in career progression for all our women and racially and ethnically diverse team members.

## Raising the bar on accountability:

We have committed to holding our leadership teams and partners, principals, managing directors and directors (PPMDDs) accountable for inclusive leadership through our performance management process. Inclusive leadership must be demonstrated to support the highest performance ratings.

## Continuous diversity, equity and inclusiveness learning:

We're committed to developing and building inclusive teaming and leadership skills for all of our people – across all ranks and roles through an ever-expanding suite of various learnings, and practical related resources and tools for individuals, teams and leadership teams.

## Embedding DEI in all our processes:

We've committed to embedding DEI principles in all of our business processes, including, but not limited to:

- ▶ Recruiting and onboarding
- ▶ Experiences and assignments
- ▶ Career management
- ▶ Pipeline management
- ▶ Account planning
- ▶ Succession planning
- ▶ Recognition and rewards
- ▶ Performance management

## Supporting belonging through holistic well-being resources:

We have committed to cultivating a culture of belonging by providing a broad offering of benefits, policies, tools and resources that support the health, well-being and flexibility of all our people.

## Saying "No more" to systemic racism:

We are taking actions to contribute to eradicating racism and discrimination against the Black community by leveraging our influence to drive strategic meaningful change within our firm, in the communities where we work and through public policy.



# Our strategy

In 2014, we launched our EY D&I Culture Change Continuum – our roadmap for success. It illustrates in four stages the journey we are on, individually and as an organization, to maximize the power of our differences to build the highest-performing teams.

We also know that culture change does not happen in a straight line everywhere or at a predictable pace; setbacks and unexpected spurts forward are all part of the change dynamic. We continue to strive for further progress, both internally and in how we serve our clients.

The EY D&I Culture Change Continuum: our roadmap for success

**Diversity Strengthened by our differences**

- Thinking style
- Leadership style
- Gender
- Diverse abilities/disabilities
- Country of origin
- Service line
- Location
- Ethnicity
- Education and work experience
- Religious background
- Sexual orientation
- Generation
- Socioeconomic background
- Other differences



Framework adapted from *The Guide for Inclusive Leaders*, 2006, by Joerg Schmitz and Nancy Curtl.

“A company is only as strong as its ability to include and harness the collective talents and perspectives of every single team member. That’s why cultivating a culture of belonging where everyone can contribute their full potential powers our growth and success as a firm and enables us to deliver the most innovative and thoughtful solutions to our clients as we reimagine our future together.”

**Kelly Grier**

EY US Chair and Managing Partner and Americas Managing Partner (she/her/hers)



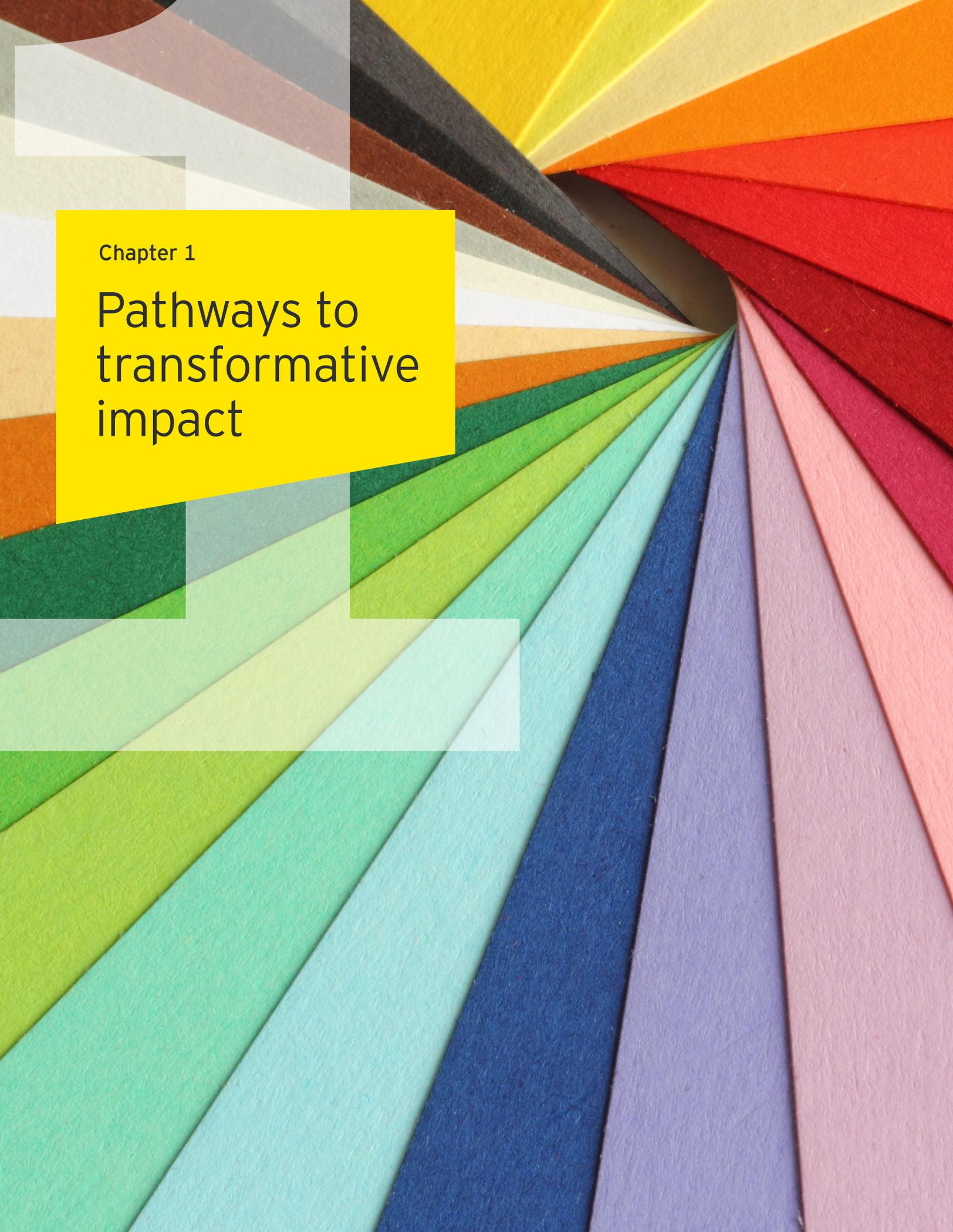
## Using this report

We have organized the data within this report in three chapters:

- ▶ **Chapter 1: Pathways to transformative impact** includes gender and race/ethnicity demographic data across our EY leadership groups, partners/principals, managing directors and directors, and our workforce. It also includes insights in how we are continuing to drive progress through the commitment of our leadership, including our commitment to anti-racism, supplier diversity and our pay equity statement.
- ▶ **Chapter 2: Pathways to belonging** highlights how we recognize and support all differences, including veterans, people with disabilities and the LGBT+ community, through programs, focus areas and initiatives that aim to cultivate an inclusive culture where our people feel a sense of belonging.
- ▶ **Chapter 3: Pathways to opportunity** shares our focus on developing all people, across differences, as professionals and as leaders through differential investments and continuous learning programs. It also includes gender and race/ethnicity demographic data across EY US partner/principal, managing director and director promotions; experienced and campus recruitment; and internships.

For purposes of the data charts, racially and ethnically diverse (R&ED) includes American Indian/Alaskan Native, Black or African American, Asian, Hispanic or Latinx, Native Hawaiian or other Pacific Islander or two or more races/ethnicities. For detail race/ethnicity bar graphs, individual race/ethnicity categories that are less than 1% of our population are not shown.





Chapter 1

# Pathways to transformative impact

We measure our results and recognize individuals who serve as role models and sponsors, live our values and demonstrate inclusive leadership on a daily basis.

We asked all of our EY partners/principals to support our roadmap for progress in their own leadership, and we measure this in performance management. Our leadership groups are also held accountable to actively sponsor women and racially and ethnically diverse professionals, which is a critical lever in our approach to D&I.

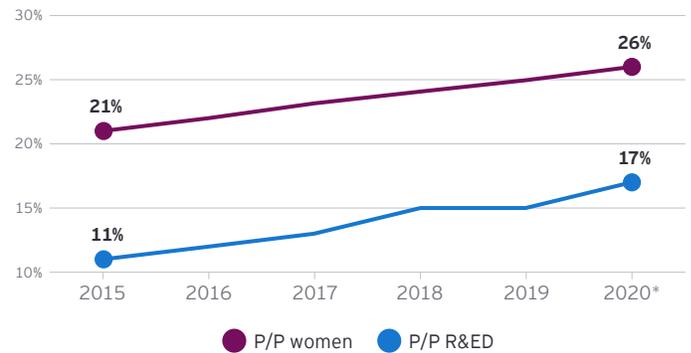
## Our leadership

Our continued focus on sponsorship and opportunities has resulted in increased representation of women across our top leadership teams. The Peterson Institute for International Economics (PIIE) study, [“Is Gender Diversity Profitable? Evidence from a Global Survey,”](#) indicates that 30% of women in management is the economic benchmark for stronger financial results. We’re proud that across US representation in our top leadership groups, we’re above the PIIE benchmark. The presence of women in top executive positions at EY US has increased from 0% to more than 30% since starting our gender equity journey, with our US Executive Committee having an increase of 7% women representation from 2019 to 2020.

Across racially and ethnically diverse representation, in 2020, our US Partner/Principal Council (PPC) increased by 4% more Asian representation. Our Americas Inclusiveness Advisory Council (IAC) also increased its racially and ethnically diverse representation, with an increase of 4% more Black leaders from 2019 to 2020.

With an extended lookback lens, our racially and ethnically diverse partner and staff headcount has more than doubled in representation since 2000 and has increased steadily over the last five years. Additionally, representation of women and racially and ethnically diverse partners and principals has increased 5% and 6%, respectively, over the last five years.

US partner/principal (P/P) – women and racially and ethnically diverse (R&ED) representation



\*As of October 2020

Our representation of Black (2%), Latinx (3%) and Asian (9%) partners and principals at EY US is slightly higher than the representation cited in the recent survey by the American Institute of Certified Public Accountants (AICPA), which shows 1% Black, 2% Latinx and 4% Asian representation at the partner level.

Nearly a quarter of our largest accounts are led by women or racially and ethnically diverse partners/principals (or both).

“This firm was founded on diversity, inclusion and equity. We have been innovators in this area for a long time. ... Not only is it in our DNA, it’s what we’ve practiced for many, many years. Against all the other odds, we were one of the first to bring in a Black partner to our firm in 1971. In my opinion, this is who we are. I think we should embrace that. This is our legacy.”

**Sam Johnson**

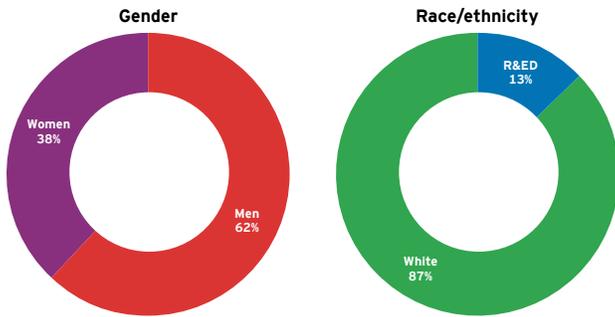
EY Americas Vice Chair – Accounts and Black Professional Network Executive Sponsor (he/him/his)



## EY US Leadership

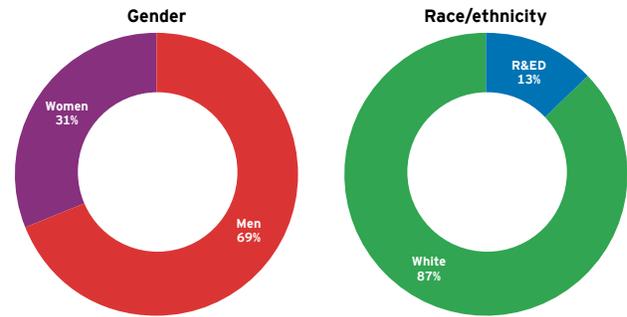
### US Executive Committee (USEC)

2020 gender and race/ethnicity



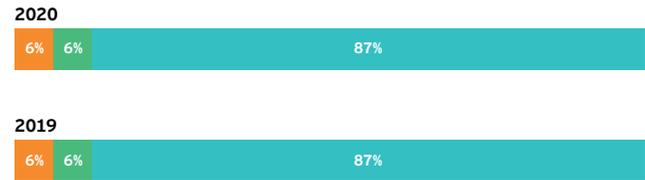
Data as of 10/01/2020

2019 gender and race/ethnicity



Data as of 06/30/2019

By race/ethnicity



0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Black or African American Asian White Hispanic or Latinx Two or more

Data as of 10/01/2020 and 06/30/2019  
Due to rounding, data may not equal 100% in all cases.

### US Executive Committee (USEC):

The main governance body of the US member firm, with responsibilities for the management of all US operations.

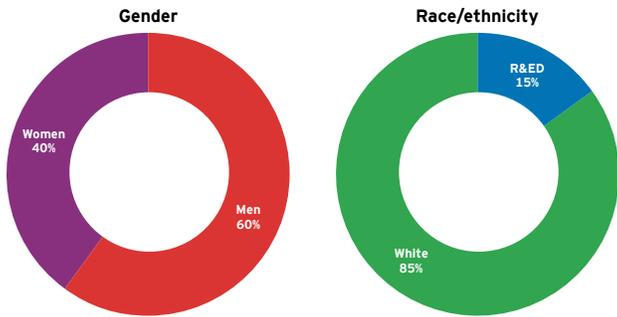
See appendix for data sets for the full report.



# EY US Leadership

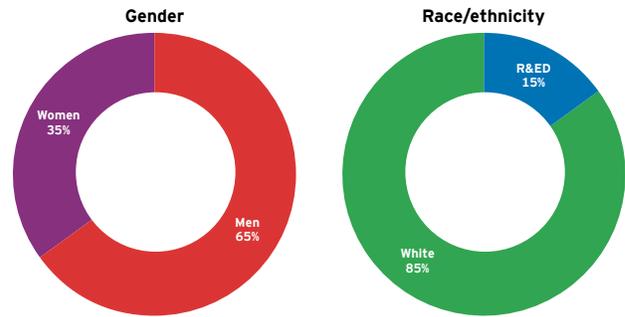
## EY US Leadership team

2020 gender and race/ethnicity



Data as of 10/01/2020

2019 gender and race/ethnicity



Data as of 06/30/2019

By race/ethnicity

### 2020



### 2019



0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Black or African American Asian White Hispanic or Latinx Two or more

Data as of 10/01/2020 and 06/30/2019

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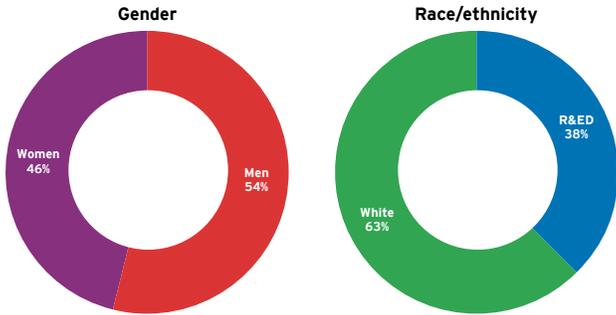
### US Leadership team:

Our extended leadership team for the US member firm inclusive of regional, service line, functional and specialized teams such as brand, marketing and communications; markets; and our innovation teams.

# EY US Leadership

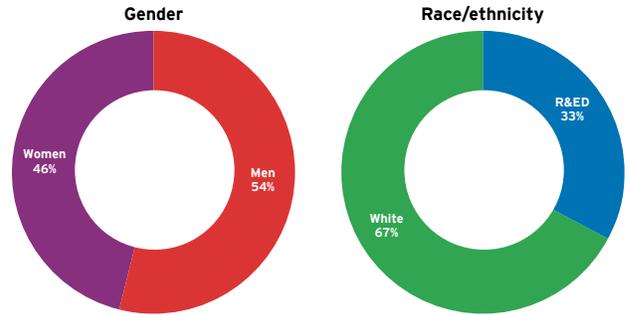
## US Partner/Principal Council (PPC)

2020 gender and race/ethnicity



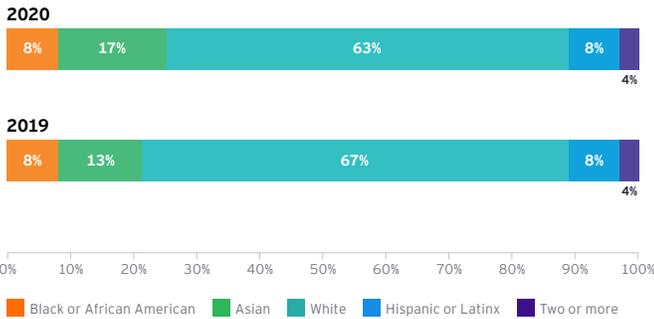
Data as of 07/01/2020  
Due to rounding, data may not equal 100% in all cases.

2019 gender and race/ethnicity



Data as of 06/30/2019

By race/ethnicity



Data as of 07/01/2020 and 06/30/2019.

### US Partner/Principal Council (PPC):

The PPC approves certain governance decisions, such as leadership appointments by the USEC, material transactions and any matter brought before the partners for voting. The PPC also serves in an advisory role to the USEC on matters under the purview of the USEC upon request.

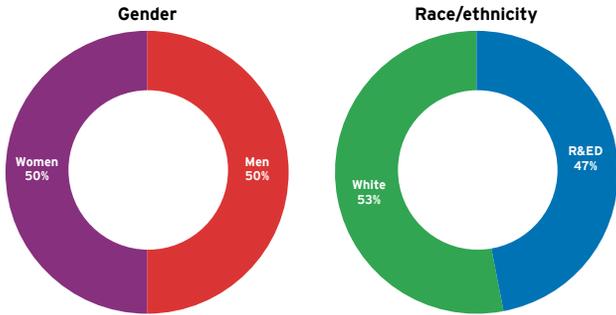
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# EY US Leadership

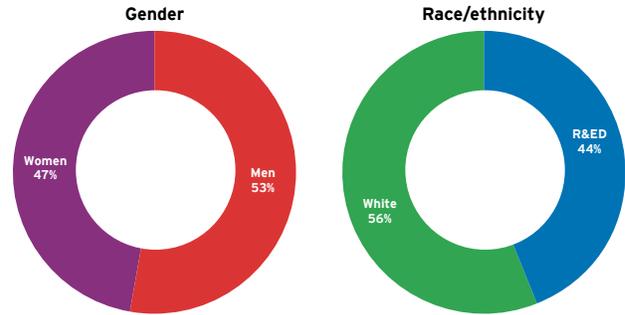
## Americas Inclusiveness Advisory Council (IAC)

2020 gender and race/ethnicity



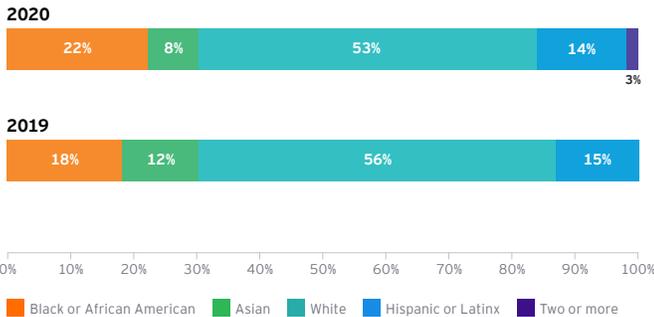
Data as of 08/01/2020  
US-only subset of IAC.

2019 gender and race/ethnicity



Data as of 11/01/2019  
US-only subset of IAC.

By race/ethnicity



Data as of 08/01/2020 and 11/01/2019, US-only subset of IAC.  
Due to rounding, data may not equal 100% in all cases.

### Americas Inclusiveness Advisory Council (IAC):

The IAC is composed of influential EY leaders from across the Americas with representation across every service line, region, function and employee resource group (professional network). The IAC meets regularly to share leading practices, explore challenges and collaborate on high-impact actions to advance the EY culture of inclusiveness.

See appendix for data sets for the full report.

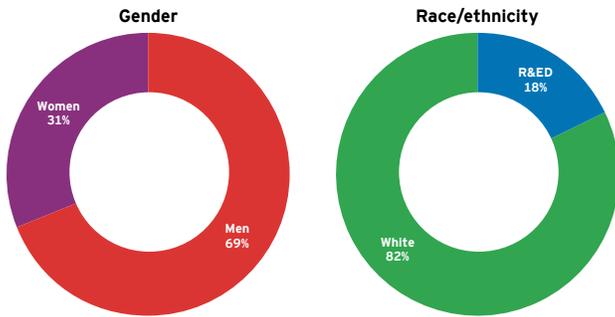


**#1** We are proud to be recognized by *DiversityInc* as **the top company** for Executive Diversity Councils.

## EY US Leadership

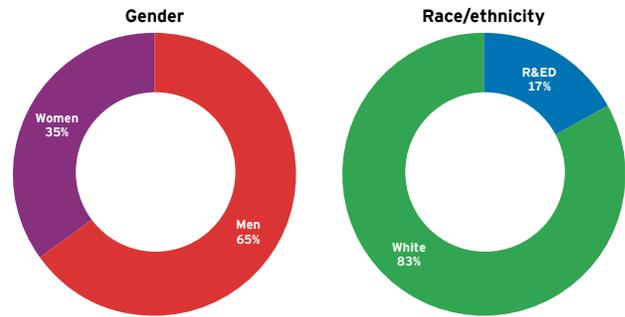
### EY US Distributed leadership team

2020 gender and race/ethnicity



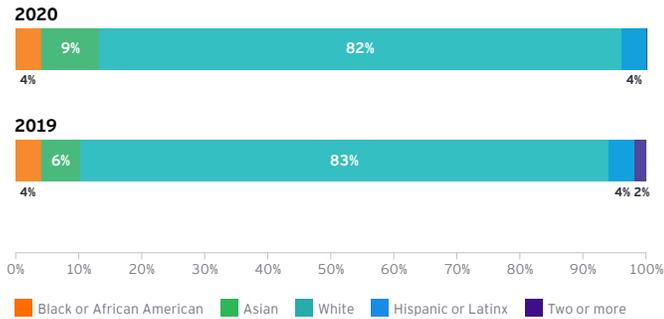
Data as of 10/1/2020

2019 gender and race/ethnicity



Data as of 10/1/2019

By race/ethnicity



Data as of 10/1/2020 and 10/1/2019  
Due to rounding, data may not equal 100% in all cases.

#### EY US Distributed leadership team:

EY US office managing partners; service line and account managing partners; and market segment leaders.

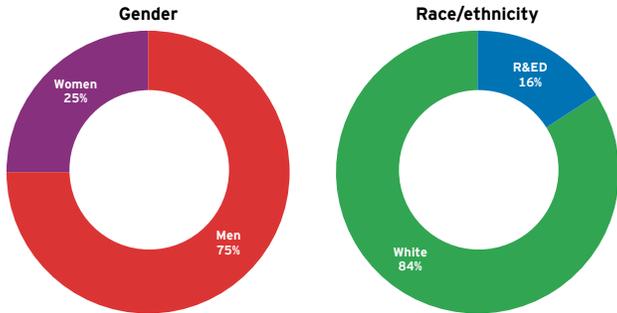
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# EY US Leadership

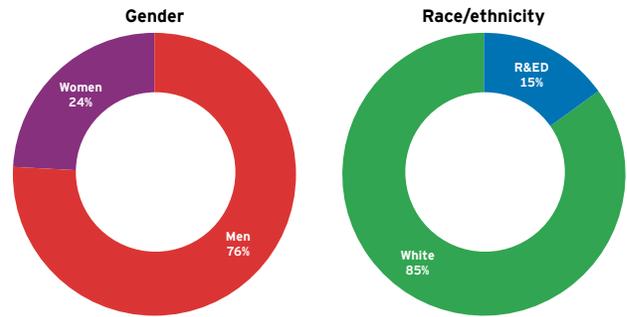
## EY US partner/principal (P/P) headcount

FY20 by gender and race/ethnicity  
P/P FY20 headcount – 3,565



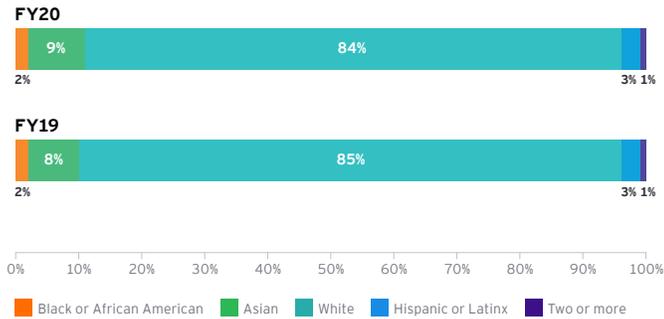
Data as of 06/30/2020

FY19 by gender and race/ethnicity



Data as of 06/30/2019

### By race/ethnicity



Data as of: 06/30/2020 and 06/30/2019  
Due to rounding, data may not equal 100% in all cases.

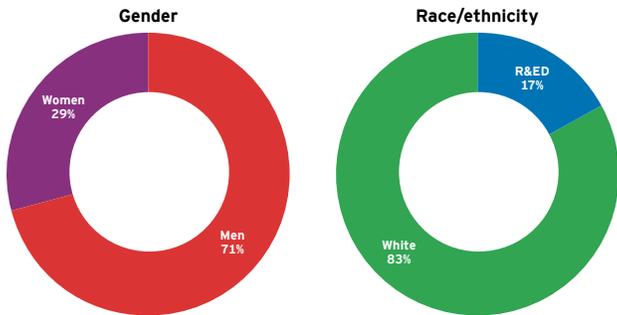
See appendix for data sets for the full report.

## EY US Leadership

### EY US partner/principal, managing director and director (PPMDD) headcount

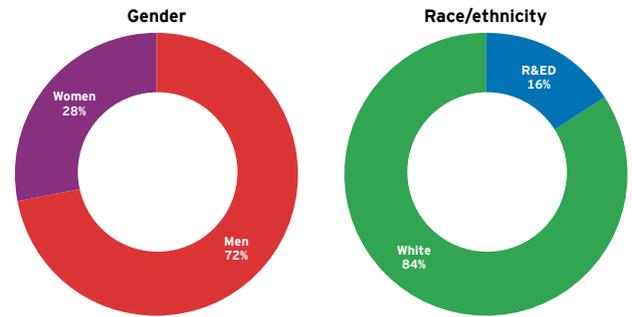
FY20 by gender and race/ethnicity

PPMDD FY20 Headcount – 5,716



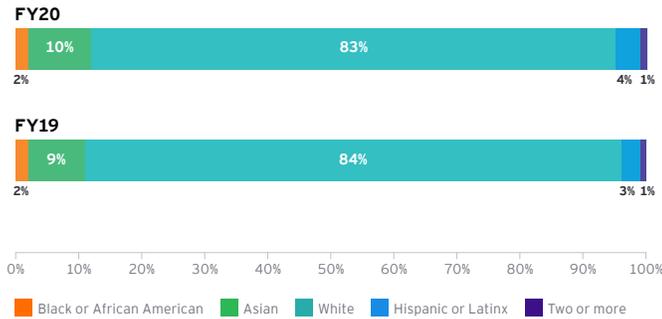
Data as of 06/30/2020

FY19 by gender and race/ethnicity



Data as of 06/30/2019

By race/ethnicity



Data as of 06/30/2020 and 06/30/2019  
Due to rounding, data may not add to 100%.

See appendix for data sets for the full report.



## Our workforce

EY US supports equitable opportunities for all of our people and commits to a diverse workforce. Through equitable sponsorship and focus on equitable opportunities, we look to increase representation of women and racially and ethnically diverse professionals in our leadership ranks.

We are pleased that our representation of gender and race/ethnicity have remained consistent over the past three years across our workforce at all ranks. With our ongoing rigorous focus on recruiting, retention and sponsorship, our aspiration is that representation will increase in the future.

“Diversity is a winning strategy for innovation. The ability to access the breadth and depth of expertise and the diversity of experiences from all the different people within the firm and bring those to bear on our clients’ problems and internally, is incredibly powerful. That is one of the benefits we’re accruing from our long commitment to D&I.”

**Roger Park**

EY Americas Innovation Leader (he/him/his)

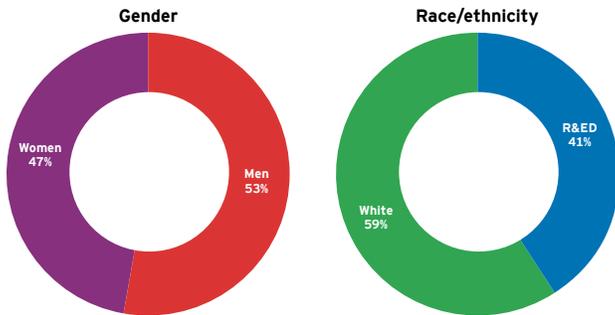


# EY US workforce

## EY US employee workforce headcount

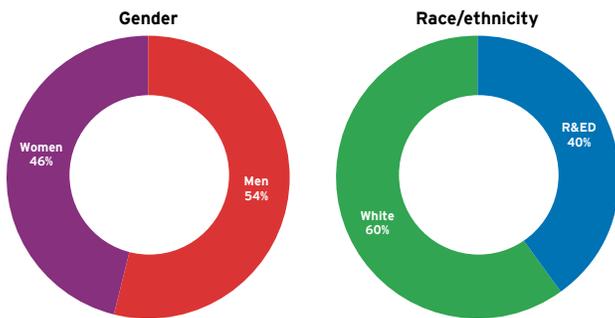
FY20 by gender and race/ethnicity

US FY20 headcount – 48,155



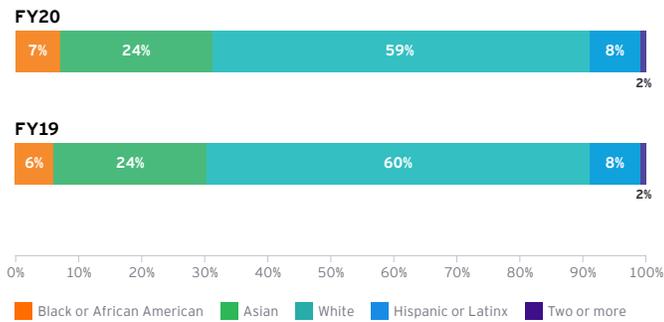
Data as of 06/30/2020  
Excludes partner/principals, interns and non-employees. Inclusive of Core Business Services.

FY19 by gender and race/ethnicity



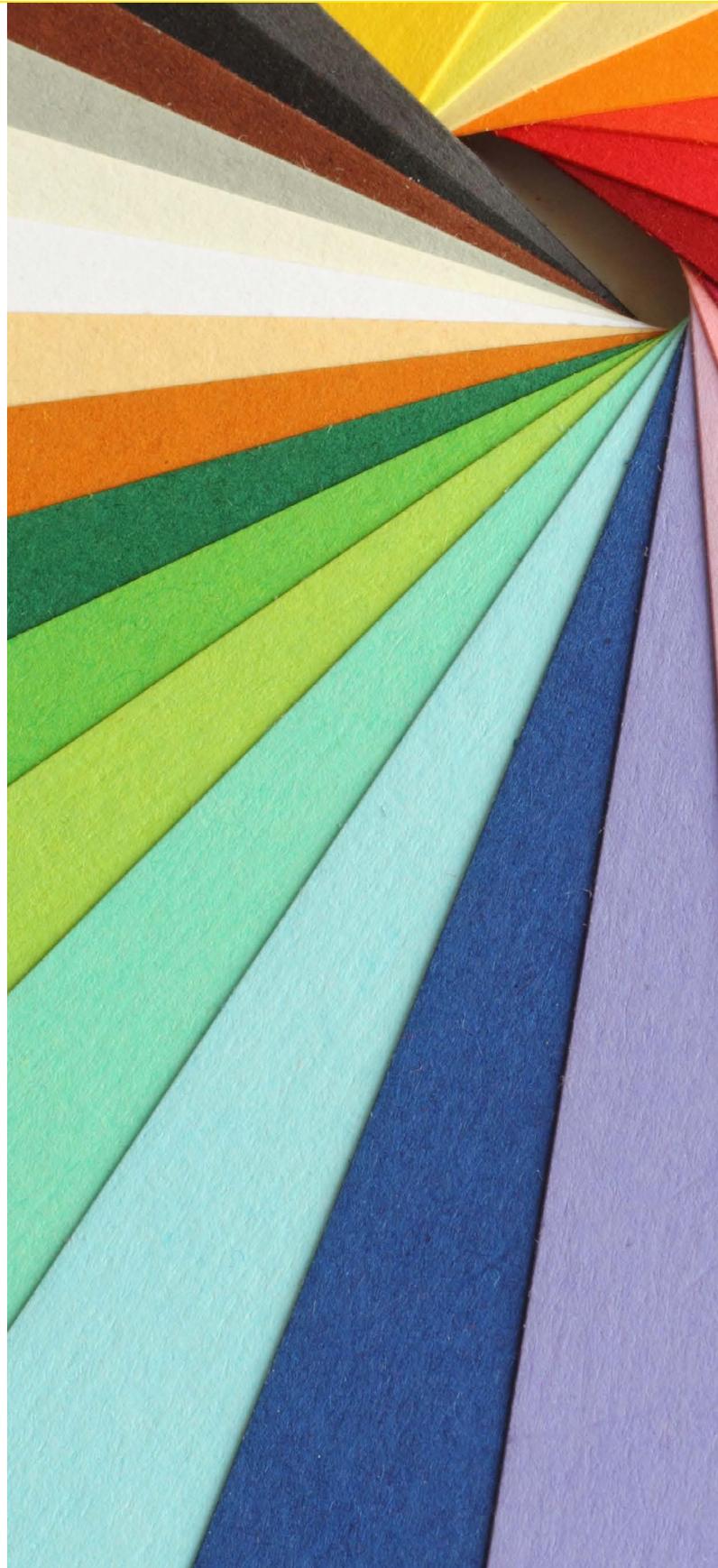
Data as of 06/30/2019  
Excludes partner/principals, interns and non-employees. Inclusive of Core Business Services.

By race/ethnicity



Data as of 06/30/2020 and 06/30/2019. Excludes partner/principals, interns and non-employees. Inclusive of Core Business Services.

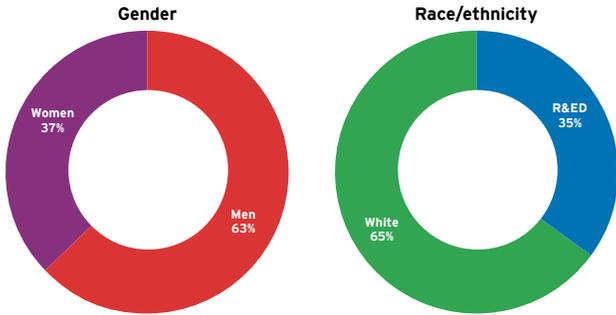
See appendix for data sets for the full report.



## EY US workforce – by client-serving rank

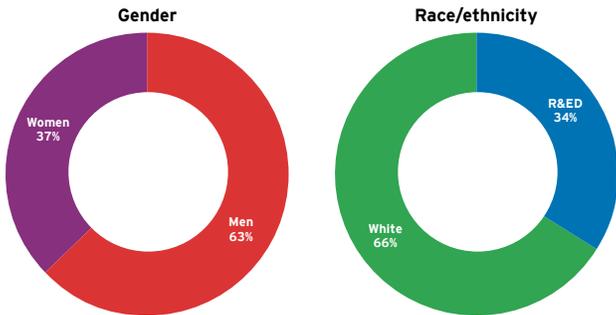
### Client-serving rank – senior manager

FY20 by gender and race/ethnicity  
Senior Manager FY20 headcount – 6,669



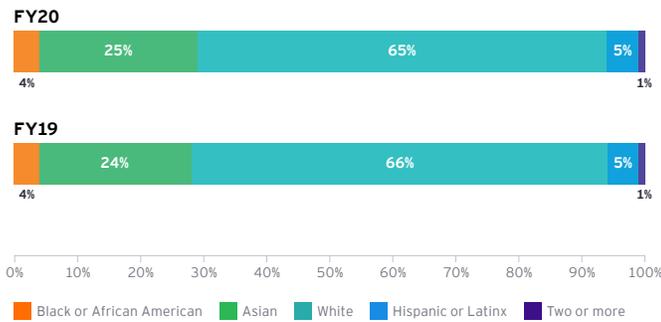
Data as of 06/30/2020

FY19 by gender and race/ethnicity



Data as of 06/30/2019

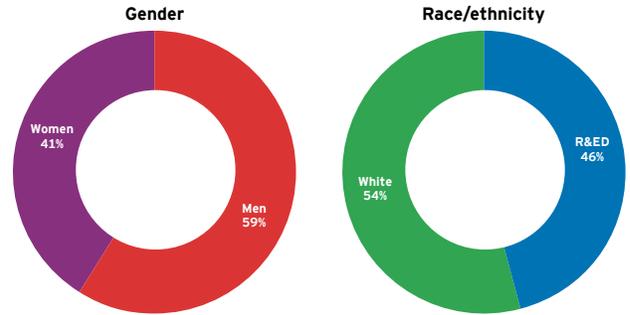
By race/ethnicity



Data as of: 06/30/2020 and 06/30/2019

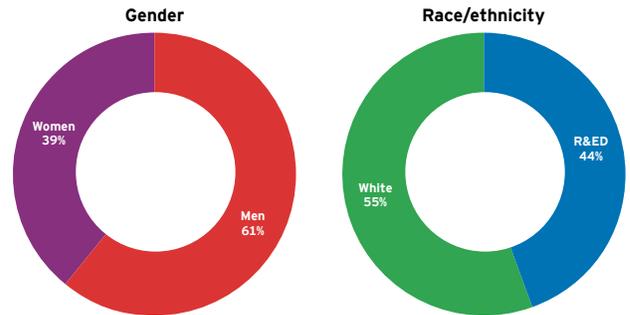
### Client-serving rank – manager

FY20 by gender and race/ethnicity  
Manager FY20 headcount – 8,447



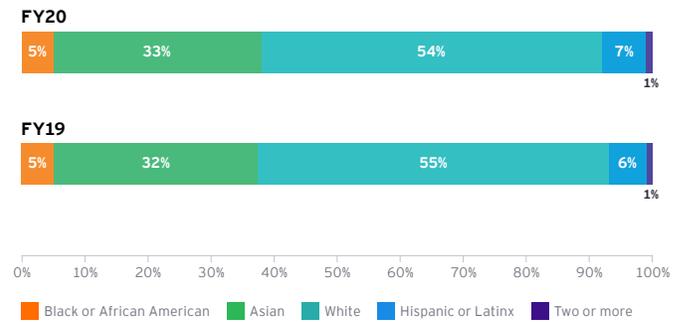
Data as of 06/30/2020

FY19 by gender and race/ethnicity



Data as of 06/30/2019  
Due to rounding, data may not equal 100% in all cases.

By race/ethnicity



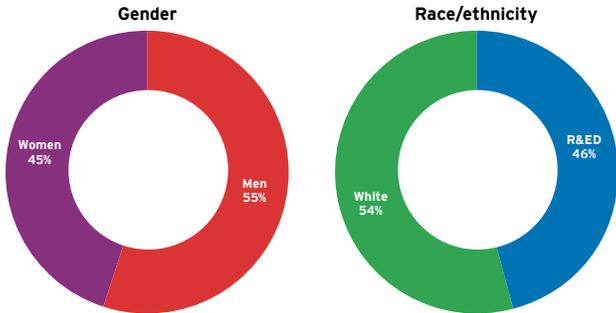
Data as of: 06/30/2020 and 06/30/2019  
Due to rounding, data may not equal 100% in all cases.

See appendix for data sets for the full report.

# EY US workforce – by client-serving rank

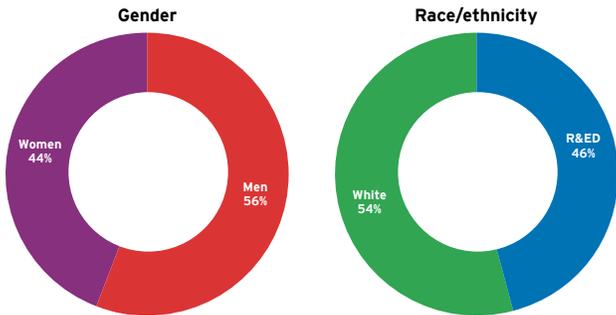
## Client-serving rank – senior

FY20 by gender and race/ethnicity  
Senior FY20 headcount – 12,475



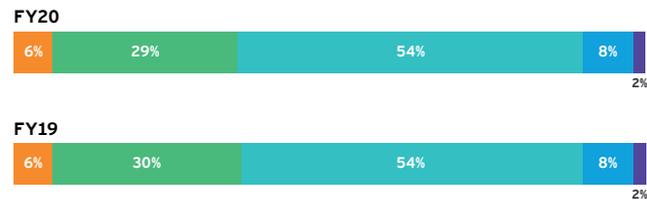
Data as of 06/30/2020

FY19 by gender and race/ethnicity



Data as of 06/30/2019

By race/ethnicity

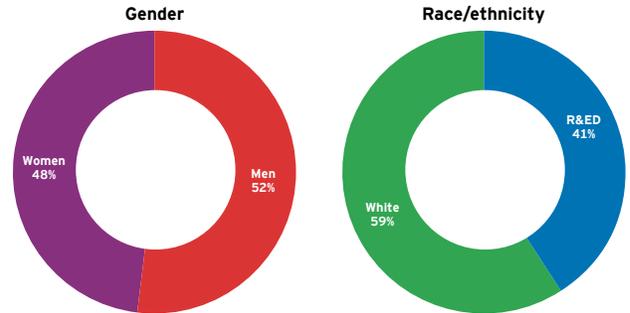


0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%  
 Black or African American Asian White Hispanic or Latinx Two or more

Data as of: 06/30/2020 and 06/30/2019  
 Due to rounding, data may not equal 100% in all cases.

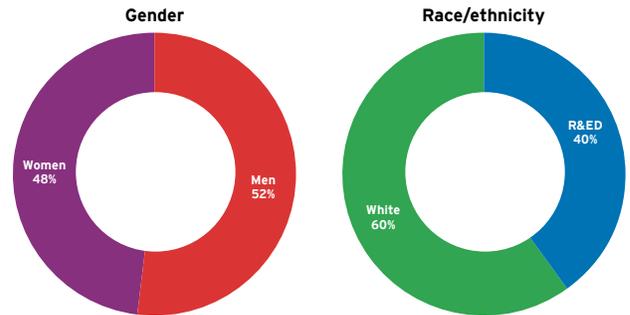
## Client-serving rank – staff

FY20 by gender and race/ethnicity  
Staff FY20 headcount – 10,314



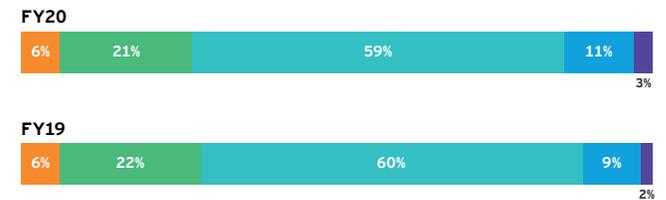
Data as of 06/30/2020

FY19 by gender and race/ethnicity



Data as of 06/30/2019

By race/ethnicity



0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%  
 Black or African American Asian White Hispanic or Latinx Two or more

Data as of: 06/30/2020 and 06/30/2019  
 Due to rounding, data may not equal 100% in all cases.

See appendix for data sets for the full report.

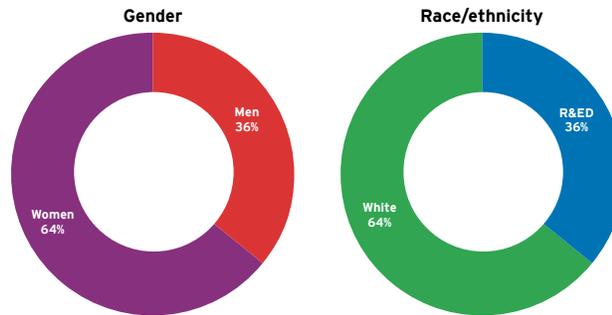


## EY US workforce – Core Business Services (CBS)

### CBS headcount

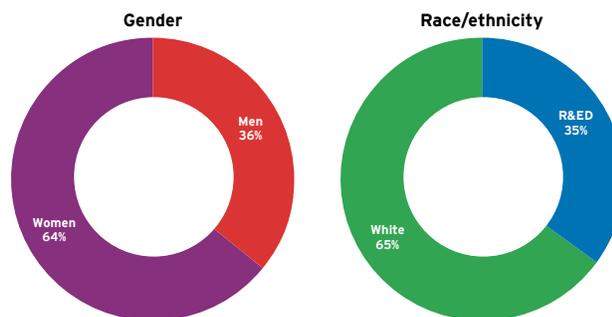
FY20 by gender and race/ethnicity

Core Business Services FY20 headcount – 8,614



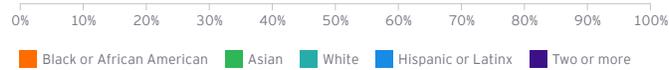
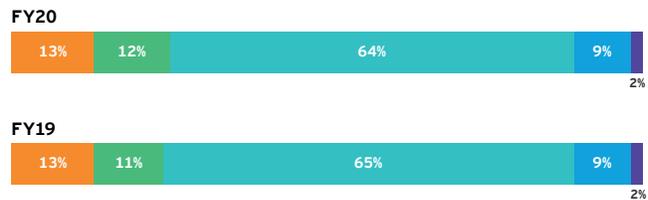
Data as of 06/30/2020

FY19 by gender and race/ethnicity



Data as 06/30/2019

By race/ethnicity



Data as of: 06/30/2020 and 06/30/2019

See appendix for data sets for the full report.

# We continue to make progress.

## Our EY US commitments to anti-racism

EY is taking actions as a US firm to eradicate racism and discrimination against the Black community by leveraging our influence to drive strategic change in our firm, in the communities where we work and through public policy. Understanding that we can do more to advance justice, inclusion and equity, we are committed to:

- ▶ Evaluating internal talent and business processes to further advance equity across race.
- ▶ Investing \$3 million in organizations committed to fighting social injustices, including inappropriate use of force in law enforcement, incarceration of Black males, health care disparities and economic inequalities in the Black community. We have invested \$1 million in each of the following:
  - ▶ The National Urban League
  - ▶ NAACP Legal Defense and Education Fund
  - ▶ Charitable contributions throughout the communities in which we work and live, distributed by our three geographic regions and our Financial Services Organization
- ▶ Contributing a collective total of \$4 million to four historically Black colleges and universities (HBCUs) to help increase the number of Black Americans in professional services. We have invested \$1 million in each of the following HBCUs:
  - ▶ Hampton University (Hampton, VA)
  - ▶ Howard University (Washington, DC)
  - ▶ Morehouse College (Atlanta, GA)
  - ▶ Spelman College (Atlanta, GA)
- ▶ Leveraging our people resources and building coalitions of public and private organizations to bridge the digital divide distance-learning gap for underserved students.
- ▶ Expanding the EY Entrepreneurs Access Network (EAN), our newly launched program focused on Black and Latinx entrepreneurs. The program leverages our significant Entrepreneur Of The Year™ platform to help connect EAN participants to peers, sponsors, capital and customers.
- ▶ Using our powerful platform to drive policy change as well as lead actions for change in our communities with our vendors and others with whom we do business.
- ▶ Investing in our communities through employee volunteer programs and additionally declaring the following:
  - ▶ August 28, 2020, was designated as a day of service for any US professionals participating in the March on Washington, DC.
  - ▶ Starting in 2021, we began observing Martin Luther King Jr. Day as a firmwide paid holiday. US professionals can choose to participate in EY-sponsored anti-racism activities throughout the year, including on MLK Day.



“We need to have a different conversation on what it means to have a diverse, equitable and inclusive culture to drive further and faster change. As part of that, we need to look critically at how we recruit, develop, promote and educate our people on what it means to be anti-racist.”

**Leslie Patterson**

EY US Talent Leader for Diversity & Inclusiveness and EY US Anti-Racism Task Force Leader (she/her/hers)



**Supplier diversity:** The EY Environmental Social Governance Services (ESGS) team's purpose is to create a distinctive experience for small and diverse-owned businesses by teaming together to deliver innovative services and strategies to our clients and communities around us.

- ▶ In FY20, **28%** of our addressable spend was with **small and diverse-owned businesses**, which accounts for a **21% increase over FY19 spend**.
- ▶ To achieve this success, EY Procurement leadership has set performance goals, policies and processes to build an inclusive supply chain. ESGS drove connectivity and engagement by facilitating over 17,000 hours of training and outreach, impacting 4,847 small and diverse businesses. [Learn more about ESGS.](#)

- ▶ EY US committed to spend \$100m with women-owned businesses by 2020. The period of spend was 2017-2020, and we spent \$313m, which significantly exceeded our goal.

**Pay equity:** EY US is committed to pay equity for our partners and staff and a culture of inclusion. Equity in opportunities, advancement and compensation is a business imperative, and we work hard to promote fair practices for all our people, across all genders and all ethnicities. EY leadership fosters equity for all EY people and in the marketplace. In direct support of our commitment, we have processes and policies that focus on equitable work experiences, sponsorship and succession that impact individuals' opportunities, advancement and compensation at EY US.

“The EY Environmental Social Governance Services commitment is to inspire diverse suppliers to think big and be confident in their ability to provide high quality products and services that meet our needs. Through our inclusive procurement initiative, we aim to create a distinctive experience for suppliers by teaming together to develop innovative solutions and strategies as we respond with a diverse mindset to our clients and communities around us.”

**Theresa Harrison**

Environmental Social Governance Services Leader, Procurement (she/her/hers)



In addition to these important efforts, we strive for continued progress both within EY US and in our communities, through our collaboration with other organizations who are committed to meaningful change and transformative impact:

▶ **CEO Action for Diversity and Inclusion:** EY US joined other companies to collectively form and officially launch a CEO Action for Diversity Pledge in 2017, led by a steering committee of CEOs and leaders, with 330+ signatories from 85 industries. EY US was one of the signatories to participate in the Day of Understanding, when we encouraged all EY US people to discuss our differences, as a catalyst for weaving such conversations into our DNA.

- ▶ **Business Coalition for the Equality Act:** In March 2018, EY US joined a group of leading US employers supporting the Equality Act, federal legislation that would provide the same basic protections to LGBT+ people as are provided to other protected groups under federal law.
- ▶ **Amicus Brief:** We remain committed to non-discrimination and equity in the workplace. Together with over 200 major corporations, EY US also signed on to the Amicus Brief that was filed with the US Supreme Court in support of LGBT+ equality in the workplace. This Amicus Brief was filed with the US Supreme Court in a trio of cases that were decided in June 2020 with the US Supreme Court ruling, in an historic 6-3 decision, that LGBT+ workers should be protected.

“We value the unique insights and talents of EY people across all differences. Inclusive teaming is one of the cornerstones of our culture, and the ways we can deliver the best thinking to our clients.”

**Edwin Bennett**

US Vice Chair - Operations and Today's Families Networks Executive Sponsor (he/him/his)





Chapter 2

# Pathways to belonging

At EY US, we have a commitment to creating a culture where our people feel a sense of belonging.

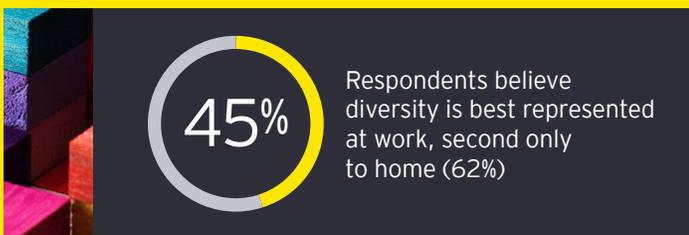
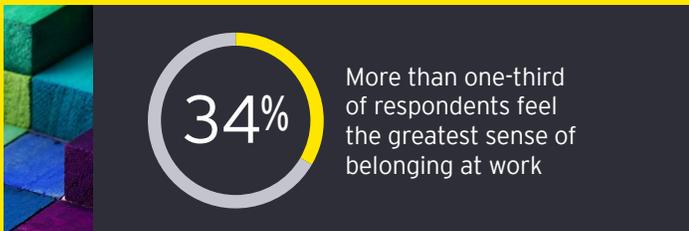
When employees feel like they belong, they feel valued, understood and seen; their differences are strengths and their contributions matter.

When our people feel they belong, they are more motivated and engaged. A feeling of belonging also significantly reduces stress levels and improves physical health and emotional well-being. Our ability to attract and retain a diverse workforce will be positively impacted by creating an environment of

belonging where everyone feels free to be themselves. We also know that belonging is the key ingredient to unlocking the business benefits of D&I. A strong sense of belonging can lead to better collaboration, retention and business performance.

## EY Belonging Barometer

In addition, the 2019 [EY Belonging Barometer study](#) uncovered how more than 1,000 employed adult Americans (outside of our EY population) define belonging, what makes them feel like they belong at work and what makes them feel excluded in the workplace. From this study, we know that diversity and belonging are workplace expectations.



## Insights from our People Pulse Survey

To get a pulse check on how we're doing, we conduct surveys to gather feedback from our people on a variety of topics about their EY experience. We are proud that our inclusion-related responses are some of the highest rated from our people.

Item	FY21 People Pulse	2019 Global People Survey	Change
<b>Feel like I belong to a team</b>	85%	84%	+1
Women	86%	83%	+3
Men	85%	85%	0
Racially and ethnically diverse	84%	81%	+3
White	86%	85%	+1
<b>Prepared to work with different countries and cultures</b>	82%	81%	+1
Women	82%	81%	+1
Men	82%	81%	+1
Racially and ethnically diverse	80%	80%	0
White	83%	81%	+2

## Defining diversity

At EY US, we define diversity broadly, including dimensions such as cultural background, sexual orientation, gender identity/expression, age and abilities – as just a few examples. While not measurable or reportable in the same way as race/ethnicity or gender, we value these differences, and there is intersectionality, too.

Recognizing differences in our workforce	FY20	FY19
Total headcount (all ranks)	51,720*	48,235*
Veterans per self-ID**	2.1%	2.0%
Disability per self-ID**	2.3%	2.2%
LGBT+ per self-ID**	1.3%	1.3%

\*US population only.  
 \*\*Information collected via self-ID. Information may be understated given self-ID requires voluntary disclosure.

See appendix for data sets for the full report.

“EY US works steadily to cultivate a culture of belonging that makes a difference for our Latinx professionals. An environment that promotes transparency, vulnerability and an opportunity to connect with one another helps our professionals bring their full, authentic selves to work every day.”

**Carlos Gutierrez**

Partner, Assurance, Ernst & Young LLP (he/him/his)



## EY Professional Networks

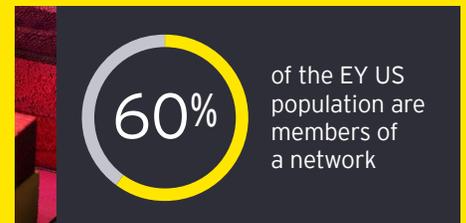
Action-oriented employee resource groups – what we call EY Professional Networks – provide stimulating opportunities for all our professionals from diverse backgrounds to form a community, connect internally and externally, create informal mentoring relationships and strengthen their leadership skills. Our Professional Networks include:

- ▶ AccessAbilities
- ▶ Black Professional Network
- ▶ International Cultural Exchange Network
- ▶ Latinx Professional Network
- ▶ Pan Asian Professional Network
- ▶ Professional Women's Network
- ▶ Today's Families Network
- ▶ Unity - the EY LGBT+ Network
- ▶ Veterans Network

“We are committed to building the next generation of Asian leaders by providing our people with opportunities to connect with colleagues, build networks and further develop skills to help advance them throughout their career.”

**Jay Persaud**

EY Americas Vice Chair - Risk Management and Pan Asian Professional Network Executive Sponsor (he/him/his)



## Through professional networks and other initiatives, we recognize, support and celebrate all differences at EY US.



### Advancing disability inclusion

EY cofounder Arthur Young was trained as a lawyer. After losing much of his eyesight and becoming deaf, he could no longer practice courtroom law.

He turned to the then-emerging profession of accounting, which offered opportunities to use his skills in new ways. His disability drove him to innovation and entrepreneurship, which remain cornerstones of our organization today.

Everyone has a unique range of physical, sensory, neurological, cognitive and socioemotional abilities that can change throughout our lives. At EY US, we all work together to foster a culture in which all our people feel included and enabled to do their best work. One focus is making sure we promote digital accessibility to improve usability and allowing people to access our content in a variety of ways. It is about providing all our people with the tools, resources and information they need to do their best work and maximize the value created for clients and for our firm.

Our steadfast commitment to helping people with disabilities work comfortably and productively is illustrated through our ongoing investment in Professional Networks, educational resources and accessible workspaces. This includes providing accessibility to the technologies we build,

buy and deploy. Our inclusive culture enables diverse teams to bring different perspectives and points of view that ultimately result in providing exceptional service to our clients.

We believe we have a responsibility to promote a dialogue – within EY US and with other organizations – about how disability inclusion leads to better business outcomes and greater feelings of belonging and inclusion.

“We know that our organization is only as robust and sustainable as our ability to include and harness the unique talents of all of our people. Research shows that diverse perspectives drive better business outcomes, and that when people feel a sense of belonging at work, they are healthier and more engaged.”

**Karyn Twaronite**

EY Global, Americas and US Diversity & Inclusiveness Officer (she/her/hers)





Team members were featured in a “60 Minutes” [segment](#) about the business benefits of hiring individuals on the autism spectrum. With Anderson Cooper reporting, the story looked at the struggles individuals on the autism spectrum can face when finding employment and the business benefits of hiring neurodiverse individuals.

Featuring an interview with Kelly Grier, EY US Chair and Managing Partner and Americas Managing Partner, and Hiren Shukla, NCoE Leader, the story looked at the tangible business impact the NCoE team is having on EY US.

[Learn more.](#)

### Neuro-Diverse Centers of Excellence (NCoE)

Our Neuro-Diverse Centers of Excellence drive EY innovation through hiring and onboarding individuals who are neurodiverse.

**80**  
current US  
NCoE members

**5**  
current US centers

**3**  
additional sites planned



“When co-founding our LGBT+ network, Unity, more than 20 years ago, I never imagined how it would impact me personally. I have a network of LGBT+ supportive friends both at EY and around the globe who have influenced everything from benefits and transitioning in our workplaces to marriage equality in the US and abroad. I’m proud to work for a company that supports me in bringing my authenticity to my work, making a difference every day for others and truly building a better working world.”

**Chris Crespo**

EY Inclusiveness Director (Chris/she/they)



**LGBT+ allyship and advocacy**

Through Unity, the EY LGBT+ network, and other advocacy efforts, we aim to help advance social and economic inclusion for all LGBT+ people.

Our ambition is to serve as an example to EY clients and other organizations who are looking to increase their LGBT+ inclusion efforts and to offer guidance to others.

[Learn more.](#)



**25 years of Unity**

Our Global EY LGBT+ network was created in 1995, and now includes thousands of active members worldwide.

**2,600+**

US members of Unity

**100+**

EY professionals have participated in the online Ally2Advocate program, a self-directed interactive tool that allows participants to expand their allyship skills and self-identify as LGBT+ allies.

**\$25,000**

The Pathways to Transition benefit offers employees coverage of \$25,000 for gender transition-related expenses not covered by a medical plan.

“Diversity and inclusiveness are everyone’s responsibility. Allyship should create environments where people feel not just supported, but like they truly belong and can flourish with pride.”

**Richard Jeanneret**

EY Vice Chair and Regional Managing Partner – US-East and Executive Sponsor of Unity, the EY LGBT+ network, in the Americas (he/him/his)



“Veterans have done so much for our country. Their work and commitment are purpose-driven, and they bring so much to EY, to our teams and clients, and to our communities.”

**Anthony Caterino**

EY Americas Deputy Managing Partner and incoming Executive Sponsor, EY US Veterans Network  
(he/him/his)



**Supporting our US military veterans**

At EY US, our military veterans are transforming our workforce. Veterans bring exceptional leadership, teaming and fresh perspectives.

They lead with purpose, tenacity and adaptability and build strong, effective teams that deliver exceptional results for our clients.

[Learn more.](#)



**1,100+**

members of our Veterans Professional Network – a community of EY US military veterans, their spouses and partners, their children and other interested EY professionals.

**Proud signatory**

EY US is a proud signatory of both the **Military Spouse Employment Partnership (MSEP)** and the **Employer Support of the Guard and Reserve (ESGR)** Statement of Support.

**Called to service**

EY US supports our people who have volunteered for military duty and are called into service, or are recalled to active duty from reserve status by providing differential pay for a period of **up to 18 months** for deployment and continuation of benefits for **up to 24 months**.



### Supporting working parents

EY progressive policies and culture also expand to our working parents. In April 2016, EY US equalized our fully paid parental leave policy, offering up to 16 weeks of leave for all new parents.

Under our **Pathways to Parenthood** program, US employees are eligible for a lifetime maximum of \$25,000 per family to cover expenses related to infertility, surrogacy and/or adoption. Since 2017, when the **Pathways to Parenthood** program began, EY US has paid out **nearly \$5m to almost 1,000 people**.



The percentage of dads who took **three weeks or more** of parental leave has increased:



Additionally, the number of dads taking **the full 16 weeks** more than quadrupled since parental leave was equalized across genders:



“When our people feel they belong, and see that all of their differences are not only valued, but welcomed and encouraged, we can build safety and trust across our teams, and, in turn, add tremendous value to our clients and our firm.”

**Carolyn Slaski**

EY Americas Vice Chair - Talent (she/her/hers)



What’s possible if we understand each other’s experiences?



### Hear from our EY people: building connections through conversation

We believe that conversations with teammates help build trust and understanding and are crucial for cultivating our culture of belonging for all. Learn more about how we’re encouraging courageous conversations at [ey.com/conversations](https://ey.com/conversations).



The better the question. The better the answer. The better the world works.





Chapter 3

# Pathways to opportunity

Our focus on developing all people, across all genders, cultures, backgrounds and differences, as professionals and as leaders, continues to drive our progress in D&I and in the marketplace.

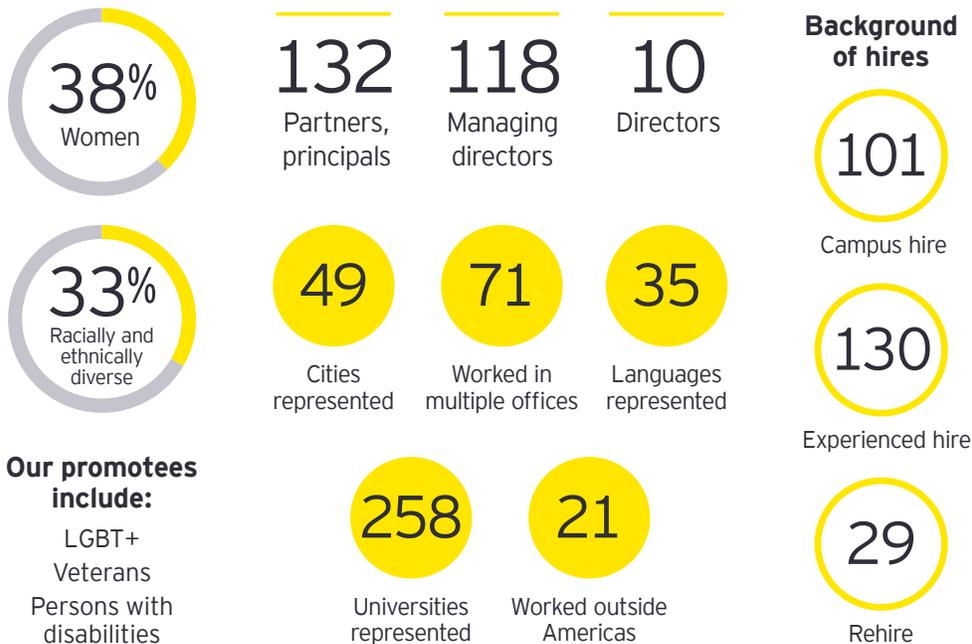
Our strategy is twofold. First, we are working to create an inclusive culture where all our processes are equitable and in which all our people are both equipped and expected to team and lead inclusively. Second, we are working to ensure equitable access to experiences and relationships, including mentors, sponsors, feedback and leadership opportunities, that enable advancement and contribute to successful careers. And we will achieve this by holding our business leaders accountable – both by setting high expectations and measuring results.

## Our leadership promotions

Ensuring partner/principal candidates are sponsored and have the appropriate competencies and experiences, combined with a more robust pipeline and succession planning effort and strong US Board commitment, has yielded noticeable improvement in women and racially and ethnically diverse partner/principal promotions. We are proud that our EY US promotions to partner/principal show women steadily increasing each year. In our most recent round of promotions, October 2020, 40% of EY US promotions to partner/principal were women, an increase of 7% from the prior year and our largest class ever. We also saw 38% of promotions to partner/principal, managing director and director (PPMDD) ranks were women, a jump of 2% from the prior year.

Across race/ethnicity representation, we saw significant increases in promotions to partner/principal of both Asian and Black professionals, each showing a 5% increase from 2019. Across our PPMDD promotions, we saw a 2% increase of Black promotees from 2019.

### At a glance: US 2020 PPMDD promotions

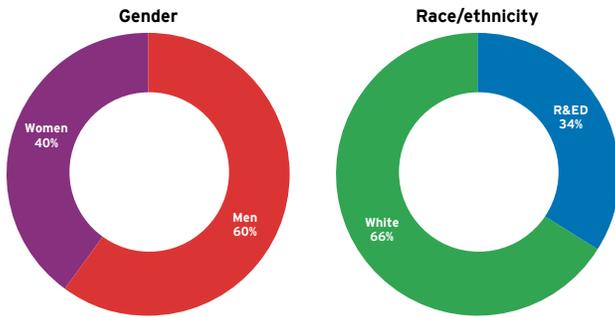


See appendix for data sets for the full report.

## Leadership promotions

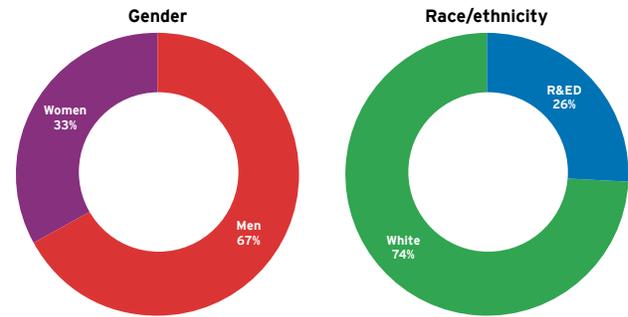
### EY US promotion to P/P

FY21 by gender and race/ethnicity



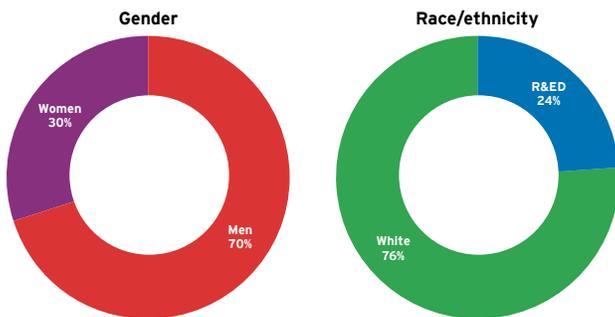
Data as of 10/01/2020

FY20 by gender and race/ethnicity



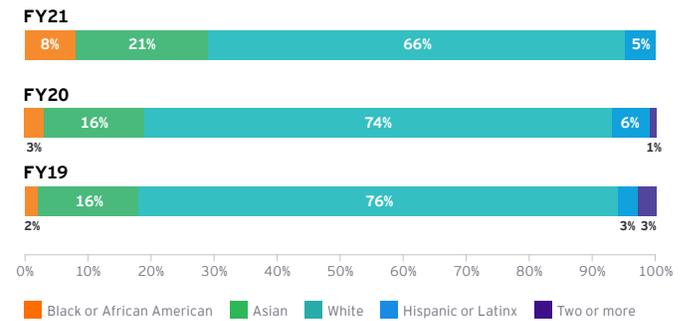
Data as of 07/01/2019

FY19 by gender and race/ethnicity



Data as of 07/01/2018

By race/ethnicity



Data as of: 10/01/2020, 07/01/2019 and 07/01/2018

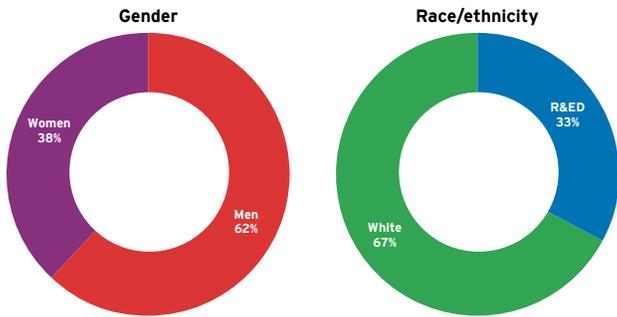
See appendix for data sets for the full report.



# Leadership promotions

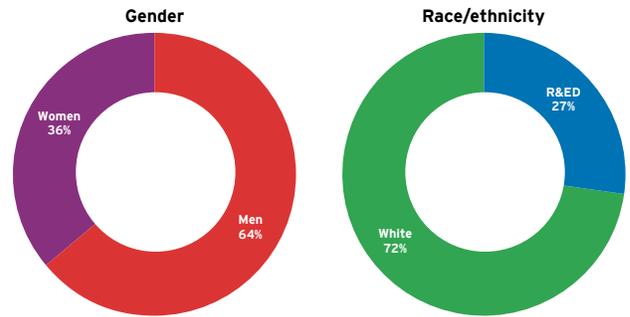
## EY US promotion to PPMDD

FY21 by gender and race/ethnicity



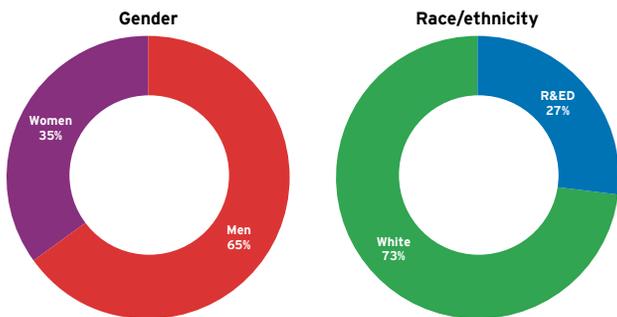
Data as of 10/01/2020

FY20 by gender and race/ethnicity



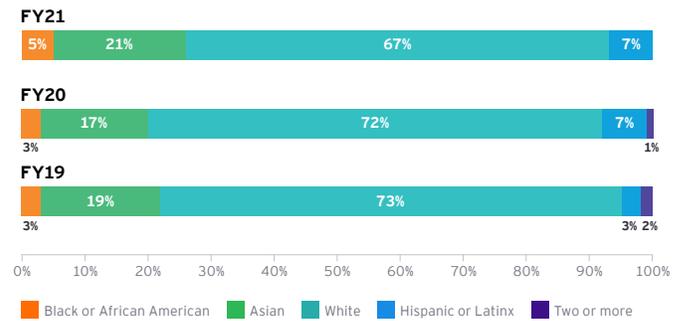
Data as of 07/01/2019  
Due to rounding, data may not equal 100% in all cases

FY19 by gender and race/ethnicity



Data as of 07/01/2018

By race/ethnicity



Data as of: 10/01/2020, 07/01/2019 and 07/01/2018

See appendix for data sets for the full report.



## We start by hiring the top recruits

EY US was the first of the Big Four firms to assign full-time, partner-level leadership to diversity recruiting. Today, we continue to build upon our strong foundation of attracting diverse talent through:

- ▶ A holistic D&I recruiting strategy
- ▶ A dedicated team of Inclusiveness Recruiting professionals that consults, coaches and collaborates to attract individuals from underrepresented groups
- ▶ A multifaceted sourcing strategy to build a pipeline from high school through partner that includes recruitment from 26 Historically Black Colleges and Universities (HBCUs), as well as professional organizations and a wide array of colleges, universities, community colleges and other strategic alliances
- ▶ Facilitating training and education sessions on recruiting diverse professionals and creating a strong and diverse culture

We also offer programs to enhance the professional opportunities of racially and ethnically diverse professionals in the marketplace, helping to prepare them to be successful in their future endeavors. Our strategy is comprehensive across our on-campus, experienced and executive recruiting efforts, and we've made progress:

- ▶ Racially and ethnically diverse professionals account for 40% of our full-time new hires from college campuses
- ▶ Racially and ethnically diverse professionals account for almost 50% of our experienced new hires
- ▶ Women account for 48% of our full-time new hires from college campuses
- ▶ Women account for 41% of our experienced new hires

“We put enormous thought and effort into making our organization a leader in our industry, and one of the most important components of that is a flexible, inclusive environment that respects all people — and everything they bring to the table. We believe that when differences are celebrated, talented people from all backgrounds have the chance to develop, advance and make more meaningful contributions to our clients and our culture.”

**Ken Bouyer**

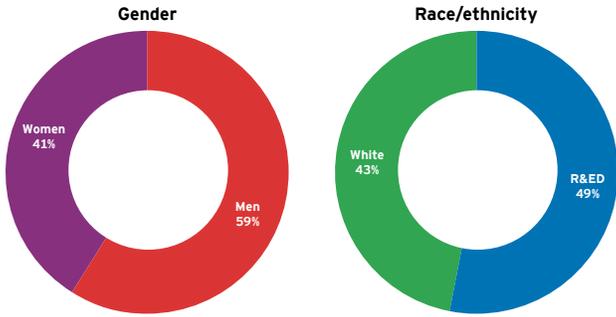
EY Americas Director of Inclusiveness Recruiting (he/him/his)



# Recruiting

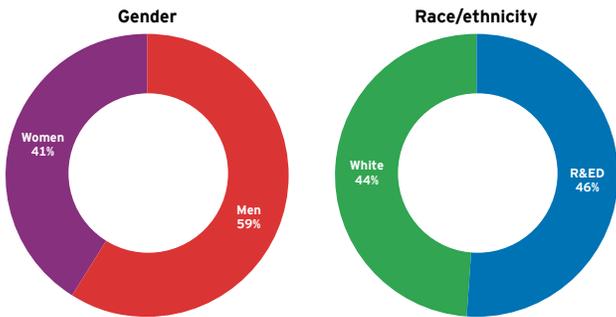
## EY US experienced hire recruiting

FY20 by gender and race/ethnicity



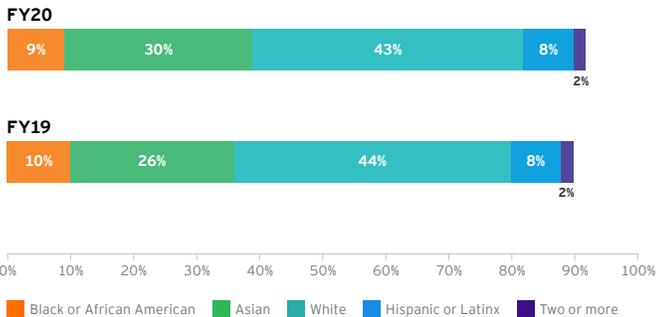
Data as of 06/30/2020  
Excludes partner/principal, managing director and director experienced hires.  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

FY19 by gender and race/ethnicity



Data as of 06/30/2019  
Excludes partner/principal, managing director and director experienced hires.  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

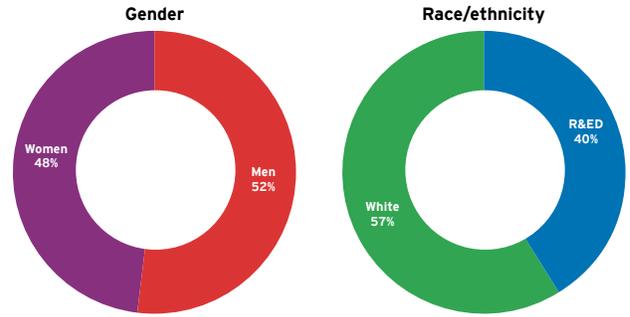
By race/ethnicity



Data as of 06/30/2020 and 06/30/2019. Excludes partner/principal, managing director and director experienced hires.  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

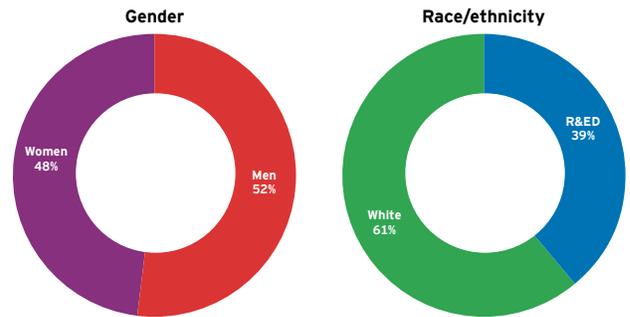
## EY US campus hire recruiting

FY20 by gender and race/ethnicity



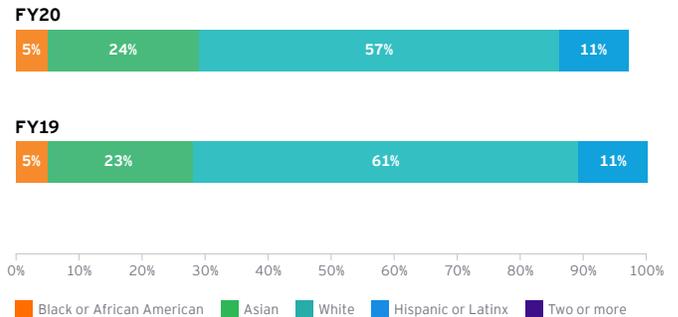
Data as of 06/30/2020  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

FY19 by gender and race/ethnicity



Data as of 06/30/2019  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

By race/ethnicity



Data as of 06/30/2020 and 06/30/2019.  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

See appendix for data sets for the full report.

## Enhancing opportunities for racially and ethnically diverse professionals

Our Launch internship program is open to all students who are more than two years from graduation. In support of this program, EY US reaches out to students in organizations that share a mission to bring opportunities to racially and ethnically diverse professionals, such as members of the Association of Latino Professionals for America (ALPFA), the National Association of Black Accountants, Inc. (NABA) and Ascend (Pan-Asian business professionals in North America). Our

Launch interns attend training sessions that introduce them to our business, culture, advanced technology and tools, as well as help them develop the soft skills needed to be a successful intern. [Learn more about student programs.](#)

Additionally, in 2020, the Ernst & Young Foundation provided \$3.3m in scholarships for our intern programs overall, with \$2.2m of that going to racially and ethnically diverse students.

“D&I is not a catchphrase — it’s a business imperative. Research tells us organizations that are highly rated in D&I have greater team collaboration, higher revenue growth and higher gross margin.”

### Bill Casey

EY Americas Vice Chair - Strategy and Transactions and Latinx Professional Network Executive Sponsor  
(he/him/his)



## Investing in our people’s careers

Our commitment is much broader than recruitment. We invest differentially in professional development programs that help our people drive success within their teams and better serve our clients.

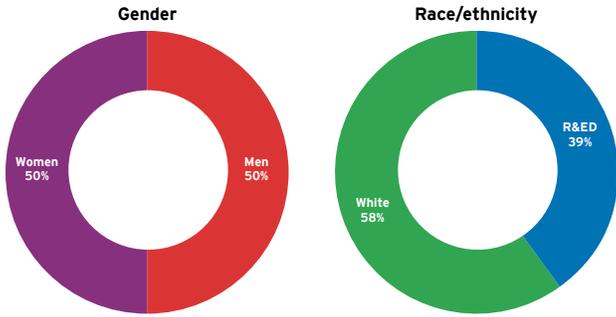
▶ **Ten years of EY Unplugged** – This program provides the opportunity for our first year staff to build relationships with peers, counselors, mentors, allies and sponsors and learn from the experiences of seasoned professionals. We are proud to be celebrating 10 years of this program and its impact on more than 4,400 EY Black, Latinx and Asian professionals to date.

- ▶ **Diversity conferences** – We connect our professionals with valuable learning and networking opportunities at conferences hosted by NABA, ALPFA, Ascend Pan-Asian Leaders, National Black MBA Association and other groups.
- ▶ **Inclusive Leadership for All** – A new web-based, mobile-enabled learning program available to all EY people across all ranks and geographies that is focused on the foundational behaviors of inclusive leadership. This program will help our professionals work effectively across all differences, build strong and lasting relationships, and enhance skills to recognize and address inclusion/exclusion dynamics.

# Internships

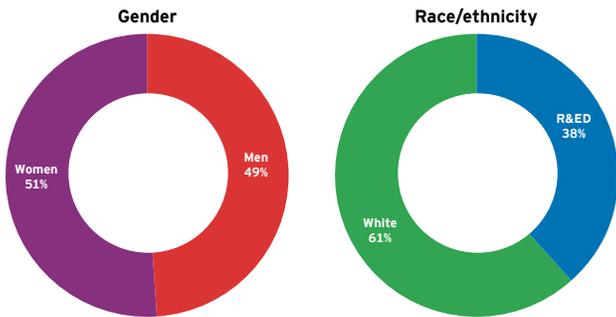
## EY US intern recruiting

FY20 by gender and race/ethnicity



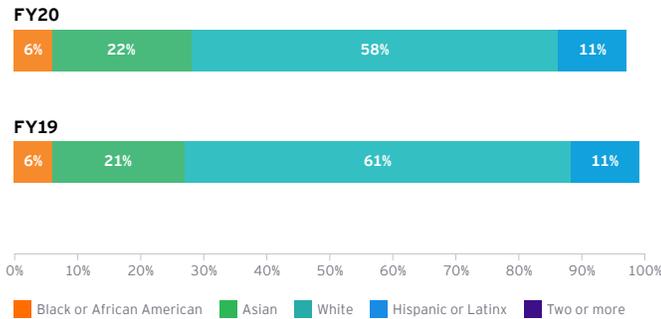
Data as of 06/30/2020  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

FY19 by gender and race/ethnicity



Data as of 06/30/2019  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

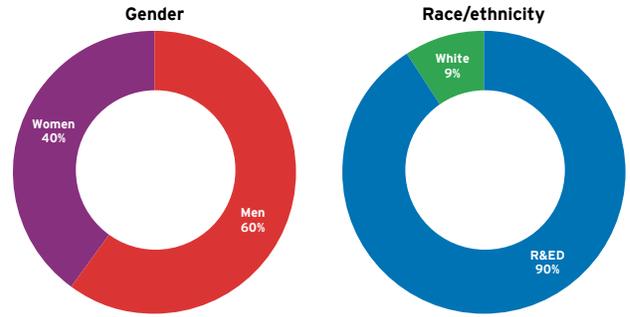
By race/ethnicity



Data as of 06/30/2020 and 06/30/2019  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

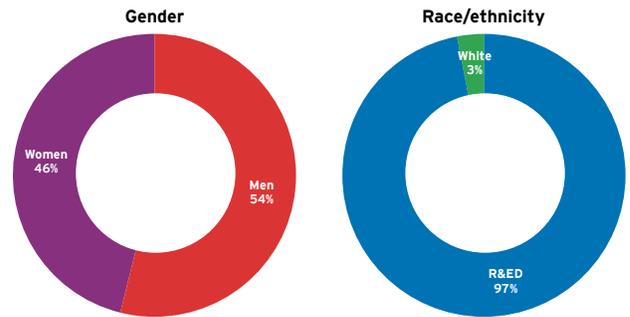
## EY US Launch intern recruiting

FY20 by gender and race/ethnicity



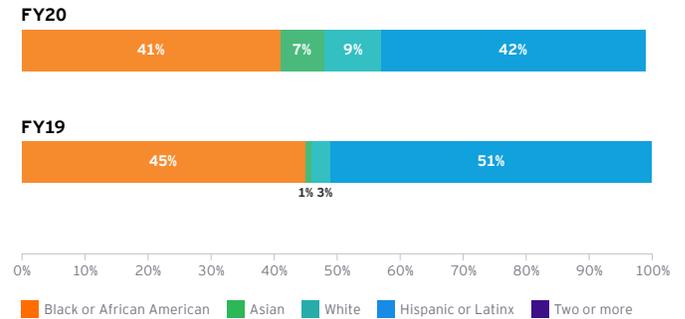
Data as of 06/30/2020  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

FY19 by gender and race/ethnicity



Data as of 06/30/2019

By race/ethnicity



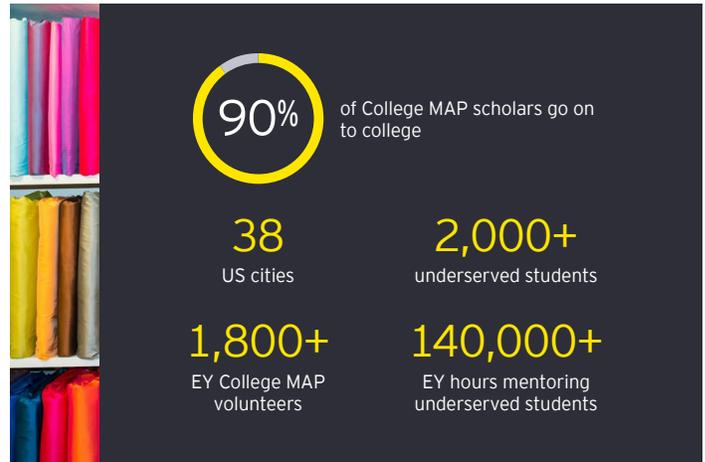
Data as of 06/30/2020 and 06/30/2019  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

See appendix for data sets for the full report.

## Impact in the community and marketplace

We also strive to help our people make an impact in the communities in which they work and live. EY College Mentoring for Access and Persistence (MAP) is a multiyear, group-mentoring program dedicated to providing access to higher education for underserved youth in the US. College MAP matches groups of EY volunteer mentors (of all levels, backgrounds and service lines) with groups of local 11th and 12th graders from underserved schools in 38 US cities. Following graduation from high school, students continue to work with mentors to persist in completing their post-secondary goals. [Learn more.](#)

In 2020, the Ernst & Young Foundation Scholarship Fund provided \$1m in financial support for College MAP students for first-year and ongoing scholarships. This included expanded support during the global health crisis. Through the College MAP Just-in-Time Grant Fund, College MAP scholars who are currently pursuing a university degree received financial support for emergency situations and unexpected needs. The grants cover a variety of unexpected expenses like online learning materials, travel and moving costs – even groceries and other essentials.

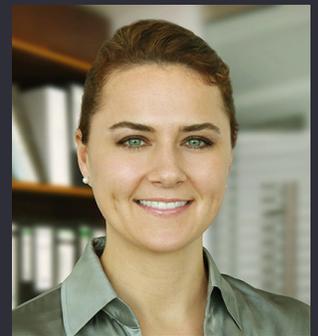


EY US staff and US partners and principals are also eligible for EY Student Loan resources through our student loan program benefit, which offers solutions for repaying student loan debt with lower interest.

“We have made demonstrable progress on our D&I journey, but getting to where we aspire to be requires continued bold action and steadfast commitment. Our strategy to accelerate our progress starts from day one — recruiting talent in new ways, helping our people to further develop inclusive leadership skills at every level, and supporting the equity and parity of experiences for all of our people.”

**Ginnie Carlier**

EY Americas Vice Chair Elect - Talent and Americas Inclusiveness Advisory Council member (she/her/hers)

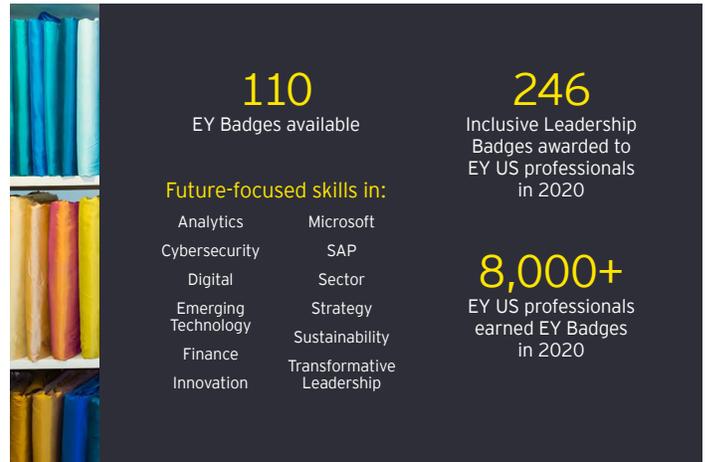


## Continuous learning

Purpose-driven and truly transformative leaders never stop learning, and they help our clients do the same. In this rapidly changing world, our professionals gain future-focused credentials through the EY Badges program and build the transformative mindset and tech skill set needed to thrive. The EY organization is the first professional services organization to offer digital badges globally and demonstrate continued commitment to supporting EY professionals in their development.

## EY Tech MBA

In 2020, the EY organization announced the first-ever fully accredited corporate MBA that is available regardless of role or position and entirely free to all 300,000-plus employees in over 150 countries. The EY Tech MBA, offered in association with Hult International Business School, builds on EY Badges to help EY people develop both the mindset and skill set to navigate the challenges ahead. The [EY Tech MBA](#) by Hult is a significant step toward achieving our goal of becoming the world leader in skills



development. The MBA is a unique opportunity for EY people to develop both the technological skill sets and business mindsets they will need to continue providing exceptional client service and to thrive in tomorrow's workplace.



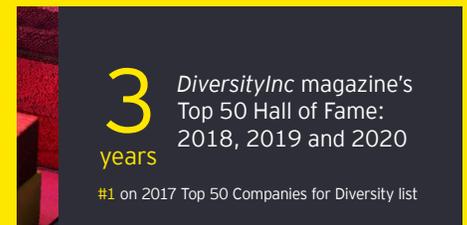
## Conclusion

The bar continues to rise on inclusiveness and belonging for all, and at EY US we are committed to moving forward intentionally and inclusively for our people, our clients and the communities we serve.

We welcome any discussions you may be interested in having on this important topic.

## Awards

We're proud when respected organizations recognize our efforts. The EY organization was inducted into *DiversityInc* magazine's [Top 50 Hall of Fame](#) in 2018 and has maintained this status in 2019 and 2020. And, in 2020, we were also proud to achieve the No. 1 ranking on *Working Mother* magazine's 100 Best Companies list. [See other EY awards.](#)







Appendix

# Summary of key data

For detail race/ethnicity data, individual race/ethnicity categories which are less than 1% of our population in all years are not shown.

### EY US Leadership: US Executive Committee (USEC)

#### By gender

	Women	Men
2020	38%	62%
2019	31%	69%

Data as of 10/01/2020 and 06/30/2019.

#### By race/ethnicity

	Black or African American	Asian	White
2020	6%	6%	87%
2019	6%	6%	87%

Data as of 10/01/2020 and 06/30/2019.  
Due to rounding, data may not equal 100% in all cases.

### EY US Leadership: EY US Leadership team

#### By gender

	Women	Men
2020	40%	60%
2019	35%	65%

Data as of 10/01/2020 and 06/30/2019

#### By race/ethnicity

	Black or African American	Asian	White
2020	5%	10%	85%
2019	5%	10%	85%

Data as of 10/01/2020 and 06/30/2019

### EY US Leadership: US Partner/Principal Council (PPC)

#### By gender

	Women	Men
2020	46%	54%
2019	46%	54%

Data as of 07/01/2020 and 06/30/2019.

#### By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
2020	8%	17%	63%	8%	4%
2019	8%	13%	67%	8%	4%

Data as of 07/01/2020 and 06/30/2019.

### EY US Leadership: Americas Inclusiveness Advisory Council (IAC)

#### By gender

	Women	Men
2020	50%	50%
2019	47%	53%

Data as of 08/01/2020 and 11/01/2019.  
US-only subset of IAC.

#### By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
2020	22%	8%	53%	14%	3%
2019	18%	12%	56%	15%	0%

Data as of 08/01/2020 and 11/01/2019.  
US-only subset of IAC. Due to rounding, data may not equal 100% in all cases.

### EY US Leadership: EY US Distributed leadership team

#### By gender

	Women	Men
2020	31%	69%
2019	35%	65%

Data as 10/1/2020 and 10/1/2019

#### By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
2020	4%	9%	82%	4%	0%
2019	4%	6%	83%	4%	2%

Data as 10/1/2020 and 10/1/2019  
Due to rounding, data may not equal 100% in all cases.

**EY US partner/principal (P/P) headcount**

**P/P FY20 headcount – 3,565**

By gender

	Women	Men
<b>FY20</b>	25%	75%
<b>FY19</b>	24%	76%

Data as of: 06/30/2020 and 06/30/2019.

By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
<b>FY20</b>	2%	9%	84%	3%	1%
<b>FY19</b>	2%	8%	85%	3%	1%

Data as of 06/30/2020 and 06/30/2019.  
Due to rounding, data may not equal 100% in all cases.

**EY US partner/principal, managing director and director (PPMDD) headcount**

**PPMDD FY20 Headcount – 5,716**

By gender

	Women	Men
<b>FY20</b>	29%	71%
<b>FY19</b>	28%	72%

Data as of 06/30/2020 and 06/30/2019.

By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
<b>FY20</b>	2%	10%	83%	4%	1%
<b>FY19</b>	2%	9%	84%	3%	1%

Data as of 06/30/2020 and 06/30/2019.  
Due to rounding, data may not add to 100%.

**EY US employee workforce headcount**

**US FY20 headcount – 48,155**

By gender

	Women	Men
<b>FY20</b>	47%	53%
<b>FY19</b>	46%	54%

Data as of 06/30/2020 and 06/30/2019.  
Excludes partner/principals, interns and non-employees. Inclusive of Core Business Services.

By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
<b>FY20</b>	7%	24%	59%	8%	2%
<b>FY19</b>	6%	24%	60%	8%	2%

Data as of 06/30/2020 and 06/30/2019.  
Excludes partner/principals, interns and non-employees. Inclusive of Core Business Services.



### EY US headcount by client-serving rank – senior manager

#### Senior manager FY20 headcount – 6,669

##### By gender

	Women	Men
<b>FY20</b>	37%	63%
<b>FY19</b>	37%	63%

Data as of 06/30/2020 and 06/30/2019.

##### By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
<b>FY20</b>	4%	25%	65%	5%	1%
<b>FY19</b>	4%	24%	66%	5%	1%

Data as of 06/30/2020 and 06/30/2019.

### EY US headcount by client-serving rank – manager

#### Manager FY20 headcount – 8,447

##### By gender

	Women	Men
<b>FY20</b>	41%	59%
<b>FY19</b>	39%	61%

Data as of 06/30/2020 and 06/30/2019.

##### By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
<b>FY20</b>	5%	33%	54%	7%	1%
<b>FY19</b>	5%	32%	55%	6%	1%

Data as of 06/30/2020 and 06/30/2019.  
Due to rounding, data may not equal 100% in all cases.

### EY US headcount by client-serving rank – senior

#### Senior FY20 headcount – 12,475

##### By gender

	Women	Men
<b>FY20</b>	45%	55%
<b>FY19</b>	44%	56%

Data as of 06/30/2020 and 06/30/2019.

##### By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
<b>FY20</b>	6%	29%	54%	8%	2%
<b>FY19</b>	6%	30%	54%	8%	2%

Data as of 06/30/2020 and 06/30/2019.  
Due to rounding, data may not equal 100% in all cases.

### EY US headcount by client-serving rank – staff

#### Staff FY20 headcount – 10,314

##### By gender

	Women	Men
<b>FY20</b>	48%	52%
<b>FY19</b>	48%	52%

Data as of 06/30/2020 and 06/30/2019.

##### By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
<b>FY20</b>	6%	21%	59%	11%	3%
<b>FY19</b>	6%	22%	60%	9%	2%

Data as of 06/30/2020 and 06/30/2019.  
Due to rounding, data may not equal 100% in all cases.

**EY US Core Business Services headcount**

**Core Business Services FY20 headcount – 8,614**

By gender

	Women	Men
FY20	64%	36%
FY19	64%	36%

Data as of 06/30/2020 and 06/30/2019.

By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
FY20	13%	12%	64%	9%	2%
FY19	13%	11%	65%	9%	2%

Data as of 06/30/2020 and 06/30/2019.

**EY US promotion to P/P**

By gender

	Women	Men
FY21	40%	60%
FY20	33%	67%
FY19	30%	70%

Data as of 10/01/2020, 07/01/2019 and 07/01/2018.

By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
FY21	8%	21%	66%	5%	0%
FY20	3%	16%	74%	6%	1%
FY19	2%	16%	76%	3%	3%

Data as of 10/01/2020, 07/01/2019 and 07/01/2018.

**EY US promotion to PPMDD**

By gender

	Women	Men
FY21	38%	62%
FY20	36%	64%
FY19	35%	65%

Data as of 10/01/2020, 07/01/2019 and 07/01/2018.

By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
FY21	5%	21%	67%	7%	0%
FY20	3%	17%	72%	7%	1%
FY19	3%	19%	73%	3%	2%

Data as of 10/01/2020, 07/01/2019 and 07/01/2018.

**Recognizing differences in our diverse workforce**

	FY20	FY19
Total headcount (all ranks)	51,720*	48,235*
Veterans per self-ID%**	2.1%	2.0%
Disability per self-ID%**	2.3%	2.2%
LGBT+ per self-ID%**	1.3%	1.3%

\*US population only.

\*\*Information collected via self-ID. Information may be understated given self-ID requires voluntary disclosure.



### EY US experienced hire recruiting

#### By gender

	Women	Men
<b>FY20</b>	41%	59%
<b>FY19</b>	41%	59%

Data as of 06/30/2020 and 06/30/2019.  
Excludes partner/principal, managing director and director experienced hires.

#### By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx	Two or more races/ethnicities
<b>FY20</b>	9%	30%	43%	8%	2%
<b>FY19</b>	10%	26%	44%	8%	2%

Data as of 06/30/2020 and 06/30/2019.  
Excludes partner/principal, managing director and director experienced hires. Due to rounding and individuals' non-disclosure, data may not add to 100%.

### EY US campus hire recruiting

#### By gender

	Women	Men
<b>FY20</b>	48%	52%
<b>FY19</b>	48%	52%

Data as of 06/30/2020 and 06/30/2019.

#### By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx
<b>FY20</b>	5%	24%	57%	11%
<b>FY19</b>	5%	23%	61%	11%

Data as of 06/30/2020 and 06/30/2019.  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

### EY US intern recruiting

#### By gender

	Women	Men
<b>FY20</b>	50%	50%
<b>FY19</b>	51%	49%

Data as of 06/30/2020 and 06/30/2019.

#### By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx
<b>FY20</b>	6%	22%	58%	11%
<b>FY19</b>	6%	21%	61%	11%

Data as of 06/30/2020 and 06/30/2019.  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

### EY US Launch intern recruiting

#### By gender

	Women	Men
<b>FY20</b>	40%	60%
<b>FY19</b>	46%	54%

Data as of 06/30/2020 and 06/30/2019.

#### By race/ethnicity

	Black or African American	Asian	White	Hispanic or Latinx
<b>FY20</b>	41%	7%	9%	42%
<b>FY19</b>	45%	1%	3%	51%

Data as of 06/30/2020 and 06/30/2019.  
Due to rounding and individuals' non-disclosure, data may not add to 100%.

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