

# Global Diversity & Inclusion Commitments

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## Global Diversity & Inclusion Commitments

**Our goal is to build a diverse and representative team. One that fosters an actively anti-racist culture and one where everyone feels a sense of inclusion and belonging.**

**We strongly believe that the more diverse we are, the better our culture and our work will be.**

## Global Diversity & Inclusion Commitments

To help us on our journey we have created four global priorities...

### 1. Build our knowledge around diversity and inclusion.

We will do this through education, training programs and initiatives at a local and global level. We know that the greater our understanding in this area, the better our ideas will be.

### 2. Nurture an open dialogue.

We consciously create space to talk about diversity & inclusion, celebrating our cultural and social differences. We understand that conversation is key to shifting the dial.

### 3. Play an active role to drive change in our industry.

We will be a visible and active supporter of industry bodies and initiatives to improve representation and amplify all voices and perspectives.

### 4. Measure our progress towards increasing representation and the feeling of belonging within our global network.

We want to know where we are on this journey, so we know where we need to improve. We will do this through our annual diversity and inclusion survey and through our agency engagement survey.

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**Global D&I  
Commitments 2022**



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