

Building a
more equitable
working world

EY US Diversity, Equity
and Inclusion report

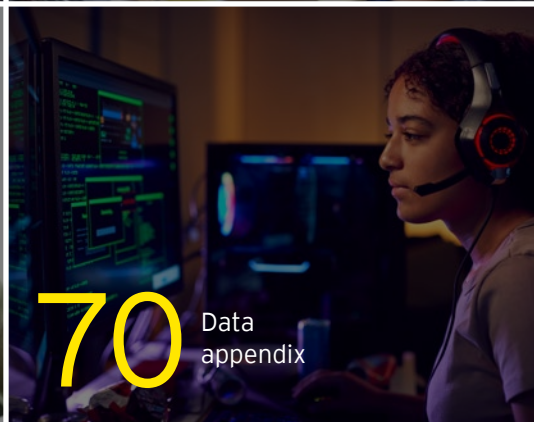
2022 release



Building a better
working world

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We will continue to be transparent in sharing our journey, including the challenges and the victories.

At EY US, we are a force for making positive, impactful change, and understand we have a powerful platform to take bold action. For decades we have worked to strengthen the foundation laid by our firm's co-founder, Arthur Young, who as a young man with disabilities in the 1800s used his talent against the odds to become an entrepreneur and founder of the modern accounting profession.

Being a leader and driving actionable change – among our people and for our clients and communities – requires regular self-examination and a desire to learn and improve. Charting our progress is critical for accountability. We've seen progress over the last year on several metrics including representation of women and racially and ethnically diverse partners/principals, but we've also lost ground on other metrics. With the release of this year's Diversity, Equity and Inclusion report, *Building a more equitable working world*, we continue to hold a mirror up to ourselves and, by extension, to our industry.

In our second annual report, you will find stories and data that demonstrate how we take action for equity within our firm and our communities. As the challenges and realities of the pandemic continue to impact us every day, we're also focused on our own people. Helping them to thrive both personally and professionally is an essential part of fulfilling our long-standing commitment to diversity, equity and inclusiveness, and it's a responsibility that we don't take lightly.

In the face of increased social and political polarization, the ongoing COVID-19 health crisis and seismic shifts in the labor market and the ways we work, we are dedicated to living our values. We will continue to be transparent in sharing our journey, including the challenges and the victories.

Candid collaboration within the professional services community will serve to accelerate change for our people, clients and communities as we build a more equitable working world together.

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

Leslie Patterson
EY Americas and US Diversity,
Equity & Inclusiveness Leader
(she/her/hers)

Highlights of our journey

We've been on a journey to build a more equitable working world for more than 30 years. Diversity, equity and inclusiveness are essential elements of our firm's history, and our commitment to these ideals remains constant.

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 employees
- ▶ 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
- ▶ Joined the CEO Action Pledge for Diversity & Inclusion
- ▶ Appointed first woman to US Chair and Managing Partner
- ▶ 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
- ▶ US Chair and Managing Partner signed Disability:IN's CEO to CEO commitment to disability inclusion

2021-22

- ▶ 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
- ▶ Launched the EY Career Path Accelerator
- ▶ Served as an inaugural supporter of the Ascend Impact Fund
- ▶ Announced intention to pursue MLT Black Equity at Work certification
- ▶ Increased Pathways to Parenthood and Pathways to Transition support to \$50,000
- ▶ Established the EY Social Justice Fund and the committee that oversees it
- ▶ Extended benefits for Military Leave of Absence program to 18 months
- ▶ Launched Entrepreneurs Access Network (EAN), an immersive executive program, to support Black and Latinx-owned companies achieve growth

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A strategic approach to pursuing our DEI goals

Ernst & Young LLP (EY US) remains steadfast in our commitment to creating long-term value for our clients and living our purpose of building a better working world. With diversity, equity and inclusiveness (DEI) among our core values, we believe that a better working world is one that is fair to all people. From recruiting to internal talent practices, community investments and exceptional client service, diversity, equity and inclusiveness are critical in helping us to fulfill our purpose and spark positive change.

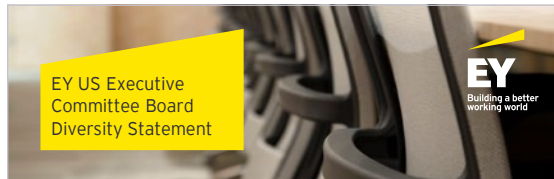


Our efforts and aspirations to achieve transformative impact for our people, clients and communities will continue to evolve.

Our strategy

DEI is an integral part of both our business strategy and our working culture. This focus is reinforced by the [EY US Board Diversity Statement](#) signed by our US Executive Committee, which is the highest EY leadership body in the US. With this foundation of leadership accountability, we've set key DEI priorities for our firm that align our focus and drive strategic execution.

EY US Board Diversity Statement



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 includesocial 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.

EY US key DEI priorities



Continue to build a workforce that reflects diversity across a broad range of differences at all levels



Cultivate an inclusive culture committed to anti-racism where all differences are valued, practices are equitable and everyone experiences a sense of belonging



Foster an environment where our people are inspired and equipped to team and lead inclusively in their interactions every day



How we execute on these priorities is critical and we are pursuing measurable progress with energy and intention in four interconnected focus areas:

People

Our most vital DEI work starts internally within our organization. This focus area informs our approach to recruiting, career development and well-being, among other talent processes. By elevating equitable workplace experiences and applying deliberate rigor to how we establish connection and belonging, we are preparing our people for success at EY US and in the marketplace.

Culture

An environment that advances equity and inclusiveness is built on a culture of introspection and personal accountability. To achieve this, we are activating inclusive behaviors and allyship through education, integration with our talent processes, communication and our people-driven networks.

Clients and communities

To realize long-term value for our clients and communities, we leverage our competencies to enable sustainable and inclusive outcomes for our stakeholders. This focus area governs the DEI solutions we offer our clients, our economic equity work with entrepreneurs and diverse suppliers, and how we advance our anti-racism efforts.

Integrating DEI and driving accountability

This ambition connects all of our strategic focus areas and speaks to how we incorporate DEI into all aspects of EY experiences and drive accountability firmwide.

Our efforts and aspirations to achieve transformative impact for our people, clients and communities will continue to evolve. This strategic approach serves as a pathway to progress on our DEI journey and reflects our commitment to building a more equitable working world.

A WORD FROM OUR LEADER ELECT



“

DEI and belonging are imperative to the success of our communities, our businesses and future generations. I’m inspired by the commitment of our leaders and our people who continue to help us listen and learn so that together, we can make a lasting impact.

Julie Boland

(she/her/hers)

US Chair and Managing Partner and Americas Managing Partner – Elect

Our commitments

While the list below is not exhaustive, these EY US commitments demonstrate critical elements of our ongoing DEI focus:

Foster representational leadership

We committed to a five-year plan to foster the successful matriculation of our high-performing senior managers into our partnership ranks in a manner that better reflects the diversity of our society. Our ambition is to achieve 50% representation for women and racially and ethnically diverse (R&ED) professionals at our partner rank by 2025. We've achieved 44% representation at the partner rank as of July 2021.

Drive pay equity

EY US is committed to pay equity for our partners and people. Equity in compensation is a business imperative, and we promote fair practices for all our people. In direct support of this commitment, we have developed processes and policies that promote and enable pay equity. For example, we have a rigorous annual compensation planning process that provides salary increases based on role, market analysis, performance, internal pay equity and affordability. We also employ consultants to conduct an annual pay gap analysis across our US employee population. This assessment informs internal market adjustments as part of our compensation increase process, and our salary increases for all employees are modeled with a consistent approach across all genders, races and ethnicities.

Enhance parity in career progression

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

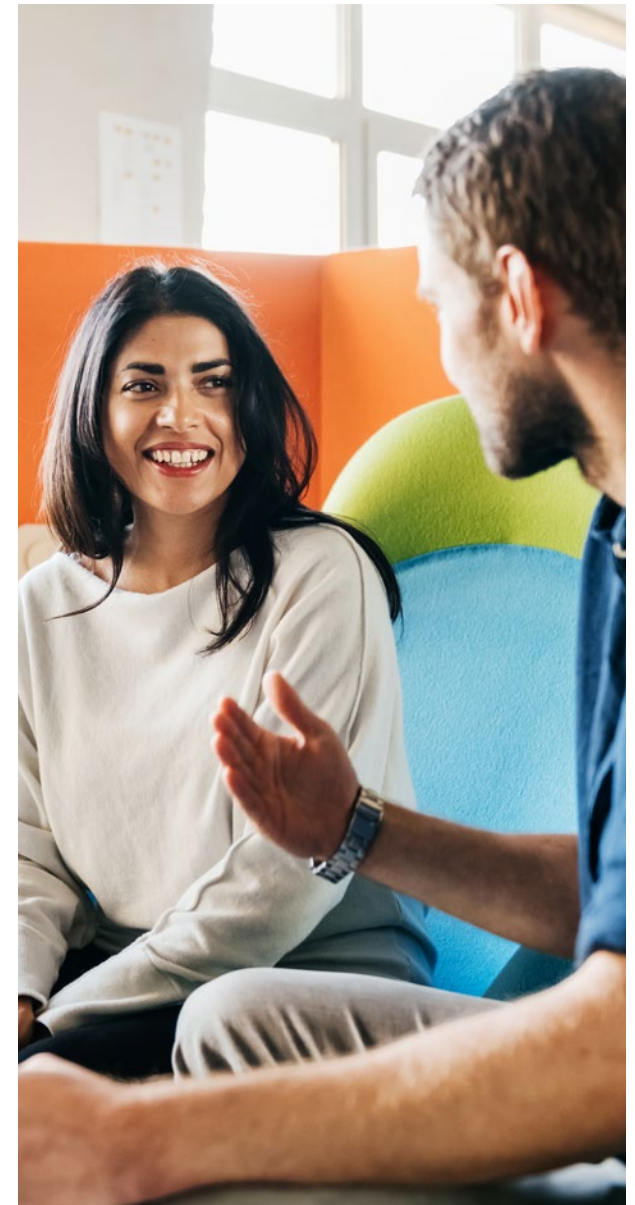
Embed DEI in all our processes

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

- ▶ Recruiting and onboarding
- ▶ Experiences and assignments
- ▶ Career management
- ▶ Procurement
- ▶ Corporate responsibility
- ▶ Public policy

Raise 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. For example, PPMDDs must demonstrate inclusive leadership to receive our highest performance ratings. ▶





Champion anti-racism initiatives

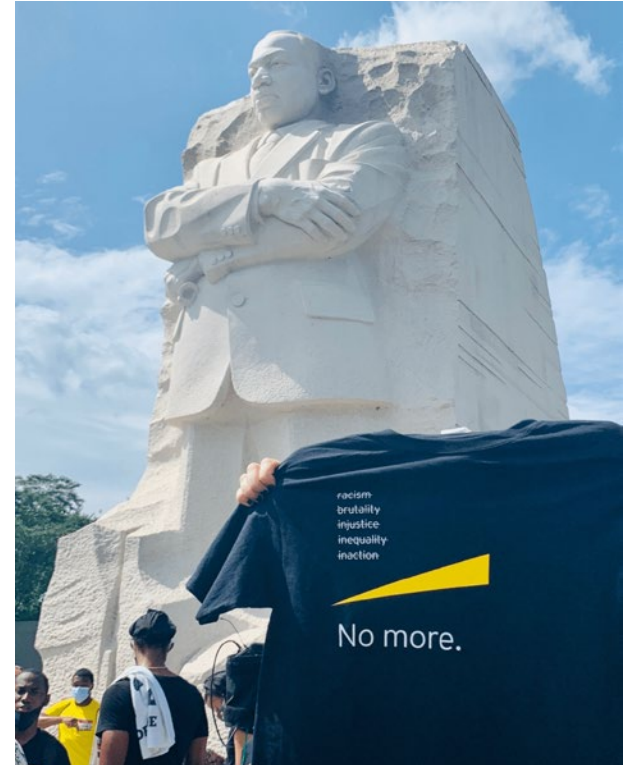
We have made our [anti-racism commitments](#) a core part of the future we're building for our firm, and we've undertaken a sustained effort to combat the racism and inequities that are still so pervasive in our communities. We have worked diligently to fulfill our original anti-racism commitments, under which we've facilitated crucial listening sessions, made investments in Historically Black Colleges and Universities (HBCUs) and social justice organizations, and evaluated our internal business and talent processes. The foundational anti-racism framework of action, awareness and accountability guides our efforts across business functions to combat racism, inequity and discrimination of underrepresented communities.

Provide continuous DEI learning opportunities

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 learnings, resources and tools for individuals, teams and leadership.

Anti-racism

Anti-racism means actively and deliberately opposing systemic and individual racism and racial bias to promote racial justice and equitable opportunities for all.



2

Expanding leadership diversity

Our commitment to diversity, equity and inclusiveness starts at the top, with the most senior leaders at our firm focused on accountability and driving change across the organization. This emphasis is reflected in our strategic business priorities, the differential investments we make in our people, and the inclusive environment that we've nurtured and grown throughout the course of our DEI journey. Our leaders are also catalysts for transformative impact. Through their clear, unified focus on inclusive leadership performance, they are critical drivers of our DEI progression.



Representation at the top

As we continue to focus on equitable sponsorship, we are increasing gender, racial and ethnic diversity across our leadership ranks. At the same time, we acknowledge that we still have work to do to achieve our DEI ambitions around leadership within the firm.

The representation of women, and racially and ethnically diverse (R&ED) leaders in our top executive positions has remained constant. However, the R&ED composition of our US Executive Committee (USEC), the main governance body of the US member firm, increased by 12%.

Our Inclusiveness Advisory Council, a group of influential EY leaders which drives DEI strategy across the Americas, grew its R&ED membership by 4% from 2020 to 2021, with the Council now at 51% R&ED representation.

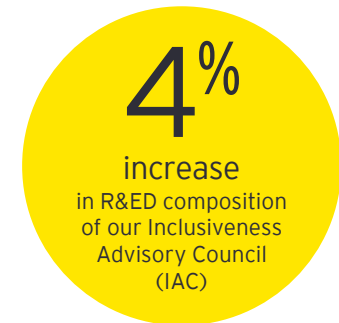
Additionally, overall representation of women and R&ED partners/principals within the firm has increased 1% and 2%, respectively, over the last year. Further, our collective body of PPMDDs also grew in its representation of women by 1% and R&ED professionals by 2% during the same period.

At EY US, 2% of partners and principals identify as Black, 4% as Latinx, 10% as Asian and 1% as two or more races or ethnicities. These figures are slightly higher than those reported in the most recent American Institute of Certified Public Accountants (AICPA)* 2019 survey on racial and ethnic diversity among accounting firm partners. That survey shows Black, Latinx and Asian representation at 1%, 2% and 4%, respectively, at this level. While the racial and ethnic diversity at our partner and principal ranks is slightly higher than the national average according to AICPA, we also recognize the need and support for accelerated change, both internally and in our industry.

* AICPA survey benchmark aligns to Partners who hold CPA licensure. Partners holding CPA licensure only accounts for a portion of our EY US Partner and Principal population.

Women and/or R&ED partners/principals leading nearly one-third of top accounts

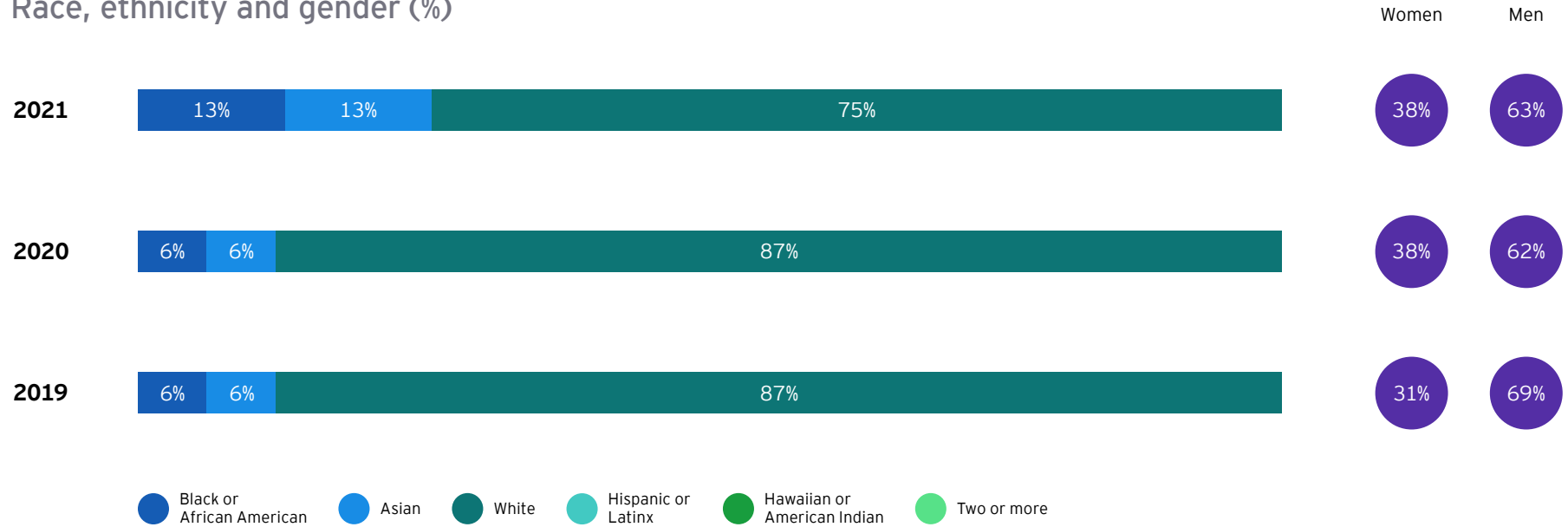
Nearly one-third of our largest US accounts, called G360s, are led by women and/or R&ED partners/principals who are our most senior client-facing leaders. Our G360 accounts collectively generate almost \$7 billion in the Americas, with several accounts exceeding \$100 million.



EY US LEADERSHIP

US Executive Committee (USEC)

Race, ethnicity and gender (%)



US Executive Committee
 Main governance body of the US member firm, with responsibilities for the management of all US operations.

SEE APPENDIX FOR FULL DATA SETS

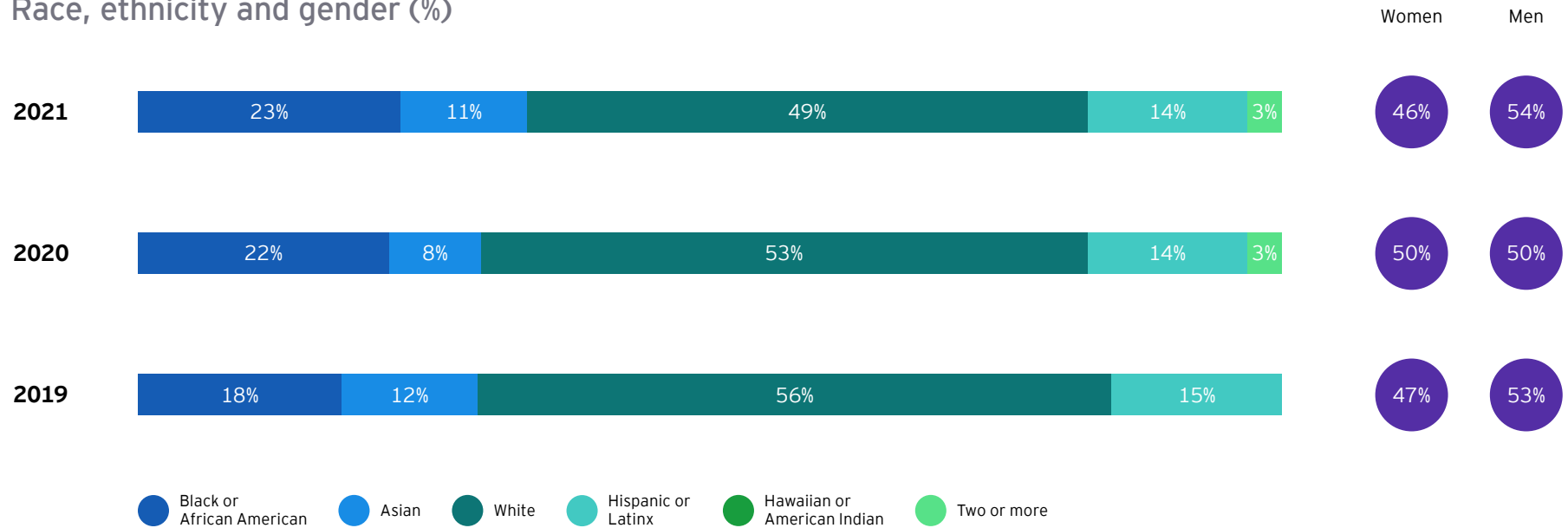
Data as of 11/01/2021, 10/01/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases.

Data as of 11/1/2021, 10/01/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases.

EY US LEADERSHIP

Americas Inclusiveness Advisory Council (IAC)

Race, ethnicity and gender (%)



Americas Inclusiveness Advisory Council
 Influential EY leaders from across the Americas with representation across service line, region and function. 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 FULL DATA SETS

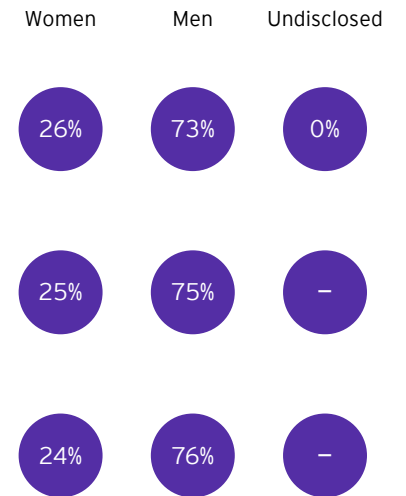
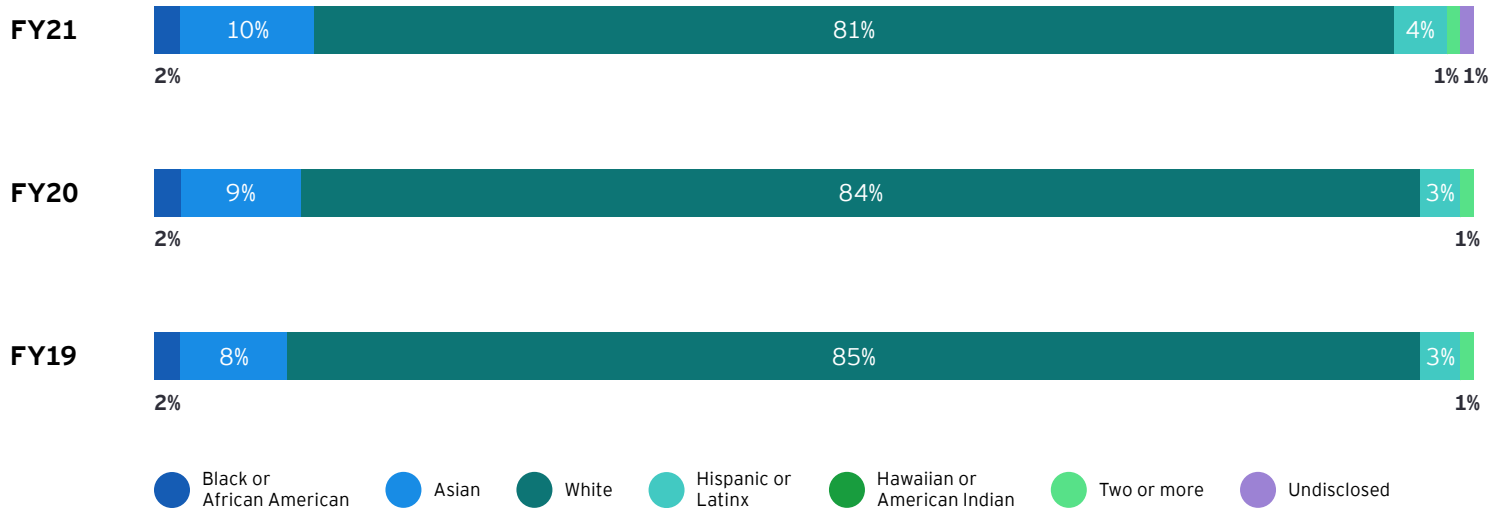
Data as of 11/01/2021, 08/01/2020 and 11/01/2019. US only subset of IAC. Due to rounding, data may not equal 100% in all cases.

Data as of 11/01/2021, 08/01/2020 and 11/01/2019. US-only subset of IAC.

EY US LEADERSHIP

Partner/Principal (P/P) headcount

Race, ethnicity and gender (%)



3,648
FY21 headcount

Partner/Principal

Equity holders in US member firm, with responsibilities for driving revenue and growth, building value-based account relationship and leading teams (Partners are CPA licensed).

SEE APPENDIX FOR FULL DATA SETS

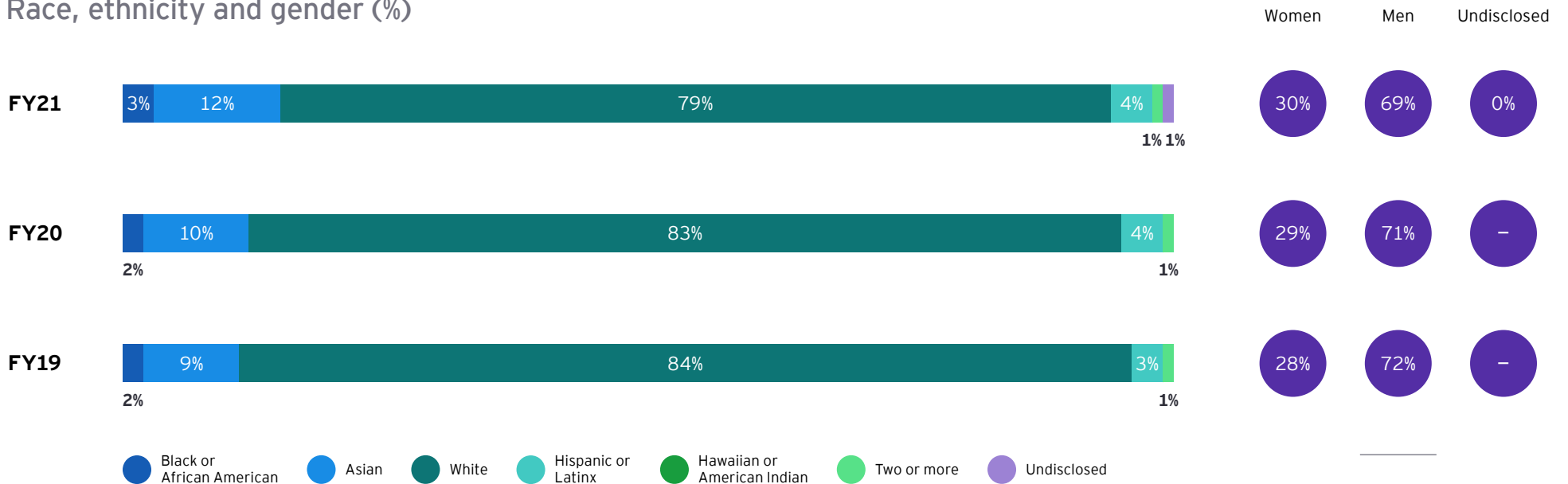
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EY US LEADERSHIP

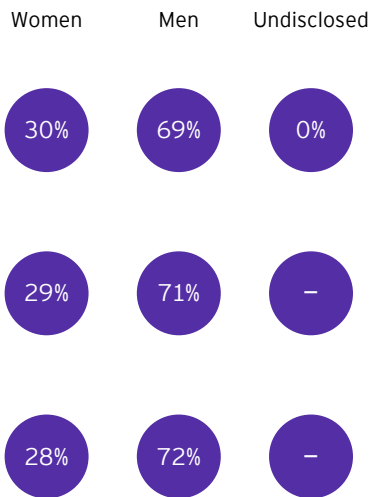
Partner/Principal, Managing Director and Director (PPMDD) headcount

Race, ethnicity and gender (%)



● Black or African American
● Asian
● White
● Hispanic or Latinx
● Hawaiian or American Indian
● Two or more
● Undisclosed

Managing Director/Director (MD/D)
 Non-equity holders in US firm with responsibilities for driving revenue, providing subject matter expertise and/or service delivery excellence and leading teams.



6,013
 FY21 headcount

SEE APPENDIX FOR FULL DATA SETS

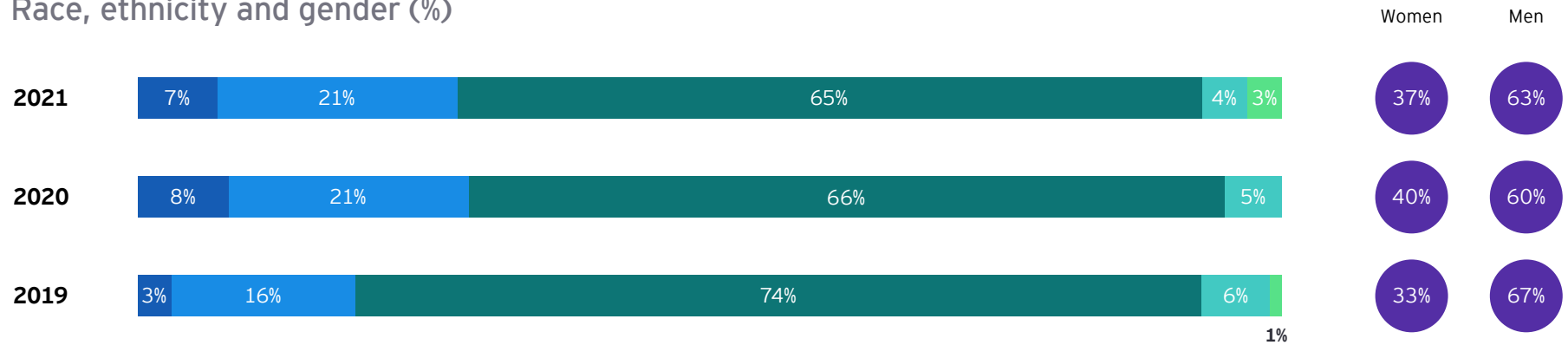
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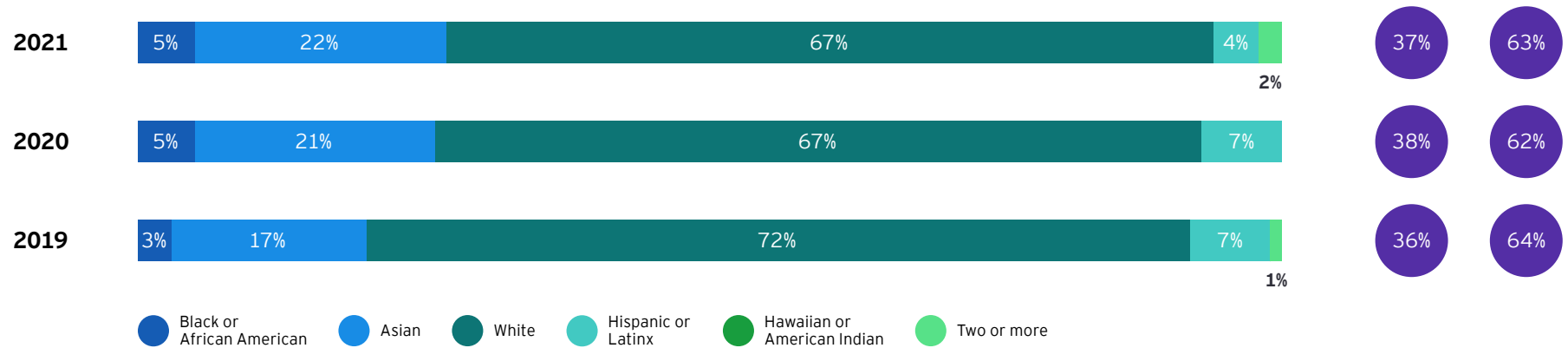
EY US LEADERSHIP PROMOTIONS

Promotions to Partner/Principal (P/P)

Race, ethnicity and gender (%)



Promotions to Partner/Principal, Managing Director and Director (PPMDD)



SEE APPENDIX FOR FULL DATA SETS

Data as of 07/01/2021, 10/01/2020 and 07/01/2019. Calendar years correspond to FY promotion cycles (2021 = FY22, 2020 = FY21 and 2019 = FY20).

Data as of 07/01/2021, 10/01/2020 and 07/01/2019.

At a glance: US 2021 PPMDD promotions

In our most recent round of promotions, 37% of EY US promotees to partner/principal were women. We also saw a similar 37% of promotions in the collective group of PPMDD ranks for women. In addition, 35% of EY US promotees to partner/principal were racially and ethnically diverse, and 33% of promotees into our PPMDD group are racially and ethnically diverse.

Diversity represented



Women



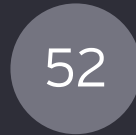
Racially and ethnically diverse



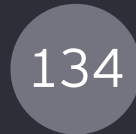
of our promotees self-identify as:

Veterans
Persons with disabilities
LGBT+

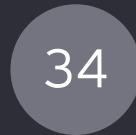
Locations, languages and education



Cities represented



Worked in multiple offices



Languages represented



Universities represented



Worked outside Americas

Distribution by rank



Partners, principals

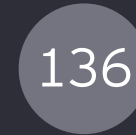


Managing directors



Directors

All service lines represented



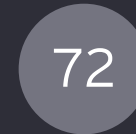
Assurance



Consulting



CBS*



SaT*



Tax

Promotee background



Campus hires



Experienced hires



Rehires

* CBS is our Core Business Services service line, and SaT is our Strategy and Transactions service line.

3

A culture of empathy and belonging

Culture is tangible. By focusing on belonging, understanding differences, creating spaces for people to voice their needs, and providing learning experiences to create more inclusive leaders, we are driving toward an environment where each and every person can have an exceptional EY experience.

Building community in Minneapolis

In the immediate aftermath of the murder of George Floyd, a 46-year-old Black man killed by a Minneapolis police officer, and the ensuing civil rights protests, teammates from all backgrounds established the EY Minneapolis office's Racial Equity Steering Committee, focusing on local civic engagement and pledging to sustain long-term momentum.

With the continued unwavering support of EY Minneapolis Office Managing Partner (OMP) Michael J. O'Leary, activating these commitments remains paramount for this dynamic local office and is a testament to how leadership and workplace culture can serve as a catalyst for powerful, lasting change.

Our Minneapolis professionals worked diligently last year to continue honoring their original pledge, both internally and externally. First, recognizing the importance of continuous engagement, the Racial Equity Steering Committee refreshed its strategy in 2021. This involved homing in on causes with profound local significance, such as combating food insecurity and empowering underserved young people, to drive maximum impact. Local leadership also facilitated opportunities for our people to connect around this renewed focus.

EY Minneapolis professionals are truly embodying the change they wish to see and living out our EY values.

One example of this refreshed approach is the work our Minneapolis team has done locally to help bridge the digital divide. Teaming with a large multinational retailer based in Minnesota, the office has made a three-year commitment to help establish a youth technology center in underserved North Minneapolis. The center will provide connectivity, cutting-edge technology, training and more to advance digital equity in the community. In addition to creating a six-figure fund to help sponsor the center, the local office will provide a cohort of EY professionals to volunteer and mentor participating young people.

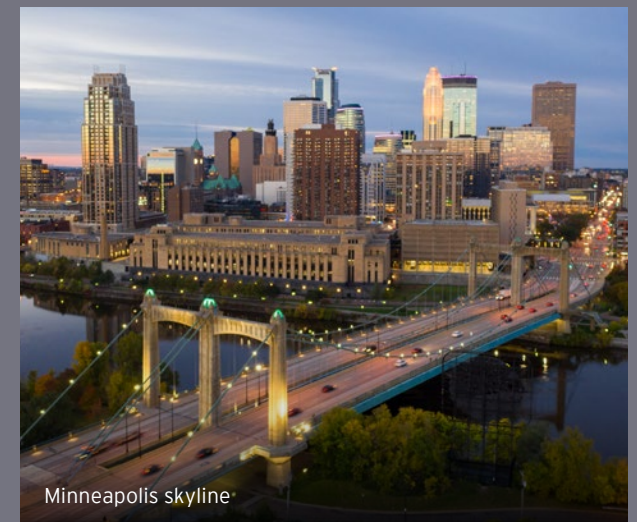
Another key pillar of the committee's refreshed agenda for 2021 centered around supporting and enriching our EY people in Minneapolis. Through town-hall discussion forums, open dialogues with top leadership, and educational opportunities, they developed a deeper understanding of what allyship in action really looks like.

For example, in response to the dramatic increase in violent attacks against Asians and Asian Americans over the last two years, EY Minneapolis conducted a listening session that empowered colleagues to stand together in expressing their fear and outrage about these senseless events. "Making the effort to have dialogue or a forum where people can share or check in with others and focusing on the well-being of our people is something that we've continued to try to hold on to," says EY US Partner Nana Ahwoi Larson, a member of the EY Minneapolis Racial Equity Steering Committee.

In addition, EY Minneapolis partners, principals, directors and managing directors served on more than 40 local nonprofit boards in 2021, supporting an array of causes such as improving gender equity in key professions and empowering local entrepreneurs of color.

OMP Michael O'Leary shared, "The Minneapolis office has fostered a sense of family and a culture of inclusiveness, belonging and empathy. We've had strong engagement across our professional networks (employee resource groups) for many years and continue to have a progressive mindset and tangible programs, resources and support mechanisms around respecting, welcoming and embracing diversity across our office and community."

From empowering vulnerable local communities to leveraging their influence in the business community to spark real change, EY Minneapolis professionals are truly embodying the change they wish to see and living out our EY values.



Minneapolis skyline

The belonging imperative

Empowering all of our people to be their authentic selves every day and deepen the sense of trust within their teams is among our firm's key DEI priorities.

In practice, this means that we are consistently working to foster an environment where all of our people have a true sense of belonging and an equitable opportunity to thrive. To build and sustain this equitable culture

of belonging, we listen to our people's perspectives, equip them with knowledge to drive awareness and enable action, and provide a range of support offerings to meet a varied set of needs.

Listening with focus

We leverage a range of active and passive listening sources, including surveys, studies and social media platforms, to gain insight into how EY can create more exceptional experiences for all our people.

Through our People Pulse Survey, our anchor listening tool that solicits feedback on many topics three times a year, we learned that our people's

EY experience is exceptional and has remained stable compared to that of prior years, despite the ongoing challenges and demands of 2021.

Upward Feedback

In 2021 we introduced Upward Feedback, a leadership feedback survey, to all EY professionals at the ranks of manager and above to help embed and cultivate our transformative leadership behaviors. Participants were given the option to request feedback from their direct reports, and 60% of EY professionals at our manager ranks and above requested feedback. In addition, 41% received a leadership feedback and development report. Our people were asked to rank leadership behaviors in order of importance to them and to rank the behaviors that their leader demonstrates most and could demonstrate more. As a result, we learned that our leaders most often embody the transformative leadership behaviors of belonging, inspiring and teaming:

- ▶ **Belonging:** shows appreciation for every team member's contributions
- ▶ **Inspiring:** engages with the team in an authentic way
- ▶ **Teaming:** provides coaching and feedback to help team members learn and grow

Participants also told us that our leaders could do more to help our people understand how their work connects to the firm's purpose, inspire them around our vision, and foster more teaming by providing additional ongoing coaching and feedback to support development and career aspirations.



Highlights from our People Pulse survey

To gauge how our people perceive our environment and culture, we regularly solicit feedback about their EY experience. Across questions that measure our inclusiveness culture, we continue to be highly rated, but when our people report changes in their experiences through lower scores, we seek to understand, determine root causes and take action to be better.



	Nov. 2021 (FY22)	Nov. 2020 (FY21)	Change
Overall, my EY experience is exceptional.			
Overall	74%	70%	+4
Women	74%	71%	+3
Men	74%	69%	+5
Racially and ethnically diverse	76%	72%	+4
White	74%	69%	+5
The people I work with make me feel like I belong to a team.			
Overall	86%	85%	+1
Women	86%	86%	0
Men	86%	85%	+1
Racially and ethnically diverse	85%	84%	+1
White	86%	86%	0

	Nov. 2021 (FY22)	Nov. 2020 (FY21)	Change
EY US provides a work environment where I feel free to be myself.			
Overall	82%	82%	0
Women	83%	84%	-1
Men	81%	80%	+1
Racially and ethnically diverse	81%	78%	+3
White	83%	84%	-1
EY US prepares me to work effectively with clients/colleagues from different countries and cultures.			
Overall	82%	82%	0
Women	82%	82%	0
Men	83%	82%	+1
Racially and ethnically diverse	81%	80%	+1
White	83%	83%	0

	Nov. 2021 (FY22)	Nov. 2020 (FY21)	Change
Featured survey highlight			
At EY US, my contributions are recognized and appreciated.			
Overall	76%	70%	+6
Women	76%	71%	+5
Men	76%	68%	+8
Racially and ethnically diverse	76%	70%	+6
White	76%	69%	+7



Understanding our people

Offering our people the opportunity to provide more information about who they are is foundational to understanding their experiences and enables us to take actions to strengthen inclusiveness and drive greater equity in career development.

We encourage voluntary self-identification across a range of dimensions, including race, ethnicity, disability, veteran status, gender identity and sexual orientation, and we use these insights to help surface potential gaps and areas for action.

Expanding and strengthening our self-identification capabilities and educating our people on the benefits of self-identifying are priorities for us. Diversity, equity and inclusiveness hinge on understanding people as multi-faceted, dynamic and intersectional. This awareness guides our efforts and informs our work.

We have seen a progressive increase in the number of people who have self-identified as veterans, having a disability or as LGBT+. The launch of a new

talent management system this year has provided the opportunity for people to manage and update their personal data, including self-identification. An upcoming campaign to encourage our people to self-identify within our system and provide more information about who they are will help us further support their needs and identify potential opportunities to drive greater equity. We also fundamentally respect our people's choice to not disclose any dimension, including race, ethnicity or gender, and we provide corresponding selections in our systems.

Self-ID data*	FY21	FY20	FY19
Total headcount (all ranks)	51,175	51,720	48,235
Veterans	2.35%	2.10%	2.00%
People with disabilities	2.82%	2.30%	2.20%
LGBT+	1.23%	1.30%	1.30%
LGB**	1.20%	–	–
Transgender and nonbinary**	0.07%	–	–

* Information collected via Self-ID is US population only. Information may be understated, as Self-ID requires voluntary disclosure.

** The expanded gender categories in our EY Self-ID system reflect our commitment to supporting and affirming people of all gender identities and expressions. Our FY21 data collection methods allowed for bifurcation of lesbian, gay, bisexual and transgender plus data.

Developing inclusive leaders

The workforce is more diverse than ever. The working world is also facing complex societal challenges and a loss of community created by the global pandemic.

Transformative leaders are those who help us realize our purpose and foster deep connectivity through empathy and confidence with our clients and each other.

They leverage the unique abilities, experiences, perspectives, and viewpoints of groups and individuals, and are key to establishing a more inclusive, open and safe environment where our people can bring their best selves to work. We invest time in building inclusive leadership skills to develop better leaders. This investment makes a significant difference for both our firm and our people.

Cared for and supported

Listening sessions revealed that 72% of our people feel cared for by their leaders and 75% of people say their manager supports them disconnecting from work.

Inclusive Leadership for All

To help our people become more inclusive leaders and team members, we developed *Inclusive Leadership for All*, a voluntary web-based, mobile-enabled virtual learning program available to all EY people, across all ranks and geographies, and focused on the foundational behaviors of inclusive leadership:

- ▶ Build better and more meaningful connections
- ▶ Work effectively across all kinds of differences
- ▶ Cultivate strong and lasting relationships
- ▶ Increase your ability to recognize and address inclusion and exclusion dynamics

In just one year across the US, 32% of our people have taken the *Inclusive Leadership for All* program. ▶

A WORD FROM OUR LEADER



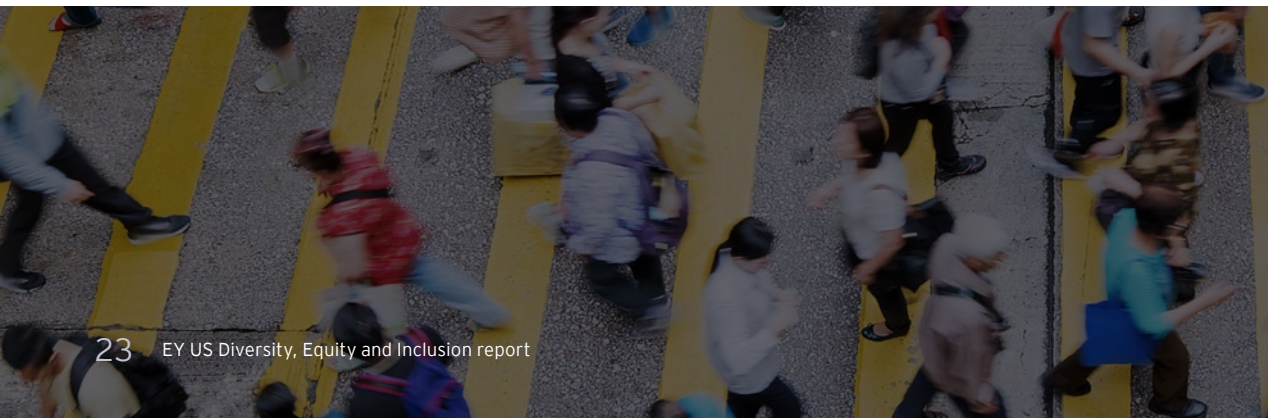
“

Inclusive leaders leverage diverse perspectives to build high-performing teams, drive a culture of belonging and help to build a better working world for our firm, our clients and our communities.

Kelly Grier

(she/her/hers)

EY US Chair and Managing Partner and Americas Managing Partner



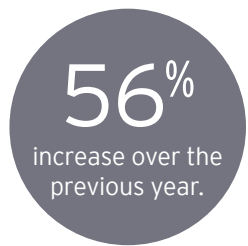


Inclusive leadership mindset

EY US created a unique dual self-paced and facilitator-led learning experience to combat bias in collaboration with experts in human behavior and cognitive neuroscience. This learning details the most common types of unconscious bias, when and why they happen, and the science-based strategies to diminish their influence. Our curriculum helps learners practice and consider how behaviors impact the experience of others. It highlights strategies they can use during day-to-day interactions to cultivate an inclusive culture where our people feel a sense of belonging and can contribute their best.

Inclusion and Belonging Badge

EY Badges give our people the opportunity to earn digital credentials in skills that will help accelerate their growth and build future-focused skills. The newly updated Inclusion and Belonging Badge offers our people an opportunity to develop, deepen and refresh three core capabilities: displaying emotional intelligence, leading with agility and leveraging the collective.



OUR PERSPECTIVE



Ariel R. Johnson-Peredo
(she/her/hers)

Senior Manager, Ernst & Young LLP,
Business Consulting, Virginia

I'm part Cuban, part Filipino, part Black and part White. I'm racially ambiguous, so always get the question, "what are you?" Growing up in South Philly with two biracial parents, I was never Black enough for the Black people, Latino enough for the Spanish community. I pretty much didn't fit in anywhere, and over time I just adapted to be a chameleon of sorts. To me, out in the world, sometimes people just can't get past those differences. I am really proud of the people I work with every day at EY US. Not a lot of people can say that. Here at EY US, we celebrate and embrace those differences, and it changes everything! I now integrate myself into firm-related initiatives that aim to create equitable experiences for our underrepresented professionals of color and women. Most recently, I served as a co-lead for the Black Professional Network Advisory Council, where I help to create tangible change within the broader EY community.

PERSPECTIVE ON OUR PROFESSIONAL NETWORKS



Janet Truncale

(she/her/hers)

EY Professional Women's Network
EY Vice Chair and Regional
Managing Partner – US-FSO

We need to ensure the paths for women to lead are clear, and the journey is facilitated through proactive efforts across DEI, mentorship and sponsorship. Our professional networks help provide paths for growth, leadership and connection. As a working woman, I have learned to never underestimate the value of your networks as well as your friendships. This is how you'll find the people who will support and cheer you on, and then make sure you reciprocate that sponsorship as you advance.



Bill Casey

(he/him/his)

EY Latinx Professional Network
Executive Sponsor and Emeritus EY
Vice Chair – Strategy and Transactions

Even amid the pandemic, 2021 was a year of achievement for our Latinx Professional Network (LPN), which draws its strength from cultural difference both within the community and across EY US. We enjoyed an especially rich Hispanic Heritage Month which brought together EY people with external guests to highlight the power of the Hispanic and Latinx community. In addition, LPN's smaller Community Calls and Cafecitos kept the community together in a challenging year. I am proud to serve as the LPN's Executive Sponsor, not only to pay back the tremendous generosity I was shown during my many years working for the EY organization in Latin America, but also to pay it forward by helping ensure all members have rewarding experiences of their own.

Embracing our people-driven networks

Employee resource groups, called Professional Networks at EY US, have been an integral part of our people culture. They play a critical role in our commitment to diversity, equity and inclusiveness by bringing our diverse workforce together for connection, support and engagement that strengthen the overall EY experience.

As empowered groups envisioned and led by our people, our networks are formed around shared demographics, experiences and interests. They provide opportunities for our people to expand their personal networks, enhance professional skills and engage with leadership through key strategic drivers:

- ▶ **Connectivity.** Builds retention via a focus on belonging and well-being for all our people.
- ▶ **Career development.** Supports progression across all ranks via leadership development and a focus on innovation.
- ▶ **Marketplace.** Builds our brand – for the firm and for individuals – and strengthens connections to clients via targeted business development efforts and engaging with our corporate social responsibility, recruiting and other key stakeholder groups. ▶



Bill Casey leads meeting of Latinx Professional Network (LPN).

PERSPECTIVE ON OUR PROFESSIONAL NETWORKS



Jay Persaud

(he/him/his)

EY Pan Asian Professional Network Executive Sponsor and EY Americas Vice Chair – Risk Management

I am honored to be the firm's Executive Sponsor of our Pan Asian Professional Network. It is important to make sure everyone at EY US feels safe, valued, respected and included. I know what it feels like to be an outsider. At the same time, I have experienced the benefit of being included by friends and colleagues who appreciate me for who I am. We have all traveled a unique path to get to where we are today and must focus on our shared experiences, lean into our diverse perspectives, and display empathy and compassion for each other.



Frank Mahoney

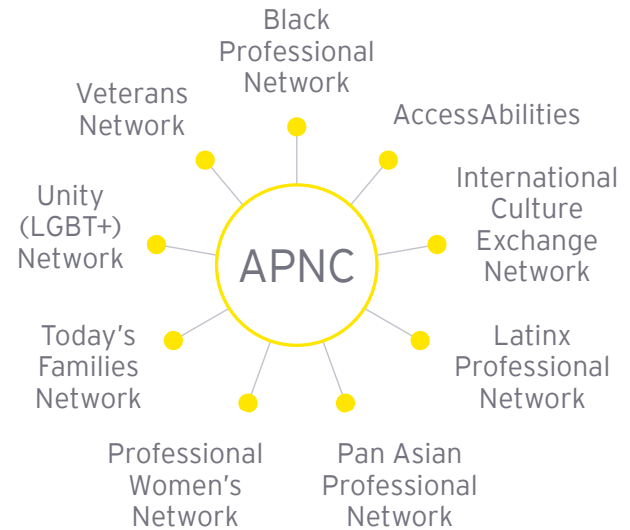
(he/him/his)

EY AccessAbilities Network EY Vice Chair and Regional Managing Partner – US-West

Everyone has a disability story. Before the pandemic, over one in four people in the US had a disability. Any of us can be injured or become ill at any time. Whether a disability is permanent, temporary, nonvisible or visible, we need to ensure that all of our people have the tools to do their best work. We've invested in creating a more accessible workplace and offer a broad range of resources to support our people. Equipping our people with the skills and knowledge they need to advance our culture of inclusion is an important priority for EY US.

Americas Professional Network Council (APNC)

The Americas Professional Network Council (APNC) includes a diverse group of Professional Network leaders from all nine Professional Networks, Regions and service lines.



The Council raises visibility of the perspectives and challenges unique to each network to firm leadership. They also work to increase collaboration and allyship across networks, across the Americas and locally.

PERSPECTIVE ON OUR PROFESSIONAL NETWORKS



Sam Johnson

(he/him/his)

EY Black Professional Network Executive Sponsor and EY Americas Vice Chair – Accounts and Markets



Anthony Caterino

(he/him/his)

EY US Veterans Network Executive Sponsor and EY Global Deputy Managing Partner, Business Enablement

In 2021, it was imperative for the Black Professional Network (BPN) to reimagine what excellence in recruiting, retention and engagement looks like for our Black professionals to thrive. Last year, we made significant progress in building a better BPN experience, driven by stronger alignment with firm leadership and more flexibility at the local and regional levels. Today, thanks to our stance on important community-driven issues like wellness and social justice, as well as the firmwide recognition of US holidays and milestones, our Black professionals feel more empowered to bring their authentic selves to work every day – and with that, a greater sense of ownership in their careers. What inspires me more than anything is the fact that we’re only just getting started.

I’ve been inspired and humbled by the sacrifices of our EY veteran community while serving as the Executive Sponsor of our Veteran’s Network (VetNet). In particular, I gained a deeper appreciation for the sacrifices of our military spouses and partners, whom we recognize for the immense contributions they make in serving our nation. It’s a privilege to work alongside our courageous VetNet team to help EY US become the employer of choice for top veterans and military spouses and partners seeking a career in the professional services industry.

Our Professional Networks also help to drive awareness and understanding of their community’s experiences and are catalysts for engagement and action. For example, throughout the pandemic many of our EY professionals and their families had to navigate uncertainty as fluid restrictions impacted travel and status of visa holders.

Our International Cultural Exchange Network (ICEN), which builds community among people interested in international cultures, convened members to offer support and vital information.

Additionally, with the day-to-day challenges of the pandemic having a disproportionate impact on families, our Today’s Families Network (TFN) leveraged our proprietary THRIVE Wave coaching model that provides our people with a framework and tools to build resilience as they navigate the myriad difficulties of caregiving during the pandemic. ▶



Professional Networks



chapters driving local and national impact



chapter leaders and executive champions providing strategic guidance



EY network members

PERSPECTIVE ON OUR PROFESSIONAL NETWORKS



Rich Jeanneret

(he/him/his)

EY Unity Executive Sponsor and
EY Vice Chair and Regional
Managing Partner – US-East

In another challenging year for many of our professionals, I am proud of how Unity (LGBT+ Network) members expanded their allyship to our colleagues in other Professional Networks. Whether co-sponsoring listening and learning sessions, using their platforms to increase awareness and visibility, or hosting events with other networks – our people step up, speak out and lead with action.

Leading with pride

During Pride Month, we celebrate our LGBT+ community and recognize the movement for LGBT+ equality. Support and allyship aren't confined to one month, however. We also highlight different constituencies and aspects of the community on Transgender Day of Visibility, National Coming Out Day, and Transgender Day of Remembrance, through events and social media to bring awareness to the many experiences of this community.

In May, we recognized the International Day Against Homophobia, Transphobia and Biphobia with a worldwide EY celebration of LGBT+ diversity that united all EY people in solidarity with our LGBT+ community. Through the year, we encourage our people to be who they really are and lead by example. Each event, interaction, and our EY resources help educate people on how to be an ally or advocate who creates real change and fosters a true sense of belonging.

In the community, we've been a long-standing contributor to organizations like the Point Foundation, which provides scholarships to LGBT+ students, and The Trevor Project, the world's largest suicide prevention and crisis intervention organization for LGBT+ youth.



EY people hear from Kelly Grier during a Professional Network event.



Advancing disability inclusiveness

Disability inclusiveness is embedded in our DNA. EY US Cofounder Arthur Young was trained as a lawyer, but when he became deaf (years after losing much of his eyesight), he wasn't able to practice courtroom law.

The then-emerging profession of accounting offered opportunities to use his skills in new ways. His disability drove him to innovation and entrepreneurship, which remain cornerstones of our firm today. Our most senior governing bodies include leaders who have publicly shared stories about their disabilities, and our Americas Inclusiveness Advisory Committee includes representatives with disabilities and those who are advocates for people with disabilities.

Additionally, we are frequently among the first companies to sign on to new initiatives that address unmet needs related to disability and employment. We were among the first companies globally to sign the Valuable500 CEO commitment to disability employment, and Global Chair and CEO Carmine DiSibio is one of just 13 global CEO Iconic Leaders sponsoring multiyear projects aimed at increasing employment for people with disabilities around the world.

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

OUR PERSPECTIVE



Alysia Steinmann

(she/her/hers)

Partner, Ernst & Young LLP, Audit

During my first year as partner, my second son was diagnosed with autism, and although overwhelming, I knew I had the right support group. I'm able to navigate and have the flexibility I need to be successful, despite daily struggles. Today, I try to support people in their journeys. I sit on the EY Americas Professional Network Council and the EY NYC DEI Council, representing and advocating for those with disabilities.

Inclusive new ways of working

In the early days of the COVID-19 pandemic, EY US identified that our people with disabilities might have specific concerns as we transitioned into new ways of working.

We worked with the community to understand their needs, identify solutions and share those learnings across the firm and beyond:

- ▶ We created a clear system for those who may have had accommodations in offices to request accommodations when they moved to working from home.
- ▶ Our COVID-19 team deployed trainings and resources promoting practices to make virtual meetings, events and teleconferences more accessible and inclusive for everyone.
- ▶ We procured clear masks to make it easier for our people to lip read during in-person collaboration or for any other uses.
- ▶ EY leaders hosted executive roundtable conversations with Disability:IN, highlighting the needs of people with disabilities and caregivers in return-to-office plans.

4

A people-focused mindset

We believe that our people are our most valuable resource and throughout their career journey, we invest in preparing them for success. It begins early in the career pipeline, where we provide opportunities for exposure to the professional services industry and extends into how we develop our talent and support them through major life events. By taking a comprehensive approach to addressing the varied needs of our people, we create a positive culture and increased engagement that ultimately impacts their desire to stay, contribute and thrive at EY US.

Fueling exceptional EY experiences

At EY US, we seek out the best thinkers, doers and dreamers to create their own exceptional EY experience. That experience begins as early as recruitment and continues throughout the career journey.

We support our people along the way with emotional, physical, financial and social resources to help bring out their best selves, with the knowledge that this investment delivers returns in the way of a more satisfied and productive workforce.

Kyle Wesley's journey began at an Autism At Work Summit, where EY US was seeking talent for roles in our second Neuro-Diverse Center of Excellence (NCoE), which was launching in Dallas, TX. After going through the NCoE's week-long interview process, which prioritizes technical exercises and virtual meetings to better support neurodiverse job candidates, Kyle was brought on as one of the NCoE's very first set of hires for the Dallas location.

For Kyle, who is a nonbinary trans woman on the autism spectrum, their experience at EY US has been both personally and professionally rewarding.

Kyle's story is one of many at EY US that demonstrate our commitment to finding great talent and nurturing their aspirations in an inclusive environment.

"I never thought I'd find a workplace where I'd be out as trans and accepted," Kyle says. "My coworkers accept me for who I am, they appreciate me for who I am, and my leaders have made it clear that I can set boundaries to protect my mental and physical health at work."

At EY US, we have long prioritized a holistic approach to the well-being of our people, with empathetic leadership viewed as an important enabler of employee well-being. We believe in recognizing the entire person, as well as their families and their unique life experiences and challenges. We meet these needs with a range of thoughtful resources, like our dedicated well-being reimbursement fund and coaching programs for families, to make certain that our people feel fully supported and valued every step of the way and that they are positioned for success.

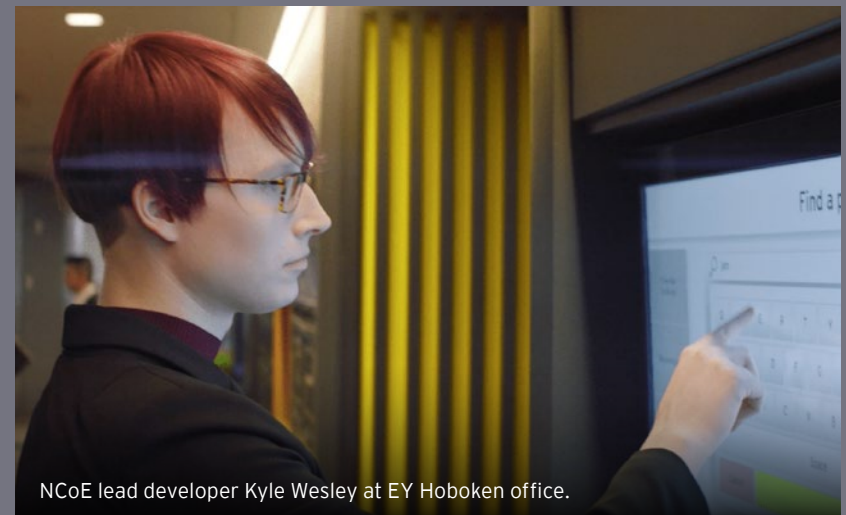
Now, four years since Kyle first joined EY US, they have been promoted to be one of the lead developers and subject matter resources for the NCoE. In this role, Kyle leads technical project development teams, provides insight and advice for technologies in RPA, data analytics, desktop automation, databases, and coding, along with coaching and mentoring the team's newer members.

"It's a heavy lift, but the EY culture of inclusion and belonging makes

it a comfortable one. I get to do so much interesting stuff at EY US and learn all kinds of new things. Turns out that work is a lot more fun when it's something you actually want to do," says Kyle.

During their time at EY US, Kyle has also been able to create that same sense of belonging for others, especially when it comes to transgender inclusiveness. From talking with colleagues about their experience coming out as trans at work, to identifying inclusive language opportunities around gender identity and providing feedback on the firm's transition guidelines, Kyle has made an impact.

Kyle's story is one of many at EY US that demonstrates our commitment to finding great talent and nurturing their aspirations in an inclusive environment. When we intentionally focus on meeting all the needs of our people, we reap the rewards of happier, more successful and motivated teams who are also invested in the firm's success.



NCoE lead developer Kyle Wesley at EY Hoboken office.

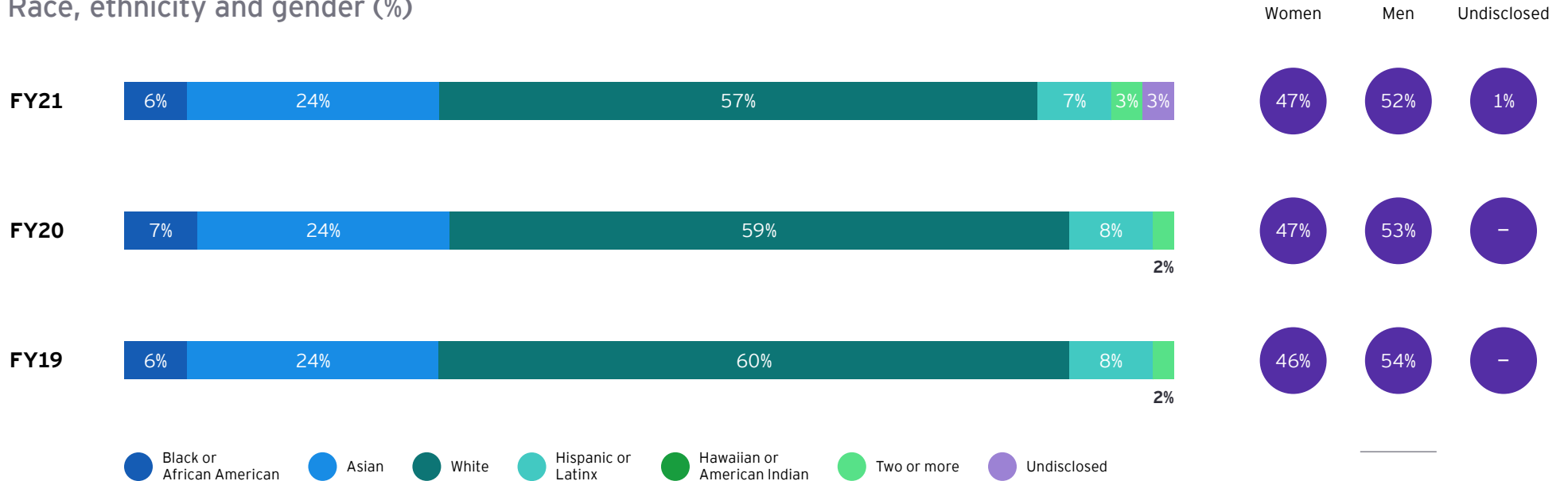
Empowering our people to succeed

EY US supports equitable opportunities for all of our people and continues to grow our diverse workforce. Over the last year, our total representation of women has remained steady with slight advancements at our senior manager and senior ranks. While overall representation of R&ED professionals has decreased by 1%, we are accelerating our progress in this area through increased focus on intentional recruiting, retention and sponsorship.

EY US WORKFORCE

Employee workforce headcount

Race, ethnicity and gender (%)



47,527
FY21 headcount

SEE APPENDIX FOR FULL DATA SETS

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Excludes partner/principals, interns and non-employees. Inclusive of Core Business Services. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

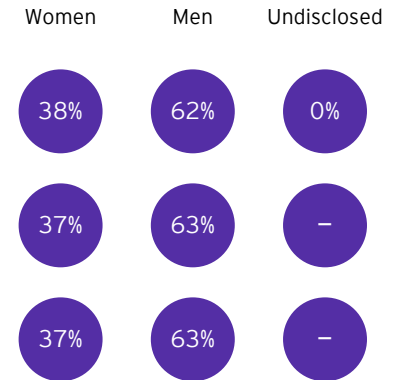
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EY US WORKFORCE – BY CLIENT SERVING RANK

Senior Manager

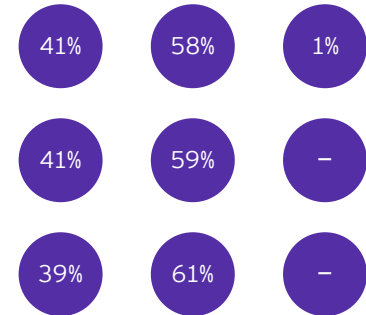
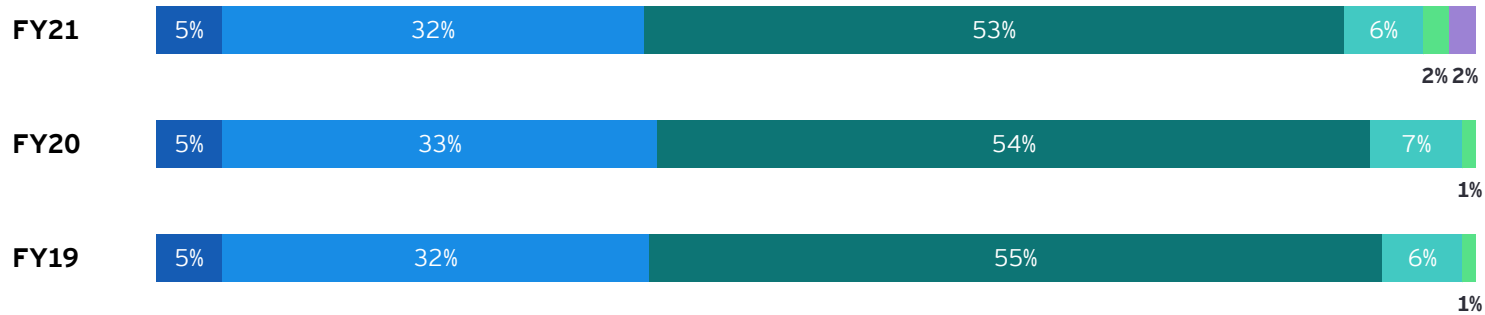
FY21 headcount: **6,018**

Race, ethnicity and gender (%)



Manager

FY21 headcount: **8,472**



- Black or African American
- Asian
- White
- Hispanic or Latinx
- Hawaiian or American Indian
- Two or more
- Undisclosed

SEE APPENDIX FOR FULL DATA SETS

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

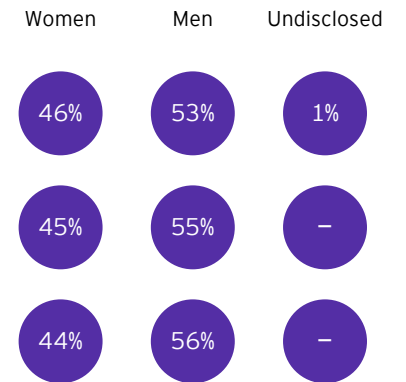
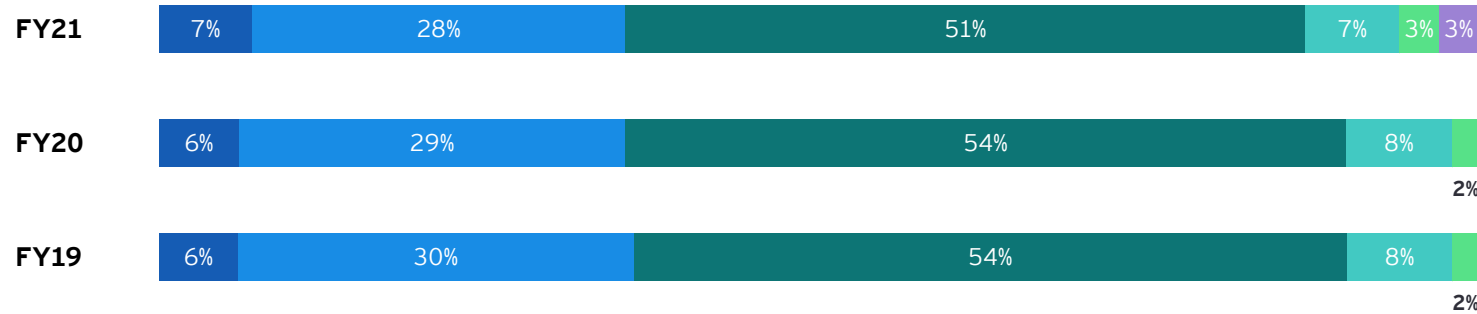
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EY US WORKFORCE – BY CLIENT SERVING RANK

Senior

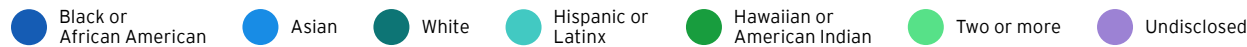
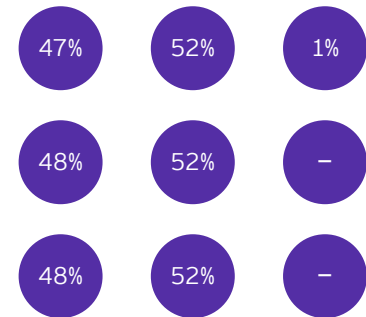
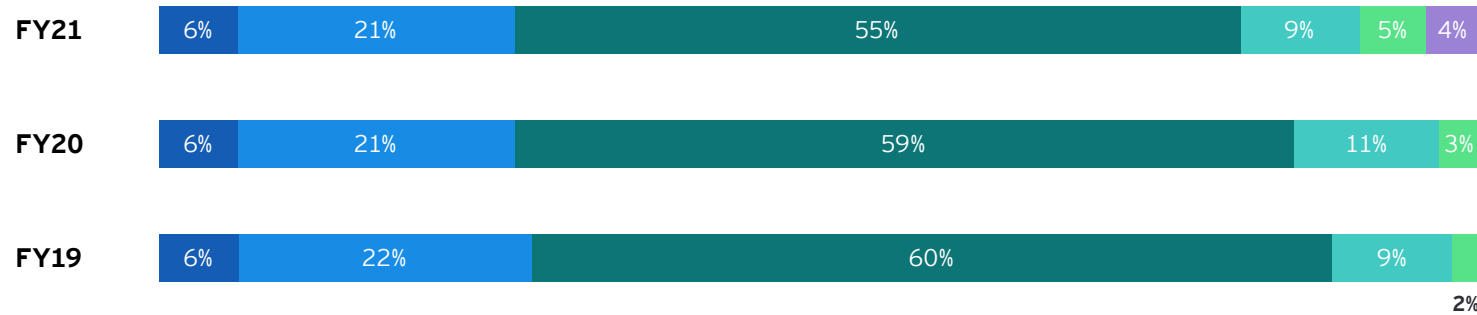
FY21 headcount: **12,437**

Race, ethnicity and gender (%)



Staff

FY21 headcount: **10,803**



SEE APPENDIX FOR FULL DATA SETS

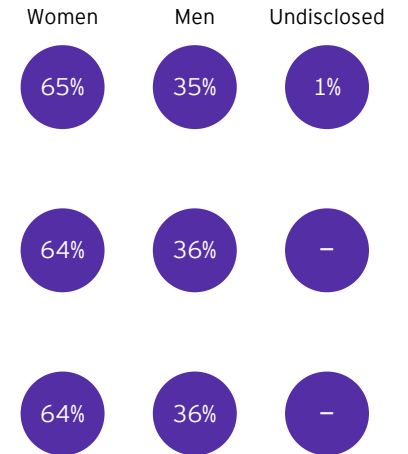
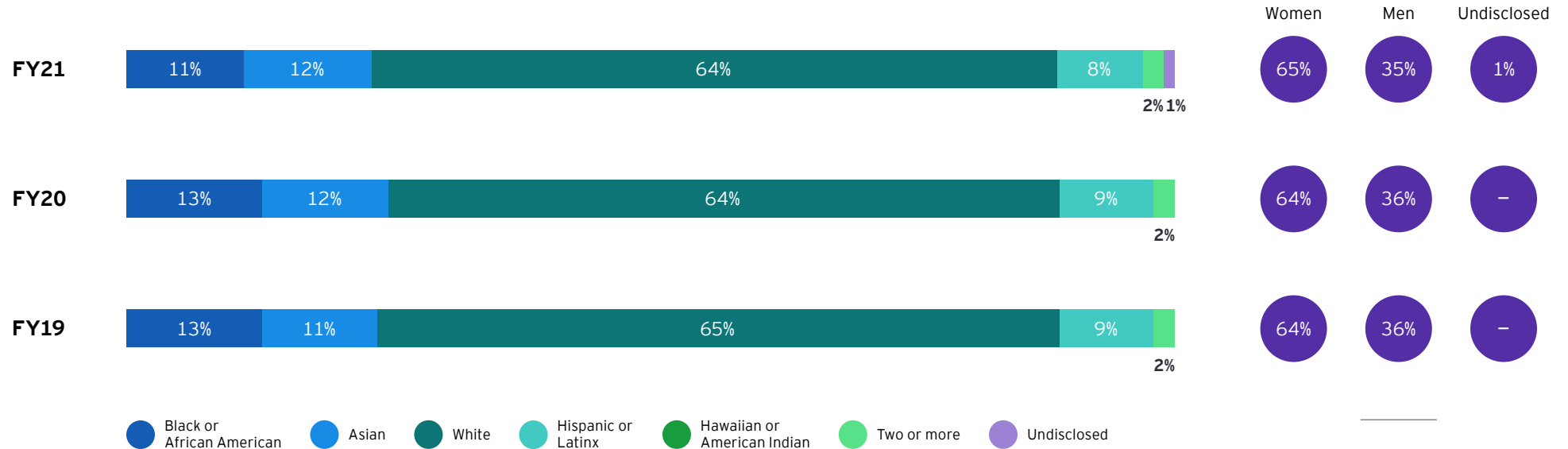
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EY US WORKFORCE – CORE BUSINESS SERVICES (CBS)

Core Business Services (CBS) – total headcount

Race, ethnicity and gender (%)



● Black or African American
 ● Asian
 ● White
 ● Hispanic or Latinx
 ● Hawaiian or American Indian
 ● Two or more
 ● Undisclosed

Core Business Services
 Composed of all essential business-enablement functions, CBS helps EY deliver quality service to our clients, win in the marketplace and optimize growth and profitability.

7,958
 FY21 headcount

SEE APPENDIX FOR FULL DATA SETS

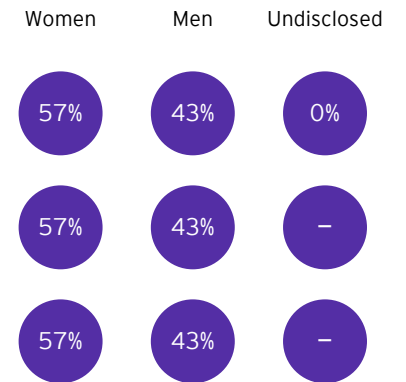
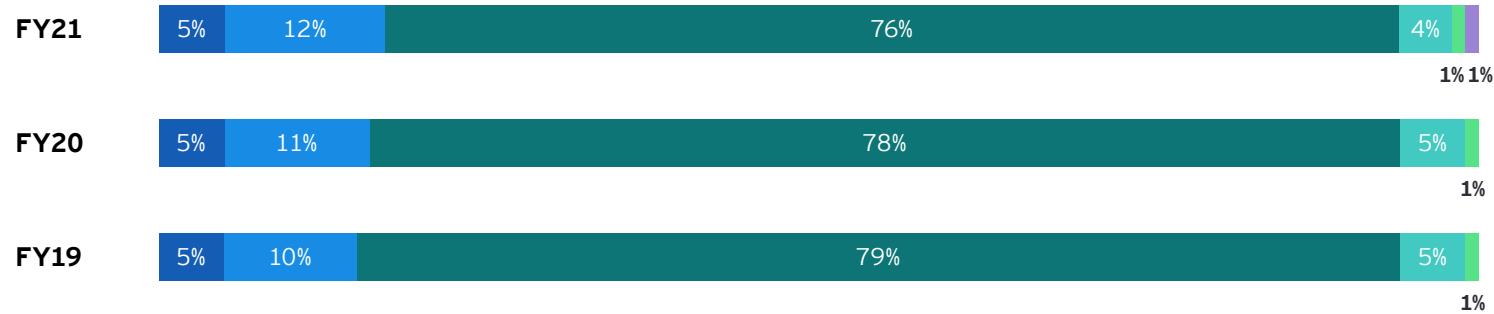
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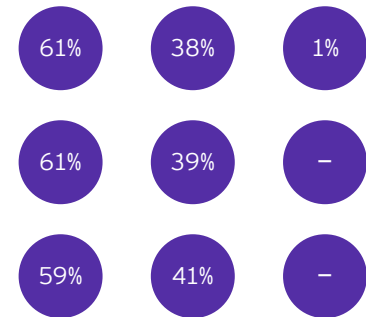
EY US WORKFORCE – CORE BUSINESS SERVICES (CBS)

Associate Director | FY21 headcount: 1,753

Race, ethnicity and gender (%)



Assistant Director | FY21 headcount: 2,103



● Black or African American
● Asian
● White
● Hispanic or Latinx
● Hawaiian or American Indian
● Two or more
● Undisclosed

SEE APPENDIX FOR FULL DATA SETS

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

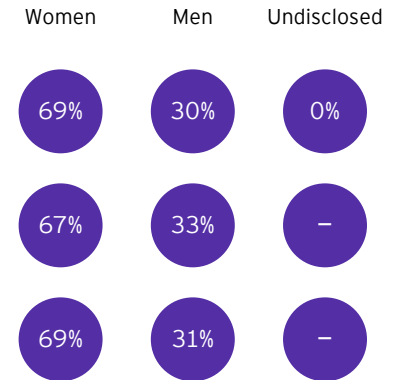
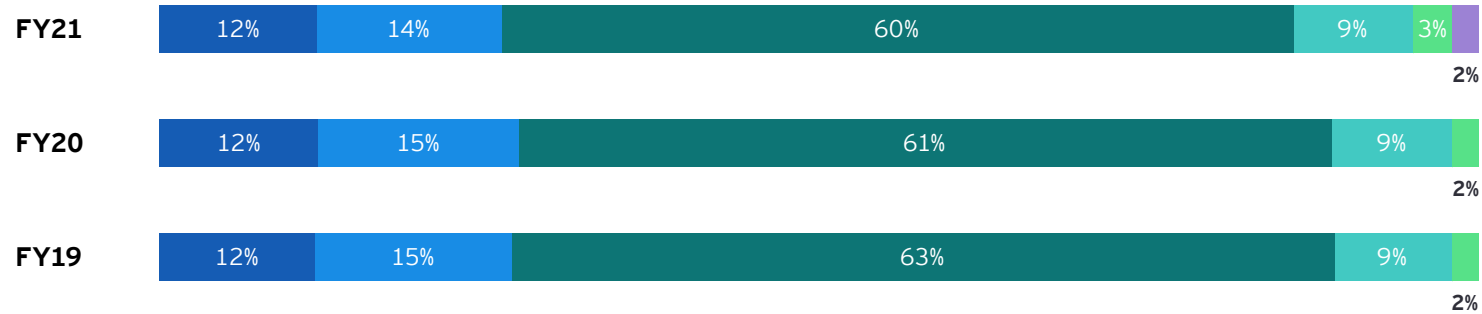
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EY US WORKFORCE – CORE BUSINESS SERVICES (CBS)

Supervising Associate

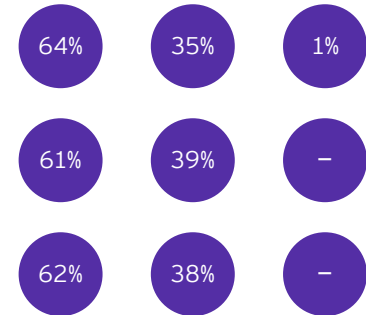
FY21 headcount: 1,032

Race, ethnicity and gender (%)



Senior Associate

FY21 headcount: 824



● Black or African American
● Asian
● White
● Hispanic or Latinx
● Hawaiian or American Indian
● Two or more
● Undisclosed

SEE APPENDIX FOR FULL DATA SETS

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

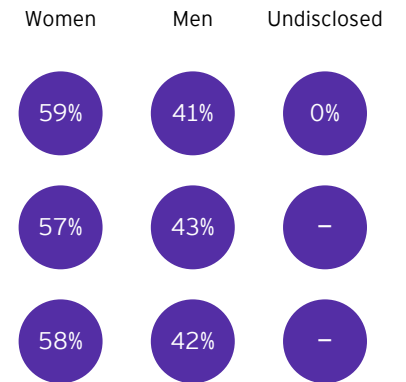
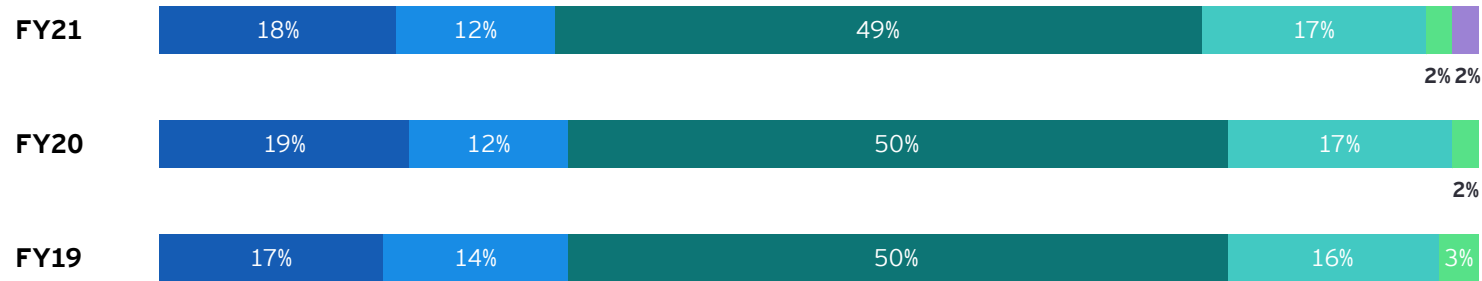
Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS)

Associate

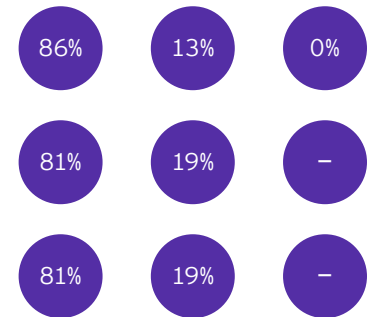
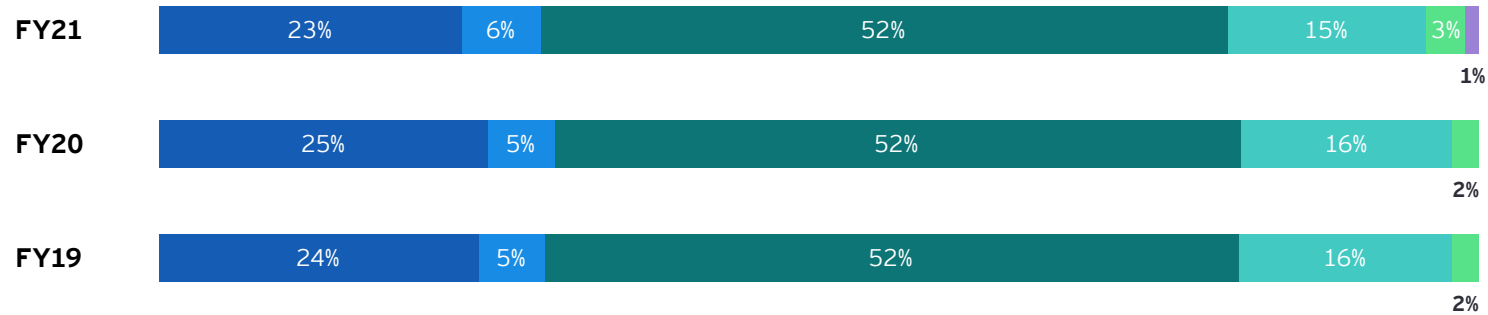
FY21 headcount: 405

Race, ethnicity and gender (%)



Administrative Roles

FY21 headcount: 1,315



● Black or African American
● Asian
● White
● Hispanic or Latinx
● Hawaiian or American Indian
● Two or more
● Undisclosed

SEE APPENDIX FOR FULL DATA SETS

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

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Attracting diverse talent

Our holistic approach to inclusive recruiting includes a multifaceted sourcing strategy to build a pipeline from high school through the partner rank.

We actively recruit from Minority Serving Institutions (MSIs), including Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), professional organizations and a wide array of colleges, universities and community colleges. We educate and empower our recruiters on best practices for attracting talent, engage clients in conversations about diversity recruiting and serve on the boards of many professional organizations.

And we go beyond recruiting by sharing knowledge with colleges and universities to impact their cultures of inclusiveness. Additionally, in 2021, the Ernst & Young Foundation provided over \$6.8 million in scholarships for our intern programs overall. We also fund programming in the following areas: career awareness, mentoring, tutoring and equitable experiences at universities.

Talent attraction and acquisition focus areas

- ▶ Race and ethnicity
- ▶ Gender
- ▶ Veterans
- ▶ Diverse abilities
- ▶ LGBT+

Our strategy is comprehensive across our on-campus, experienced and executive recruiting efforts, and we've made progress, as described below:

- ▶ Racially and ethnically diverse professionals accounted for 42% of our full-time new hires from college campuses and 52% of our experienced new hires, both up 3% each from the prior year.
- ▶ Women accounted for 48% of our full-time new hires from college campuses and 40% of experienced new hires.
- ▶ Racially and ethnically diverse interns and women represented 39% and 49% of the cohort, respectively.
- ▶ Racially and ethnically diverse interns from our Launch program (an exploratory internship experience for college sophomores or juniors) and women represented 96% and 54% of the cohort, respectively.

These signature investments enhance the professional opportunities for racially and ethnically diverse students and young professionals in the marketplace, and we plan to continue this commitment as part of our DEI recruiting and strategy.

OUR PERSPECTIVE



Ken Bouyer
(he/him/his)

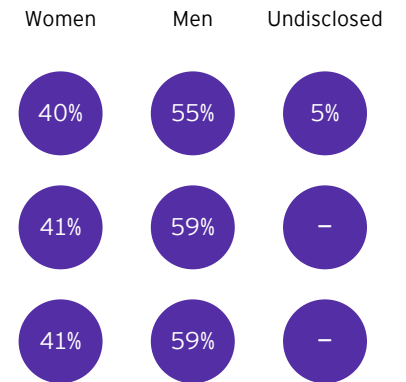
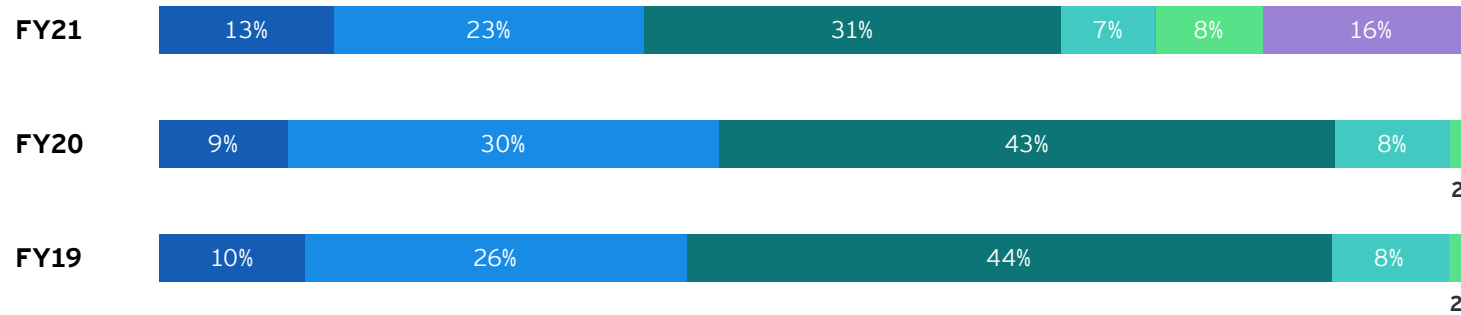
EY Americas Director of
Inclusiveness Recruiting

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 culture and our clients. The ability to invite and learn from people with different perspectives is fundamental to driving innovation, building strong relationships and delivering the best approaches for our clients.

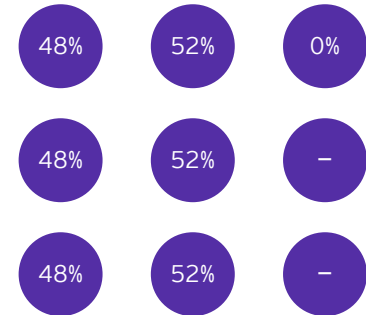
EY US RECRUITING

Experienced hire*

Race, ethnicity and gender (%)



Campus hire



● Black or African American
 ● Asian
 ● White
 ● Hispanic or Latinx
 ● Hawaiian or American Indian
 ● Two or more
 ● Undisclosed

SEE APPENDIX FOR FULL DATA SETS

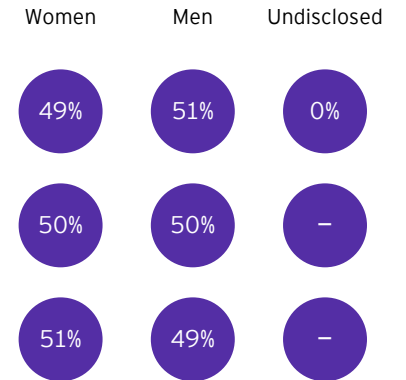
Data as of 06/30/2021, 06/30/2020 and 6/30/2019. *Excludes Partner/Principal, Managing Director and Director experienced hires. Due to rounding and individuals' non-disclosure, data may not add to 100%. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. FY21 data updated to include categories of Hawaiian or American Indian, Two or more and Undisclosed.

Data as of 06/30/2021, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

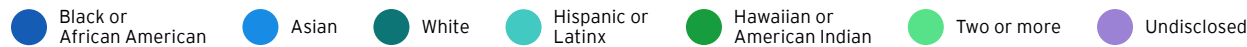
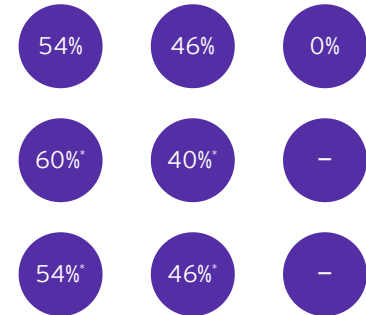
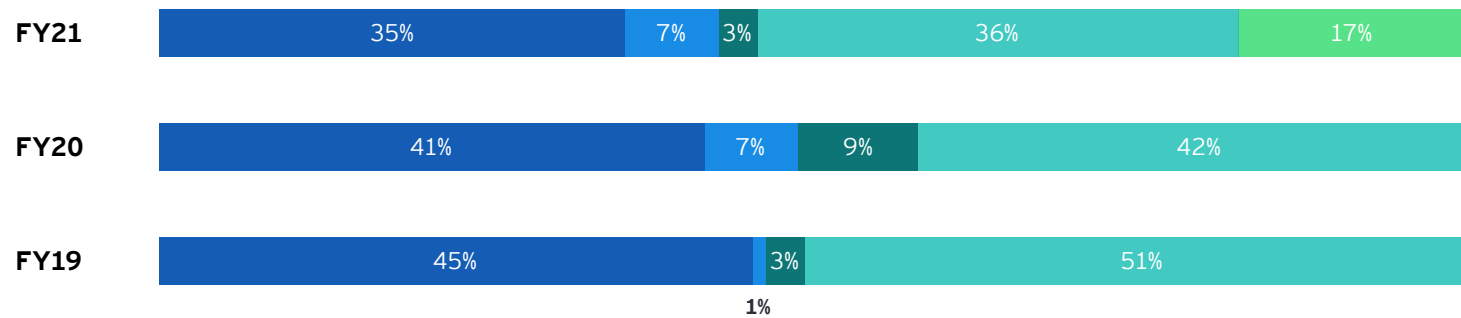
EY US RECRUITING

Client-serving interns (excluding Launch program)

Race, ethnicity and gender (%)



Launch interns



SEE APPENDIX FOR FULL DATA SETS

Data as of 06/30/2021, 06/30/2020 and 06/30/2019. Due to rounding and individuals' non-disclosure, data may not add to 100%. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. FY21 data updated to include categories of Hawaiian or American Indian, Two or more and Undisclosed.

Data as of 06/30/2021, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. *Women and Men percentages were transposed in 2021 EY DEI transparency report: pathways to progress and are correctly restated here.



Building a talent pipeline to drive change

Enhancing opportunities for underrepresented professionals helps us improve diverse representation across EY US and within our industry.

Launched last year, the [EY Career Path Accelerator](#) (a first-of-its-kind program in the accounting industry) provides an alternative path to meeting the 150-credit hour requirement for certified public accountant (CPA) licensure. The accessible and affordable program provides students with job-related learning and skills development to apply to their future careers in the accounting profession.

[Expedition EY](#) was created to help college students develop job skills and prepare them for the workforce, with a focus on those who self-identify as Black, Latinx or Native American. The program provides education, mentorship and networking opportunities well before graduation. Participants are also eligible for scholarship prizes.

[The Launch internship program](#) is an exploratory internship experience for college sophomores or juniors, with 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) encouraged to apply. The program is designed to increase participants' understanding of professional services careers by providing exposure to our business and culture and opportunities to begin developing their networks within EY US.

OUR PERSPECTIVE



Ginnie Carlier

(she/her/hers)

EY Americas Vice Chair – Talent

Time and financial resources can limit the choices or feasibility for a significant number of students to meet the requirements to be eligible for CPA licensure, particularly those from under-resourced backgrounds. With the EY Career Path Accelerator, we're not only helping students jumpstart their accounting careers earlier, but we also hope to attract the next generation of transformative leaders while equipping them with relevant, future-focused skills and the mentorship necessary to succeed.

Making dreams a reality

Oscar is transferring from a community college to his dream college this year and was accepted to our Launch internship program.

\$25k

Amount of the Expedition EY scholarship Oscar was awarded

Oscar was born in Mexico and moved to the US with his family when he was five. The family struggled financially, and Oscar doesn't remember a time when he wasn't thinking ahead to college and how he'd pay for it.

"No one I'd ever known had gone into accounting," says Oscar, now a college sophomore, "but I knew this was a field I could be in for the rest of my life." People in his classes kept talking about the Big Four, and he didn't know what this meant. So, he looked it up and learned about EY US and our inclusive culture. "Before, my goal was college. Then, it switched to EY US."

Oscar learned all about the firm through Expedition EY; he devoured the information, earning points and badges. He did it all – he wanted to know everything there is to know about the firm, how the service lines work and how his skills would fit in best. His hard work paid off, and he was awarded the largest Expedition EY scholarship in the amount of \$25,000.

Oscar is transferring from a community college to his dream college this year and was accepted to our Launch internship program. "I finally found something I want to do in life. And it's not just about the degree but about going all out and doing the big thing. I want to show EY US that it was worth investing in me," he adds. "I hope someday I can pay it forward."



Oscar Torres and family.



Investing differentially in our people

In addition to our diversity recruiting focus, we believe that when we help our people to grow it creates value for them and for our clients. To achieve this, we have created a wide range of programs geared toward providing access, exposure and connection for our diverse workforce.

Supporting development through intentional experience

For over a decade, the **EY Unplugged** voluntary onboarding program for US-based Black, Hispanic/Latinx and Asian entry-level staff has played a critical role in welcoming more than 4,400 new and recent joiners to EY US. The program provides insights into the personal and professional journeys of EY leaders, along with peer networking opportunities that help anchor participants within our firm's culture. EY Unplugged directly supports our commitment to foster a culture where our people are empowered to be their authentic selves and feel a sense of belonging throughout their career at EY US.

Building on the success of EY Unplugged, we created **EY Unfiltered**, an event for our people with disabilities to hear from leaders with disabilities who shared career insights, success stories and skill-building opportunities. With self-disclosure often a barrier to open

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EY Unplugged created a sense of belonging and loyalty to the firm and is the reason why I am here eight years later.

Staff participant

Differential investments

Differential investments are about making a specific investment (e.g., programming, training, experiences, coaching/mentoring) in an underrepresented group to create greater equity, increase their inclusion and enhance their career trajectory. While these opportunities are designed to address the needs of a specific population, they are open to anyone.

discussions around disabilities in the workplace, we facilitated anonymous registration and polling to encourage candid conversation.

We also connect our professionals with valuable learning and networking opportunities at conferences hosted by Association of Latino Professionals for America (ALPFA), the National Association of Black Accountants, Inc. (NABA), Ascend (a member-driven organization for Pan Asian business professionals in North America), Disability:IN, Out & Equal Workplace Advocates, and other groups. This support enables our people to engage in crucial relationship-building with other professionals who understand their perspectives and lived experiences.

Our **Board of Directors (BOD)** initiative is recognized at the US Executive Committee (USEC) level as a leading practice to enable our DEI ambitions. It promotes greater equity for historically underrepresented populations to access and earn the sponsorship of key influencers at the region, service line and account levels, helping leaders to clearly articulate the expectations and actions necessary for a senior manager's promotion to partner/principal and to interrupt potential biases about readiness and promotion.

Hosted by our Professional Women's Network (PWN), **POWER Up** workshops support our women professionals as they engage in empowering behaviors to accelerate

their success. Participants are typically striving to reach the next level in their career or are using the program as a self-reflection tool with a coach, mentor or sponsor. In 2021, we hosted 40 internal and 28 client POWER Up sessions.

EY Mentor Connect is a firmwide, voluntary mentoring program created with DEI in mind to help close the gaps for underrepresented groups. Through a matching survey, mentees can select a mentor based on their experiences, needs or background. The program strives to:

- ▶ Enhance our culture of belonging, especially in a virtual work environment
- ▶ Support continuous career growth and development
- ▶ Strengthen connections and networks across all levels and service lines

Through monthly conversation starters, we have embedded DEI into activities like "If You Were In My Shoes," which help mentors and mentees to understand each other's lived experience and build belonging and trust. Ninety-four percent of mentee participants felt they gained knowledge or skills that support career development. ▶

Equity in action

We support equitable opportunities for all of our people, and we achieve this by:

- ▶ Creating a culture in which all of our people are both equipped and expected to team and lead inclusively
- ▶ Holding our business leaders accountable – by both setting high expectations and measuring results

One area where equitable experiences are crucial for our people is the onboarding and deployment of our client-serving professionals. By teaming with stakeholders responsible for development, engagement experiences, and opportunities for advancement throughout the career journey, we see greater levels of inclusion. This contributes to increased retention rates as well as growth and upward career mobility for our diverse employees.





Achieving equity on global accounts

In 2021, a group of partners who serve our G360 accounts – our largest global accounts with revenues exceeding \$50 million – committed to leveraging their collective power to make a difference. Appreciating the scope and depth of opportunities on our G360 accounts, they pledged to invest more in the recruitment and development of our women and racially and ethnically diverse professionals to increase equitable opportunities, drive better solutions to business challenges and increase business growth. Through their grassroots efforts, they engaged their respective geography leadership teams and peers to actively support the investment. Each geography has created areas of focus to:

- ▶ Leverage G360 accounts to create equitable opportunities and sponsorships for the advancement of racially and ethnically diverse and women professionals to the next level and, in particular, the PPMDD ranks
- ▶ Develop and advance racially and ethnically diverse talent and women partners on our existing accounts into G360 leadership roles

In 2021, a group of partners who serve our G360 accounts – our largest global accounts with revenues exceeding \$50 million – committed to leveraging their collective power to make a difference.

OUR PERSPECTIVE



Greg Raimann

(he/him/his)

Partner, Ernst & Young LLP; EY US Global Client Serving Partner for Bank of America and G360 Working Group member

I understand firsthand the transformative power of sponsorship on people's careers. We want all of our talent to have the opportunity to excel, with access to great experiences and networks to enable success. The intentional sponsorship of our women and racially and ethnically diverse professionals is an essential element in creating an inclusive leadership body at EY US.

Meeting the needs of a changing workforce

Before the pandemic, we were already highly focused on our people’s well-being, wellness and safety. This past year has only further amplified the need for solutions and offerings that meet the needs of our professionals and their families.

At EY US, that means prioritizing the holistic well-being of our people – their emotional, financial, social and physical wellness – and ensuring they have access to the benefits, resources and tools to do their best.

Women and people of color have disproportionately been impacted by the pandemic and the emergent childcare and economic crises. During our series of listening sessions, we heard from our people about the numerous demands on their time, with many feeling less able to prioritize their mental and physical well-being. In response, we rapidly refreshed our holistic suite of benefits – called Better You – to help our professionals nurture and maintain their well-being. Additionally, we appointed our first-ever EY Americas Chief Well-being Officer, Frank Giampietro, to focus directly on this impact and our people’s well-being.

Prioritizing mental health

Last year, we significantly enhanced our long-standing employee assistance program, known as EY Assist. The enhancements provide our people with rapid access to a national network of mental health professionals, including a diverse roster of therapists and mental health coaches, to treat issues such as anxiety, depression, and burnout. The enhancements include up to 25 no-cost sessions per year for our US workforce as well as for each family member in their household. Program usage doubled with the launch of this enhanced benefit.

Supporting families

We doubled the number of backup child/adult care days we provide (from 12 to 24) to help support our people and their needs. We also removed the primary caregiver status requirement from our parental leave policy, ▶

EY dads increase their use of parental leave

The number of dads who have taken the full 16 weeks of parental leave more than quintupled since parental leave was equalized across genders.

Number of men taking the full 16 weeks of parental leave

2021

581

56%

2016

108

33%

A focus on workplace wellbeing

In 2021, we held 171 events to promote mental health, including listening sessions, story-sharing events, national and local interactive presentations and support groups, that were attended by more than 17,200 EY US people. Several of these events were developed for our Professional Networks to provide targeted information based on demographics and backgrounds.



providing all our employees with up to 16 weeks of fully paid time off when welcoming a child through birth, adoption, surrogacy, foster care or legal guardianship.

In addition, our Pathways to Parenthood program benefit was increased from \$25,000 to a lifetime maximum of \$50,000 per family for US employees, to cover expenses related to infertility, surrogacy and/or adoption, including egg freezing and sperm preservation if deemed medically necessary.

Our Career and Family Transitions Coaching Program connects working parents with professional EY executive coaches who offer dual career coaching. The spouse or partner of an EY participant can voluntarily join sessions to proactively discuss co-parenting, careers and caring for a child.

Expanding gender affirmation benefits

An expanded Pathways to Transition program now enables EY US professionals to be reimbursed for expenses related to gender affirmation medical care, up to a lifetime family maximum of \$50,000 in addition to uncapped medical coverage.

We doubled the number of backup child/adult care days we provide (from 12 to 24) to help support our people and their needs.

OUR PERSPECTIVE



Victoria Parris

(she/her/hers)

Consulting, Manager, Ernst & Young LLP,
Philadelphia

I found participation in the Career and Family Transitions Coaching Program hugely beneficial. These sessions provided me with an objective third-party sounding board to identify and evaluate return-to-work options and implement strategies for success. While we focused on professional career decisions, I found our discussions applicable to all facets of my life, especially as I navigated the challenges of becoming a first-time parent while simultaneously grieving family tragedies that further complicated my return to work both during and after parental leave. I would highly recommend this program to all new parents at EY US.

5

Generating lasting value for our clients

Our clients, both current and potential, want to work with organizations that will help them realize inclusive and sustainable values that optimize their financial goals and social impact. Clients have made it clear that capital will shift to service providers who actively invest in creating value for the long term across a broad group of stakeholders (e.g., employees, consumers, society, shareholders). EY US understands that we must continue to anchor our strategic approach to enable inclusive, long-term value for our clients through cultivation of meaningful purpose, clear values and empowered leaders.

The power of collaboration

Working with diverse suppliers offers tangible business benefits while fulfilling an important goal for companies looking to enhance corporate sustainability programs.

For more than a decade, supplier diversity has been an integral component of our supply chain services activities, creating opportunities for diverse-owned suppliers to sell us their products and services or become subcontractors.

Our supplier diversity strategy goes beyond inclusive procurement, as we are also proactive about mentoring our supplier network. “We team with many

“

We team with many organizations to foster mentoring for diverse-owned businesses across the globe, and we invest our time into sharing best practices and educating our clients on the art of the possible.

Theresa Harrison

EY Global Environmental Social Governance Services Leader

organizations to foster mentoring for diverse-owned businesses across the globe, and we invest our time into sharing best practices and educating our clients on the art of the possible,” says Theresa Harrison, EY Global Environmental Social Governance Services Leader.

Global financial services leader J.P. Morgan is one of our clients that sees significant value in its supplier partnerships, so when the company approached us with the idea of supporting its diverse-owned suppliers, we were excited about the opportunity.

For many diverse-owned suppliers, meeting the requirements of a large institution in a highly regulated industry can be onerous. Every supplier must undergo a risk assessment, which can be complex and difficult to navigate. Given our deep experience as a professional services firm, we are distinctively positioned to provide guidance on these issues. As a result of this program, more than 12 suppliers continue to benefit from dedicated time with our EY teams who work with them on mitigating risk.

“Through our relationship with J.P. Morgan, we’ve been able to put these suppliers in a place where they can do business with any large bank or highly regulated company. They’re prepared to respond to any future assessments and can prove that they have

a well-controlled and safe environment that any company can feel confident engaging with,” says Mike Giarrusso, EY Global Deputy Financial Services Risk Management Leader.

The experience of helping to develop and build growth for these diverse suppliers has been a rewarding one. Our EY people have been motivated by the opportunity to use their skills to take action in a way that aligns with their values and makes a difference for these smaller companies.

At EY US, we strive to develop innovative solutions, strategies and possibilities with diversity in mind as we respond to our customers, clients and communities. The collaboration between J.P. Morgan and EY US demonstrates how we seek ways to align shared objectives and encourage equity across the supplier diversity landscape to make a difference throughout society.



Theresa Harrison (center), EY Global ESG Services Leader, speaks to diverse suppliers at the EY 2021 Strategic Growth Forum.

Supplier diversity as a social and business priority

Supplier diversity is a business imperative that can help drive an organization's supply chain resiliency and its environmental, social and governance (ESG) goals.

Organizations that embrace supplier diversity or inclusive procurement seek to provide diverse suppliers with equal access to supply chain opportunities, encourage economic development, and drive innovation, which often result in tangible benefits for their bottom line. Using diverse suppliers, given their vast and unique footprint, can help build resiliency and demonstrate a company's social commitment to establishing a diverse ecosystem.

Through our supplier diversity program, we seek suppliers that are 51% or more owned, operated and controlled by women, racially and ethnically diverse, veterans, people with disabilities and LGBT+ individuals. Our [Environmental Social Governance Services](#) strategy goes beyond sourcing from diverse-owned businesses, as we also invest in developing suppliers through our various impact programs. This distinctive experience provides mentoring, education, networking and scholarships to accelerate their growth and knowledge.

Additionally, we leverage our top-ranked Supply Chain and Operations practice to help our clients unlock the potential of a diverse supplier ecosystem and meet ESG goals. Through our supplier diversity offerings, we provide EY clients with the guidance and insights needed to build an inclusive supply chain and show the strategic importance of a diverse supplier ecosystem.

These strategies elevate diversity throughout the entire value chain, leveraging our existing alliances, networks and knowledge to help clients:

- ▶ Understand and evaluate the broader value impacts and outcomes
- ▶ Identify opportunities
- ▶ Assess and report on nonfinancial performance risks to their stakeholders



28%

of our addressable spend
in FY21 was with
small and diverse-owned
businesses

TESTIMONIAL FROM DIVERSE SUPPLIER

“

The EY US Environmental Social Governance Service team has been a true driver on our behalf as a supplier. Their mentorship of BKW Transformation Group in managing and maneuvering valued areas within and across EY US, as well as external connections, has made this a successful teaming relationship. Thank you for championing inclusion in supply chain.

Beverly White

President, BKW Transformation Group

Neurodiversity-powered transformation

The transformation talent accelerator model of our [Neuro-Diverse Centers of Excellence](#) (NCoE) drive innovation through hiring and integrating neurodivergent professionals, an under-tapped population that often excels in the future-focused competencies that all organizations need.

The NCoE specifically sources, trains and supports neurodivergent professionals to work in high-demand fields such as artificial intelligence, robotics, data analytics, cybersecurity and other emerging technologies. With an average of 22 technical skills per technologist, the NCoE leverages teams of cross-functional, comprehensive technical resources equipped to promote innovation and solve business challenges both internally and for our clients.

Collaborating with other great companies and clients that have or are exploring neurodiversity programs has helped create new relationships and enhanced existing ones. It's a fresh conversation that touches both the business and people in very personal ways, while allowing us to realize exponential growth and return on investment for ourselves and our clients.

Our teams have both neurodivergent and neurotypical members. They teach our EY people every day to be better managers and colleagues. They instill pride in EY culture, set the firm apart as an innovator and a leader, and help our people build a better working world.

Our transformation talent accelerator offers solution delivery and execution services that enable clients to tap into our neurodiverse trained technologists for

projects to solve complex business problems across the organization and tap into the value of transformative thinking. In addition, we have now helped over 30 organizations establish their own neurodiversity initiatives by leveraging our methodology to build and sustain value in communities around the world. Among our technical successes:

- ▶ **Global trade finance data analysis:** Neurodiverse teams worked with a global financial institution focused on reducing global poverty through private sector projects in developing countries. They performed data analytics and visualization to uncover meaningful trends around their global trade supplier and global trade finance programs.
- ▶ **Reporting and data visualization:** As part of a larger EY engagement team, our neurodivergent professionals built an analytics platform integrating disparate, massive data sets to help clients make real-time revenue recognition decisions that had material impact to their financials.
- ▶ **Direct commerce omnichannel:** As part of a larger EY engagement, we leveraged data analytics to build a dashboard to improve omnichannel experiences in terms of both revenue recognition and return rates.

The NCoE specifically sources, trains and supports neurodivergent professionals to work in high-demand fields such as artificial intelligence, robotics, data analytics, cybersecurity and other emerging technologies.

Neurodiversity

Neurodiversity refers to natural cognitive variations in the human brain regarding sociability, learning, attention, mood and other mental functions. It is inclusive of dyslexia, Asperger's, autism, ADHD, dyspraxia and more.

EY Neuro-Diverse Center of Excellence (NCoE) at-a-glance



neurodiversity models in seven countries



return on investment

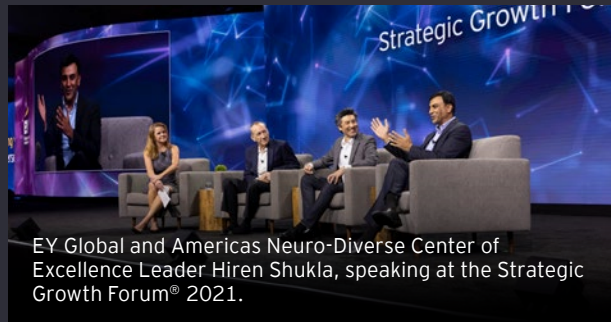


estimated hours of EY time freed up by solutions created by our neurodivergent professionals



full-time employees global

NCoE evolution



Launched in March 2016

Current NCoE locations: US, Canada, India, Poland, Spain, Costa Rica and UK

Further global expansion is underway

Quantitative and qualitative ROI

Developed digital solutions

Deployed on engagements to win and innovate

Media recognition and branding – CBS 60 Minutes, Forbes, Wall Street Journal

Stakeholder engagement – government, academia, business and nonprofit support

People-centric DEI solutions

Our [People Advisory Services](#) practice works with clients who desire a people-centric, data-informed approach to help their organization realize meaningful and enduring impact through diversity, equity and inclusiveness.

We leverage the experience and expertise of our DEI practitioners and comprehensive analytics to help clients create impactful DEI strategies, assess DEI maturity, improve equity within talent management processes, drive learning and accountability for leaders, develop metrics, and much more. We recognize this is hard work because we also strive to get it right. Through close collaboration with clients, we help them reach their desired outcomes with measurement and accountability along the way.

“

We help organizations move from commitment to meaningful action to measurable, sustainable impact. We know that by focusing on diversity, equity, and inclusiveness, our clients can create a culture of belonging where individuals, teams, and organizations perform to their full potential.

Brooke Illahuston

(she/her/hers)

EY US DEI Solution Lead, People Advisory Services

OUR PERSPECTIVE



Rob Holston

(he/him/his)

EY US Global Client Serving Partner for Nike

There is no finish line for our DEI ambition and actions with Nike. Our aligned values connect us, and they influence how we work with each other and accelerate the value we create. We've leveraged our EY Neuro-Diverse CoE for Data & Analytics, teamed with diverse-owned firms from our Entrepreneurs Access Network to propose on new work, hosted joint events addressing gender equity, and built strategies to help drive more Latinx women athletes into sport.

We've structured our account to reflect our DEI focus with a leadership team that is 50% racially and ethnically diverse, with more than 48% of hours billed from women professionals. We have also partnered with our People Advisory Service practice on DEI initiatives. Our Assessment of Service Quality (ASQ) feedback demonstrates that this client is keenly aware of the impact of our talented, diverse teams. The more we embed these initiatives into our daily work and focus on common goals with our Nike stakeholders, the greater the impact on our people and communities.

Supporting board diversity

Effective corporate governance is an important element of building a better working world, and investors are raising the stakes when it comes to ESG matters.

The [EY Center for Board Matters](#) (CBM) supports boards, committees, and directors in their oversight role by providing content, insights, and education to underscore and advance the benefits of diversity in the boardroom. Using our professional competencies, relationships, and proprietary corporate governance database, we identify trends and emerging governance issues. This allows us to deliver timely and balanced insights, data-rich content, and practical tools and analysis for directors, institutional investors and other governance stakeholders.

The CBM is also engaged with numerous organizations across the DEI landscape such as the Executive Leadership Council, Ascend Aspiring Directors Academy, ALPFA, Leverage Network, African American Directors Forum, Out Leadership, The Boule, and 50/50 Women on Boards, assisting their members with their journey to the boardroom. And we support sitting corporate directors through access to CBM resources and subject matter expertise, enabling them to become more effective in their oversight role and be better positioned to advance.

A platform for DEI thought leaders

As one of the largest professional services networks in the world, we use our platform to convene industry leaders for critical discussions designed to accelerate action around DEI.

We host chief diversity officer (CDO) roundtables across our Regions and Market Sectors, bringing together clients and CDOs within their respective industries for discourse on solutions to DEI challenges. Within our Health Sciences & Wellness sector, we helped guide a discussion on health equity that included more than 15 CDOs, and another roundtable for our Government & Public Sector practice focused on how to handle the increasing polarization of the workforce. We will continue to leverage our influence to advance DEI across our business, as we work toward our vision for a better, more equitable working world.

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Accelerating social impact

At EY US, we use our knowledge, networks and influence to address some of the world's toughest challenges. We leverage our platform to create long-term value for our stakeholders and accelerate social and economic transformation. Whether enabling entrepreneurs to transcend barriers and achieve growth, supporting the next generation workforce, or taking actions to eradicate racism and discrimination, we are committed to being catalysts for economic equity and lasting social impact.

EY US helps bring South City online

When community leaders cut the ribbon at the South City Tech Hub in September 2021, an under-resourced community in Tallahassee, Florida, gained better access to the digital world. It also enabled EY US to activate our commitment to help **bridge the digital divide** as part of our anti-racism work.

Located just over two miles from the Florida State Capitol building, the Tallahassee neighborhood of South City is a majority African American community where the devastating consequences of systemic racism and persistent inequity – from high unemployment and intergenerational poverty to crime, distressed properties and high rates of chronic illnesses – are evident.

When COVID-19 shut down Florida schools, an estimated 800 South City students lost access to the devices, connectivity and technical guidance they needed for internet-based remote learning. Children were cut off from education, and adults could not take advantage of digital resources for emergency assistance and telehealth medical services they urgently needed during the first wave of the pandemic.

Jasmine's story

Jasmine, 28, is determined to get her GED to achieve her goal of becoming a nurse. Her plan is to complete her GED and get her license in cosmetology so she can become a hair stylist to pay her way through nursing school. Jasmine has been going to the Hub regularly for tutoring and to participate in the programming offered as she works toward her goal.

Through their connections to the community, the EY Tallahassee office team realized that South City residents were being left behind in an increasingly digital world. In summer 2020, Florida Senator Lorraine Ausley, then a state representative, and EY US Principal Dawn Woods, started a conversation about the firm joining forces with local community group South City Foundation. Ausley served as co-chair of the foundation's board, and it quickly became clear that EY US had the resources, skills and moral drive the South City Foundation needed to help its community bridge the digital divide.

The EY Tallahassee office embarked on an EY Ripples volunteer initiative dedicated to providing South City with greater digital resources. Initially, the EY team was slated to act as project managers, but their role expanded after grant funding for the Hub fell through. "We quickly adjusted our scope beyond project management and started digging in to find the resources and collaborations to bring this together," EY Tallahassee Office project manager Leah Yarbrough said. "For many months, there was really no funding whatsoever."

Over the next four months, EY team members used their business and technical skills and worked with resources from their own personal and professional networks to transform a four-bedroom house donated by the Tallahassee Housing Authority into a tech resource geared to the real needs of the South City community.

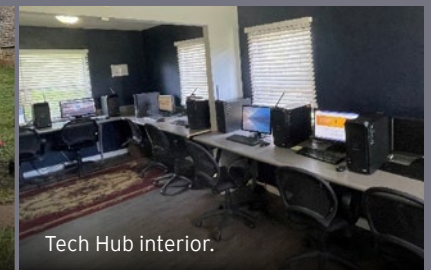
"There was a sense of excitement around the workdays to get in and work hands on," Leah said. "There were a lot of smiles, a lot of laughter. It was just really exciting."

The Hub opened to the public in June 2021, providing access to computers and allowing residents to get help with schoolwork, pay bills online and apply for benefits. In addition to free internet access, printing and fax service, the Hub offers technical assistance, skill-building workshops and tutoring services. Additionally, residents can reserve rooms for telehealth appointments or other purposes and obtain free legal help from a nonprofit legal advocacy group that rents one of the Hub's rooms, further offsetting maintenance costs.

A digitally inclusive society brings increased efficiency and innovation for all. By creating powerful public and private sector coalitions like the Tallahassee Tech Hub, EY US is living our values as a force for good in the pursuit of racial and social justice.



EY volunteers transform Tallahassee house into South City Tech Hub.



Tech Hub interior.

Elevating diverse entrepreneurs

EY US has been associated with dynamic entrepreneurs worldwide for nearly four decades. Our advocacy of entrepreneurs spans a global network delivering business insight and guidance, public policy and continued celebration of their contributions to world economies.

Through marquee programs – Entrepreneur Of The Year®, EY Entrepreneurial Winning Women™ and Entrepreneurs Access Network – we honor entrepreneurial ingenuity and engage the ecosystems that fuel their success.

Many entrepreneurs struggle to succeed, even without the added uncertainty that comes from a global pandemic or factors tied to gender, race, ethnicity, culture or ability. Entrepreneurs from underrepresented groups often face additional obstacles and challenges gaining access to funding, opportunities and support. EY US leverages its strength as a convener and brings together entrepreneurs with investors, clients and experts to spur sustainable growth that benefits everyone in market. Fostering more inclusion and equity in entrepreneurship is a powerful stimulus that creates more jobs, accelerates innovation and, ultimately, improves our economy.

EY Entrepreneurial Winning Women

For 13 years, the [EY Entrepreneurial Winning Women](#) program has helped women-led businesses thrive by equipping rising female entrepreneurs with the guidance, resources and access they need to unlock their potential. The program has helped participants achieve breakthrough goals, take new approaches to business leadership and enhance operations. The 2021 class of US and Canadian women-founded companies cut across industries, spanning consumer products to FinTech to health care. Companies ranged in size from \$2 million to nearly \$80 million in annual revenue, with over half funded by venture capital, private equity, angel investors or a combination of all three. ▶

“

By having a level playing field, everyone has a fair and equal chance of succeeding. Equity won't be accomplished through treating everyone equally but will be achieved by treating everyone equitably according to their needs. Having access to resources, a rich network, and know-how means we know that there's always support to help us to get where we want to be.

Eleanor Lee

Co-founder of Loulou Lollipop, Class of 2021, EY Entrepreneurial Winning Women™ North America program

Entrepreneurs Access Network

Employing more than 8.7 million workers and generating more than 50% of all new businesses, diverse-owned enterprises make a significant contribution to the US economy that all too often goes overlooked. With an inaugural cohort that includes entrepreneurs in 16 markets across the US, the [Entrepreneurs Access Network](#) (EAN) supports Black and Latinx-owned companies in scaling their businesses via a 12-month immersive mentoring and business accelerator program. EAN is committed to equalizing access to resources, connections, and capital to help these emerging majority enterprises reach their full potential and address the wealth gap disparity in underserved communities.

By leveraging the firm’s entrepreneurial ecosystem, EAN has surpassed program ambitions in its first year. Successes include assisting the launch of a new electric vehicle business model, helping a founder close \$2.5 million in seed funding, convening a series of mentorship roundtables featuring C-suite

executives, and helping several entrepreneurs to be featured across various media outlets, articles and commercials. Learn more about our entrepreneurs and program in our [EAN annual report](#).



Nit Reeder, EAN Program Director, speaks to the EAN Cohort at the 2021 Strategic Growth Forum.

“

The Entrepreneurs Access Network has been invaluable. My EY mentor facilitated connections with venture capital firms and has even helped me launch a brand-new electric vehicle business. Although I’ve been a CEO for nearly 20 years, this program gave me the opportunity to work on my business, not just in it — with results.

Maurice Brewster

Founder & Chief Executive Officer,
Mosaic Global Transportation;
Inaugural EAN cohort

EAN by the numbers

\$16.5m

Amount by which \$1m capital alignment goal was surpassed

258+

connections made

4.3/5.0

experience score for 2021 cohort

5,500+

mentoring hours for 2021 cohort

Taking action through anti-racism initiatives

Driven by our core values and commitment to building a better working world for all, we've taken meaningful and sustained action against systemic racism.

Bridging the Digital Divide

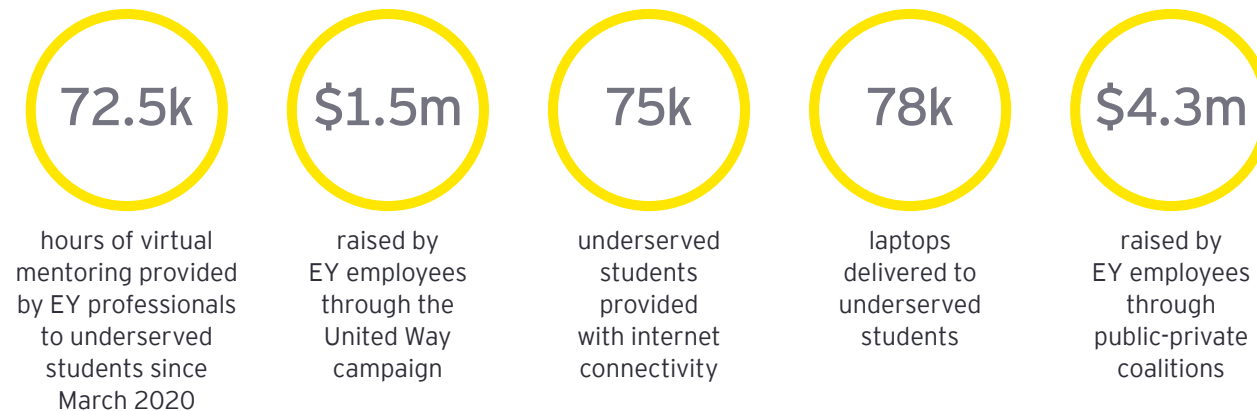
EY US is committed to helping underserved populations by providing devices, broadband and mentorship through our [Bridging the Digital Divide](#) initiative. By forming and leading powerful multi-sector collaborations and joining existing local collaborations throughout the US, we help provide the access and digital skills needed for our local communities to thrive in a digital world.

EY Social Justice Fund

Supporting organizations that are working to create the just and equitable world we envision, is a key pillar of our firm's commitment to anti-racism. We launched

the EY Social Justice Fund as a platform where our EY people can recommend national social justice organizations or contribute to funding organizations focused on addressing inequity, discrimination or racism in the areas of education, technology, health care, the environment or economic empowerment. The fund builds on our anti-racism commitments and our existing and long-standing corporate responsibility efforts by creating a proactive process and a longer-term strategy for philanthropic giving that aims to address the root causes of social injustice. ▶

Over 80 EY US offices effected impactful change for their communities through our Bridging the Digital Divide initiative



OUR PERSPECTIVE



Quiana Dawson

(she/her/hers)

Senior Manager, Ernst & Young LLP, Social Impact Lead, Americas ESG & Sustainability; Fellow, CEO Action for Racial Equity

As I reflect on the past 12 months, I feel a sense of pride, gratitude and power because I had the opportunity to delve into data and research that was disturbing but authentic, meet with community advocacy groups that are passionate and doing the work, probe business coalitions on their mission and press for a racial equity focus, and work alongside some of the most intelligent and passionate professionals across a multitude of industries. I am so appreciative of the firm for making this investment in me and taking a stand to be anti-racist.



Driving policy change

Engaging in public policy matters is critical to driving sustainable change. That is why EY US includes public policy objectives as part of the firm's broader anti-racism efforts, using our platforms and joining with others to advocate in Washington, as well as leading actions for change in our communities.

For example, EY US has long supported a legislative solution for Deferred Action for Childhood Arrivals (DACA) recipients (also called Dreamers) via a Supreme Court amicus brief and other sustained advocacy efforts. In 2021, we signed a series of letters to the US president and congressional leadership, encouraging legislative action and emphasizing the need for a legislative solution in light of the US District Court

for the Southern District of Texas ruling on the DACA program. EY US was also an early supporter and continues to advocate for passage of the Equality Act, leveraging professional networks and associations in Washington to create a bigger impact. The Equality Act would provide federal nondiscrimination protections on the basis of sexual orientation and gender identity in the workplace and elsewhere.

Additionally, we've established an internal EY Anti-racism Public Policy Working Group – a vehicle for knowledge sharing and providing strategic input on key proactive public policy initiatives – and expanded DEI representation on the EY US Political Action Committee Board.

Day of Understanding

As a signatory to CEO Action for Diversity & Inclusion™, EY US participated in the February 2021 Day of Understanding. Throughout the month, we encouraged EY professionals to have meaningful conversations with colleagues different from themselves, to deepen their understanding of others' unique lived experiences. In 2021, we also joined CEO Action for Racial Equity, a fellowship developed to advance racial equity through public policy. As a fellow of the program, EY employee Quiana Dawson, undertook a yearlong secondment alongside 200 other fellows who worked together to identify, develop and promote scalable and sustainable public policies and corporate engagement to address systemic racism and social injustice. EY US also sits on the Fellowship's Governing Committee.

Speaking up and taking action to combat anti-Asian racism

We want to be a part of the solution through actions that match our words both internally and in our communities, and we pledge to use our platforms to be stewards of change.

EY US created our [anti-racism commitments](#) in 2020 in response to racist violence that brought into sharp focus the long history of racial injustice toward Black people in our country. Our efforts at combating discrimination and racism also extend beyond the Black community.

Throughout 2021, we witnessed an increase in anti-Asian racism and violence, which further spurred our actions. We listened to our Pan-Asian professionals through our Pan Asian Professional Network, who shared their experiences enduring racism, feeling silenced, fearing for their safety and that of their families, and more. All of our Professional Networks rallied together to host “Understanding and responding to hate crimes,” a webcast that sought to respond to the many overt, violent acts impacting numerous communities. With many of our EY colleagues’ or clients’ physical and emotional well-being affected, the event focused on providing information and tools to support team members, leaders and family members.

Externally, we teamed with Ascend, the largest nonprofit career life cycle organization for Pan-Asian business professionals and executives in North America, to become the lead founding partner of the Ascend Impact Fund. The Fund was launched to help raise awareness of the history and prevalence of anti-Asian racism through expanding advocacy, allyship, education, and community engagement to create sustainable change.

We want to be a part of the solution through actions that match our words both internally and in our communities, and we pledge to use our platforms to be stewards of change.



Supporting the next generation

We support young and underserved people to develop the mindsets and skills they'll need to find and sustain meaningful work.

College MAP

EY College MAP (Mentoring for Access and Persistence) is a multiyear, group-mentoring program dedicated to giving underserved youth in the US access to higher education. EY College MAP matches EY volunteer mentors of all levels, backgrounds and service lines with 11th and 12th graders from underserved urban schools in 38 US cities. Following their graduation from high school, these students continue to work with mentors to persist in completing their post-secondary goals. To date, 1,800+ EY College MAP volunteers have mentored 2,000+ underserved students and provided \$4.9 million in scholarships. ▶

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College MAP helped me achieve things that I didn't think were possible for me. The program impacted my life in a great way and changed the lives of many other students in my cohort.

Dania Espinal

Secaucus College MAP mentee

OUR PERSPECTIVE



Erika Patterson

(she/her/hers)

EY Americas Corporate Responsibility Director

I passionately believe that a strong corporate responsibility strategy strengthens our communities and our business. Making a positive impact on lives is central to our EY ambition.

Strategic collaborations

EY US works closely with many third-party collaborators (TPCs) whose missions align with our EY Ripples corporate responsibility strategy. Through these collaborations, we contribute resources and our people's time and talent to help solve challenges in the communities in which we serve. TPCs also provide EY US with important subject matter expertise on topics such as youth mentoring, environmental justice, and impact entrepreneurship. Below are some examples of our teaming with TPCs to create change:

By contributing our skills, knowledge, and resources to impact entrepreneurs in the Americas, EY US created a ripple effect impacting over 7 million people in FY21.

Through organizations like Junior Achievement and the Network for Teaching Entrepreneurship, EY US impacted over 6,900 underserved young people in the Americas in FY21 on our journey to impact 1 billion lives by 2030.

In FY21, Earthwatch and other organizations mobilized thousands of EY people to combat climate change and environmental injustice in the Americas.

In collaboration with United Way, EY people raised over \$8.7 million in 2021 for causes they support.

Over 700 EY people participated in a webcast moderated by EY Chief Medical Officer Dr. Yele Aluko, who spoke about health equity and air pollution.

EY leaders contributed their time and experience by serving on over 1,000 nonprofit boards.

OUR PERSPECTIVE



Marna Ricker

(she/her/hers)

Junior Achievement USA Board Member and EY Americas Vice Chair of Tax

EY US has always believed that if we want to have a stake in the future, we must support and foster the next generation of entrepreneurs in the present.



Investing in our communities

Through EY Ripples, our global corporate responsibility (CR) program, our goal is to positively impact 1 billion lives in our communities by 2030.

EY Connect Day

On EY Connect Days, EY people are encouraged to put our values into practice in the wider world by volunteering in the communities where we live and work. Each volunteer initiative aligns with focus areas of EY Ripples: supporting the next generation, working with impact entrepreneurs and accelerating environmental sustainability. Skills-based volunteering allows our people to use their knowledge, skills and experience to engage in high-impact initiatives yielding long-term results.

In 2021 we reimagined EY Connect Day to offer more opportunities for our people to volunteer together as teams, more ways to fit volunteering into busy schedules, and more ways to learn and be inspired by EY Ripples.

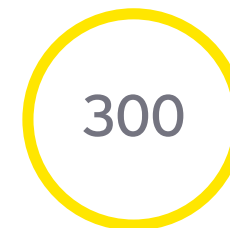
Additionally, EY US supports a range of impactful employee volunteer programs and EY-sponsored anti-racism activities.



EY Americas
virtual volunteers



volunteer
projects



outside organizations
collaborated with

7

Conclusion

The inclusive culture we're building at EY US values diverse perspectives, creates equitable opportunities and enables transformation across our ecosystem of people, clients and communities. We also recognize that more work lies ahead if we want to move further faster on increasing representation, equity and building an environment that is truly inclusive for every person. Although meaningful change will take time, programs and initiatives like those described in this report help drive the engagement, accountability and transparency needed to achieve our long-term DEI goals. EY US professionals, including firm leadership, are committed to continue building on the firm's DEI successes, learning from our setbacks and doubling down on our opportunities. Thank you for joining us on this journey.

Accolades and awards

Over the course of our DEI journey, some incredible organizations have recognized our work. We were honored to be inducted into DiversityInc's Top 50 Hall of Fame in 2018 and have maintained this status ever since. We have achieved a 100% rating on the Corporate Equality Index and the Disability Equality Index, which reflects on our work in the LGBT+ and disability inclusion space. In 2021, EY US ranked on numerous Seramount "Best Companies" lists, including Multicultural Women, 100 Best, 100 Best for Dads, Executive Women, and the Inclusion Index. [See other EY awards.](#)



DiversityInc Top 50 Hall of Fame

Named a Top 50 Hall of Fame inductee for the past four years for our longstanding and consistent commitment to diversity and inclusion.



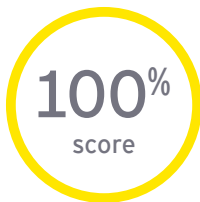
Seramount 100 Best Companies

Ranked first for the second year in a row as a company where employees can succeed at home and at work and first on the "Best Companies for Dads" list.



Military Times Best for Vets: Employers

Ranked No. 3 for our commitment to providing valuable employment opportunities, programs and support for military veterans.



Disability Equality Index (DEI)

Achieved 100% on the DEI for our commitment to disability workplace inclusion.



Human Rights Campaign (HRC) Foundation's Corporate Equality Index (CEI)

Received a 100% rating on the HRC CEI as a "Best Place to Work for LGBT+ Equality."



Great Place to Work's® Best Workplaces for Parents™

Named one of the Best Workplaces for Parents for creating consistently positive experiences for working parents.

8

Data appendix

EY US LEADERSHIP | US EXECUTIVE COMMITTEE (USEC)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more
2021	13%	13%	75%	0%	0%	0%
2020	6%	6%	87%	0%	–	0%
2019	6%	6%	87%	0%	–	0%

Data as of 11/1/2021, 10/01/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases.

Women	Men
38%	63%
38%	62%
31%	69%

Data as of 11/1/2021, 10/01/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases.

EY US LEADERSHIP | EY EXTENDED US LEADERSHIP TEAM*

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more
2021	9%	13%	78%	0%	0%	0%
2020	5%	10%	85%	0%	–	0%
2019	5%	10%	85%	0%	–	0%

Data as of 11/01/2021, 10/01/2020 and 06/30/2019. *EY US Extended Leadership Team: 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.

Women	Men
43%	57%
40%	60%
35%	65%

Data as of 11/01/2021, 10/01/2020 and 06/30/2019.

EY US LEADERSHIP | US PARTNER/PRINCIPAL COUNCIL (PPC)*

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more
2021	4%	21%	63%	8%	0%	4%
2020	8%	17%	63%	8%	–	4%
2019	8%	13%	67%	8%	–	4%

Data as of 08/01/2021, 07/01/2020 and 06/30/2019. *US Partner/Principal Council (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.

Women	Men
46%	54%
46%	54%
46%	54%

Data as of 08/01/2021, 07/01/2020 and 06/30/2019.

EY US LEADERSHIP | AMERICAS INCLUSIVENESS ADVISORY COUNCIL (IAC)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more
2021	23%	11%	49%	14%	0%	3%
2020	22%	8%	53%	14%	–	3%
2019	18%	12%	56%	15%	–	0%

Data as of 11/01/2021, 08/01/2020 and 11/01/2019. US only subset of IAC. Due to rounding, data may not equal 100% in all cases.

Women	Men
46%	54%
50%	50%
47%	53%

Data as of 11/01/2021, 08/01/2020 and 11/01/2019. US-only subset of IAC.

EY US LEADERSHIP | EY US DISTRIBUTED LEADERSHIP TEAM*

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more
2021	5%	8%	80%	6%	0%	1%
2020	4%	9%	82%	4%	–	0%
2019	4%	6%	83%	4%	–	2%

Data as of 10/1/2021, 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.

Women	Men
34%	66%
31%	69%
35%	65%

Data as of 10/1/2021, 10/1/2020 and 10/1/2019.

EY US LEADERSHIP | PARTNER/PRINCIPAL (P/P) HEADCOUNT | FY21 HEADCOUNT: 3,648

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	2%	10%	81%	4%	0%	1%	1%
FY20	2%	9%	84%	3%	–	1%	–
FY19	2%	8%	85%	3%	–	1%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

Women	Men	Undisclosed
26%	73%	0%
25%	75%	–
24%	76%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US LEADERSHIP | PARTNER/PRINCIPAL, MANAGING DIRECTOR AND DIRECTOR (PPMDD) HEADCOUNT | FY21 HEADCOUNT: 6,013

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	3%	12%	79%	4%	0%	1%	1%
FY20	2%	10%	83%	4%	–	1%	–
FY19	2%	9%	84%	3%	–	1%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
	30%	69%	0%
	29%	71%	–
	28%	72%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE | EMPLOYEE WORKFORCE HEADCOUNT | FY21 HEADCOUNT: 47,527

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	6%	24%	57%	7%	0%	3%	3%
FY20	7%	24%	59%	8%	–	2%	–
FY19	6%	24%	60%	8%	–	2%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Excludes partner/principals, interns and non-employees. Inclusive of Core Business Services. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
	47%	52%	1%
	47%	53%	–
	46%	54%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Excludes partner/principals, interns and non-employees. Inclusive of Core Business Services. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – BY CLIENT SERVING RANK | SENIOR MANAGER | FY21 HEADCOUNT: 6,018

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	4%	25%	62%	5%	0%	1%	2%
FY20	4%	25%	65%	5%	–	1%	–
FY19	4%	24%	66%	5%	–	1%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
	38%	62%	0%
	37%	63%	–
	37%	63%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – BY CLIENT SERVING RANK | MANAGER | FY21 HEADCOUNT: 8,472

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	5%	32%	53%	6%	0%	2%	2%
FY20	5%	33%	54%	7%	–	1%	–
FY19	5%	32%	55%	6%	–	1%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	41%	58%	1%
FY20	41%	59%	–
FY19	39%	61%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – BY CLIENT SERVING RANK | SENIOR | FY21 HEADCOUNT: 12,437

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	7%	28%	51%	7%	0%	3%	3%
FY20	6%	29%	54%	8%	–	2%	–
FY19	6%	30%	54%	8%	–	2%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	46%	53%	1%
FY20	45%	55%	–
FY19	44%	56%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – BY CLIENT SERVING RANK | STAFF | FY21 HEADCOUNT: 10,803

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	6%	21%	55%	9%	0%	5%	4%
FY20	6%	21%	59%	11%	–	3%	–
FY19	6%	22%	60%	9%	–	2%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	47%	52%	1%
FY20	48%	52%	–
FY19	48%	52%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | CBS – TOTAL HEADCOUNT | FY21 HEADCOUNT: 7,958

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	11%	12%	64%	8%	0%	2%	1%
FY20	13%	12%	64%	9%	–	2%	–
FY19	13%	11%	65%	9%	–	2%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	65%	35%	1%
FY20	64%	36%	–
FY19	64%	36%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | ASSOCIATE DIRECTOR | FY21 HEADCOUNT: 1,753

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	5%	12%	76%	4%	0%	1%	1%
FY20	5%	11%	78%	5%	–	1%	–
FY19	5%	10%	79%	5%	–	1%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	57%	43%	0%
FY20	57%	43%	–
FY19	57%	43%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | ASSISTANT DIRECTOR | FY21 HEADCOUNT: 2,103

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	9%	17%	64%	6%	0%	2%	1%
FY20	9%	17%	64%	6%	–	2%	–
FY19	10%	17%	65%	6%	–	2%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	61%	38%	1%
FY20	61%	39%	–
FY19	59%	41%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | SUPERVISING ASSOCIATE | FY21 HEADCOUNT: 1,032

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	12%	14%	60%	9%	0%	3%	2%
FY20	12%	15%	61%	9%	–	2%	–
FY19	12%	15%	63%	9%	–	2%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	69%	30%	0%
FY20	67%	33%	–
FY19	69%	31%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | SENIOR ASSOCIATE | FY21 HEADCOUNT: 824

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	15%	11%	60%	9%	0%	3%	1%
FY20	14%	10%	62%	10%	–	3%	–
FY19	14%	13%	61%	9%	–	3%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	64%	35%	1%
FY20	61%	39%	–
FY19	62%	38%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | ASSOCIATE | FY21 HEADCOUNT: 405

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	18%	12%	49%	17%	0%	2%	2%
FY20	19%	12%	50%	17%	–	2%	–
FY19	17%	14%	50%	16%	–	3%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

	Women	Men	Undisclosed
FY21	59%	41%	0%
FY20	57%	43%	–
FY19	58%	42%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US WORKFORCE – CORE BUSINESS SERVICES (CBS) | ADMINISTRATIVE ROLES | FY21 HEADCOUNT: 1,315

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed	Women	Men	Undisclosed
FY21	23%	6%	52%	15%	0%	3%	1%	86%	13%	0%
FY20	25%	5%	52%	16%	–	2%	–	81%	19%	–
FY19	24%	5%	52%	16%	–	2%	–	81%	19%	–

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to rounding, data may not equal 100% in all cases. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

Data as of 07/31/21, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US LEADERSHIP PROMOTIONS | PROMOTIONS TO PARTNER/PRINCIPAL (P/P)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Women	Men
2021	7%	21%	65%	4%	0%	3%	37%	63%
2020	8%	21%	66%	5%	–	0%	40%	60%
2019	3%	16%	74%	6%	–	1%	33%	67%

Data as of 07/01/2021, 10/01/2020 and 07/01/2019. Calendar years correspond to FY promotion cycles (2021 = FY22, 2020 = FY21 and 2019 = FY20).

Data as of 07/01/2021, 10/01/2020, 07/01/2019 and 07/01/2018.

EY US LEADERSHIP PROMOTIONS | PROMOTIONS TO PARTNER/PRINCIPAL, MANAGING DIRECTOR AND DIRECTOR (PPMDD)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Women	Men
2021	5%	22%	67%	4%	0%	2%	37%	63%
2020	5%	21%	67%	7%	–	0%	38%	62%
2019	3%	17%	72%	7%	–	1%	36%	64%

Data as of 07/01/2021, 10/01/2020 and 07/01/2019. Calendar years correspond to FY promotion cycles (2021 = FY22, 2020 = FY21 and 2019 = FY20).

Data as of 07/01/2021, 10/01/2020, 07/01/2019 and 07/01/2018.

EY US RECRUITING | EXPERIENCED HIRE

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	13%	23%	31%	7%	0%	8%	16%
FY20	9%	30%	43%	8%	–	2%	–
FY19	10%	26%	44%	8%	–	2%	–

Data as of 06/30/2021, 06/30/2020 and 6/30/2019. Due to rounding and individuals' non-disclosure, data may not add to 100%. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. Excludes Partner/Principal, Managing Director and Director experienced hires.

	Women	Men	Undisclosed
	40%	55%	5%
	41%	59%	–
	41%	59%	–

Data as of 06/30/2021, 06/30/2020 and 6/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US RECRUITING | CAMPUS HIRE

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	5%	22%	56%	10%	0%	4%	2%
FY20	5%	24%	57%	11%	–	–	–
FY19	5%	23%	61%	11%	–	–	–

Data as of 6/30/2021, 06/30/2020 and 06/30/2019. Due to rounding and individuals' non-disclosure, data may not add to 100%. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. FY21 data updated to include categories of Hawaiian or American Indian, Two or more and Undisclosed.

	Women	Men	Undisclosed
	48%	52%	0%
	48%	52%	–
	48%	52%	–

Data as of 6/30/2021, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US INTERNSHIPS | CLIENT-SERVING INTERNS (EXCLUDING LAUNCH PROGRAM)

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	6%	20%	58%	8%	0%	5%	3%
FY20	6%	22%	58%	11%	–	–	–
FY19	6%	21%	61%	11%	–	–	–

Data as of 06/30/2021, 06/30/2020 and 06/30/2019. Due to rounding and individuals' non-disclosure, data may not add to 100%. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. FY21 data updated to include categories of Hawaiian or American Indian, Two or more and Undisclosed.

	Women	Men	Undisclosed
	49%	51%	0%
	50%	50%	–
	51%	49%	–

Data as of 06/30/2021, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank.

EY US INTERNSHIPS | LAUNCH INTERNS

Race, ethnicity and gender (%)

	Black or African American	Asian	White	Hispanic or Latinx	Hawaiian or American Indian	Two or more	Undisclosed
FY21	35%	7%	3%	36%	0%	17%	1%
FY20	41%	7%	9%	42%	–	–	–
FY19	45%	1%	3%	51%	–	–	–

Data as of 06/30/2021, 06/30/2020 and 06/30/2019. Due to rounding and individuals' non-disclosure, data may not add to 100%. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. FY21 data updated to include categories of Hawaiian or American Indian, Two or more and Undisclosed.

	Women	Men	Undisclosed
	54%	46%	0%
	60%*	40%*	–
	54%*	46%*	–

Data as of 06/30/2021, 06/30/2020 and 06/30/2019. Due to reporting system conversion, FY21 data updated to include the Undisclosed category. Undisclosed indicates those who selected not applicable, chose not to identify, or left the data field blank. *Women and Men percentages were transposed in 2021 EY DEI transparency report: pathways to progress and are correctly restated here.



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US SCORE no. 16013-221US_2
CS no. 2112-3936151
May 2022

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