



# The ACE Advantage

Leverage our Expertise to Create Diverse and Inclusive Cultures



## DE&I SERVICES

### TALENT ACQUISITION AND RETENTION



- \* Organizational Assessments / Listening Sessions
- \* Develop Robust Hiring Strategy
- \* Cultivate an Inclusive Culture
- \* Employee Engagement: ERGs, BRGs, Surveys

### STRATEGY & POLICY



- \* DEI Strategy Development (Global and Diversity Specific)
- \* Create DEI Commitment Statement
- \* Best Practices & Process Improvement Roadmap
- \* Define Leadership Roles and Expectations

### MARKETING AND COMMUNICATIONS



- \* Integrate DEI strategy into all aspects of communications
- \* Website / Social Media / Internal Comms / Advertisements
- \* Create DEI Dashboards to Evaluate Progress

### PROFESSIONAL DEVELOPMENT AND TRAINING



- \* Conduct audits to identify goals and training needs
- \* Customize DEI Training (ie: New hire training)
- \* Executive/Board Alignment Workshops and Coaching
- \* Scalable development journeys for all managers

Diversity, Equity, and Inclusion (DEI) is about making every employee feel like they have access to opportunities and resources, have a voice, and a sense of belonging.

Studies show DEI has the potential to increase organizational wellbeing, sales revenue, increase customer base and ultimately increase profits. DEI is not only the right thing to do, it also makes good business sense.

Diversity, equity, and inclusion is achievable when it is fueled by committed leadership and strong and sustainable strategy.

ACE has a team of industry thought leaders who are passionate about helping companies to create diverse and inclusive cultures. Won't you let us do that for you?

## THE ACE DIFFERENCE

- ❖ Unlike other consulting companies, at ACE we don't just tell you what to do, we walk you through how to do it.
- ❖ Solutions and suggestions are built on an understanding of your business and it's unique needs, making our work practical, relevant, and impactful.
- ❖ Our expertise in leading and developing Global Supplier Diversity programs and providing DEI Strategy consulting will transform your culture across your employee base and beyond to the community.
- ❖ Our contacts are amongst the best in class and the respect we have earned in the industry uniquely positions us to develop and deliver meaningful and impactful solutions that drive results for our customers.

**\*35%**

Of companies with racially and ethnically diverse leadership and executive teams have a 35% higher likelihood of financially outperforming companies with little or no diversity.

**\*67%**

Of job seekers state that a diverse workforce is a priority when deciding where to work.

**\*50%**

Of American employees want their company to invest more energy towards promoting diversity and inclusion in the workplace.

\* Source: Zippia (The career expert) - Diversity in the Workplace Statistics [2022]: Facts You Need to Know

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