

# Diversity, Equity, Inclusion & Community Impact Report



January 2023

# Embracing Diversity: Our Call to Action

HUB's DEIC journey has been emblematic of what makes HUB so special – the autonomy, creativity, and entrepreneurial spirit of our local offices and local teams, matched with the power of HUB's company-wide resources. Our EMT is committed to Diversity, Equity, Inclusion, and Community at HUB International.

For the last several years, HUB President and CEO, Marc Cohen, and the HUB leadership team have been working on a strategic assessment of and authentic path forward for HUB's Diversity, Equity, Inclusion, and Community journey.

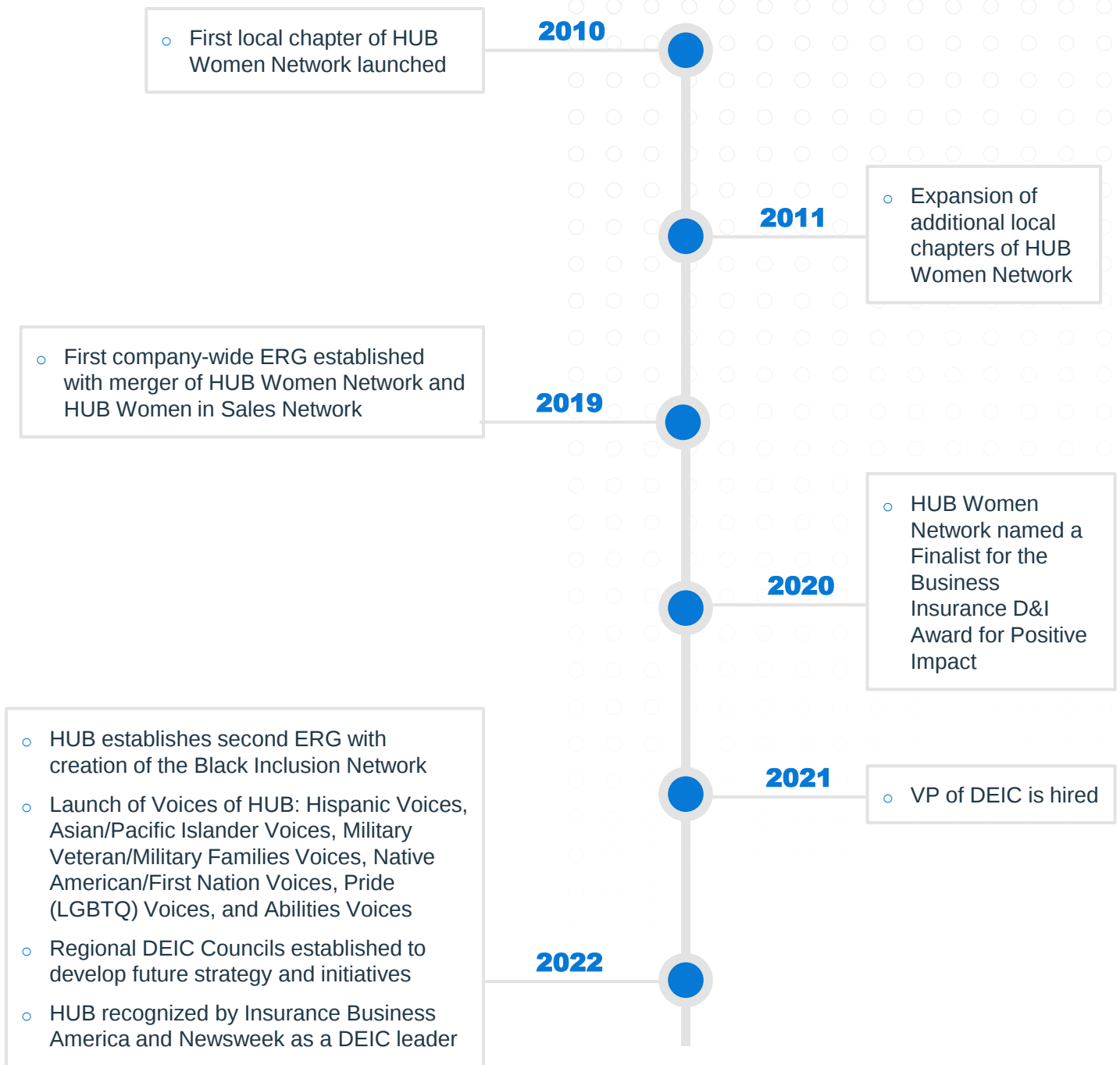
These efforts have been accelerated by the recent addition of Kevin Bradley as the company's Vice President – Diversity, Inclusion, & Community. At HUB, we know that for DEIC to be sustainable, it must be woven into our business practices, our talent/people practices, and our community engagement.



**“While HUB is only one piece in a much larger puzzle, we must do our part to support diversity and actively stand against discrimination. By educating ourselves and fostering a supportive environment, we can ensure that HUB is living up to its values. It is no surprise that I’m hearing conversations across our organization about employees embracing this message and taking steps to ensure that our actions are sustainable.”**

**- Marc Cohen**  
***HUB President & CEO***

# HUB's DEIC Journey



# Sustaining Diversity

In 2021, we developed a sustainable, interwoven DEIC strategy by focusing on three key components:

## Talent

We are committed to recruiting and attracting the best diverse teams and talent.

## Community

We are continuously enhancing our culture of inclusion and belonging.

## Culture

We place a diversity lens on our efforts in making a societal impact.



In 2022, **55%** of the women in HUB's workforce held leadership positions

# Sustaining Diversity (Continued)

## Our additional efforts to date include:

- THE CREATION OF A company-wide DEIC resource page that covers multiple dimensions of diversity, equity and inclusion
- The launch of a curriculum focused on diversity, inclusion, belonging, unconscious bias, being an ally on our online learning platform, and inclusive leadership
- Embedding DEIC principles into our talent/people practices (from the candidate experience and onboarding, through performance management, leadership, and more)
- Measuring employee DEIC experience through engagement survey results
- Hosting numerous safe space discussions around HUBs – spearheaded by local HR and local leadership
- Kicking off Heritage Month and other DEIC related recognition events that are delivered by ERGs and Voices teams through planning and executing the events in collaboration with stakeholder departments
- Quarterly meetings which are held with leadership from ERGs, Voices Groups, and Inclusion Councils to ensure collaboration, cooperation between the groups and intersectionality of topics are considered
- Participating in industry and cross-industry DEIC consortiums
- Conducting DEIC specific sessions as part of our inaugural HUB Summer Camp series: How to be an ally How to talk with children about race and racism; and Multicultural conversation





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