



Bridgepoint Consulting's Commitment to Diversity, Equity & Inclusion (DEI)

Our people are our most valuable asset. The collective sum of the individual differences, life experiences, innovation, self-expression, unique capabilities, and talent of our employees, clients, and candidates represents a significant part of our culture, reputation, and achievement as a company. With everything we do, we seek to improve the quality of life of our employees, provide value to our clients and candidates, and positively contribute to the community.

We are working continuously to cultivate an environment of authenticity and inclusivity at Bridgepoint Consulting and across the Addison Group family of brands, including our clients and candidates, through employee-led initiatives.

EMPLOYEE RESOURCE GROUPS

We aim to provide safe and supportive groups for employees with shared backgrounds or experiences to foster their professional growth and contribute to personal development at work. Employee resource groups (ERGs) are employee-led and are intended to advocate for and represent different groups of individuals within our communities. Our ERGs involve a variety of events such as:

- Career development training
- Interactive webinars
- Networking events
- Fundraisers, volunteer opportunities, and community outreach
- Virtual opportunities and celebratory events

Our employees can participate as members or allies in the following groups:

- Black Employee Network
- Holistic Asian & Pacific Islander
- Latinos for Engagement, Advancement & Development
- Parents & Caretakers
- Pride+ (LGBTQIA+)
- Support Without Stigma (Mental Wellbeing)
- Women of the Workplace



Other Diversity, Equity & Inclusion (DEI) Initiatives at Bridgepoint Consulting:



EMPLOYEE-LED ADVISORY BOARD

Our advisory board is made up of professionals from all levels across the Addison Group family of brands who are experts in their field. Their guidance, subject matter expertise and passion drive our DEI efforts. The board works closely with our DEI Program Manager on organizational needs across the enterprise.



INCLUSIVE FLOATING HOLIDAYS

As part of our team, employees can use floating holidays to observe days of significance or to volunteer in support of meaningful causes. We continually add floating holidays, allowing more opportunities for our employees to celebrate cultural events and support their communities.



EMAIL SIGNATURES WITH PRONOUNS

Every member across the Addison Group family of brands can specify their pronouns to all employees, candidates, and clients via their company email signature created using our email signature tool.

