

**For CVG**, diversity, equity, and inclusion is not about ‘ticking boxes’ or ‘woke-washing’, but an absolute determination to avoid group-think and create a company that embodies diversity of thought. Dialogue with diverse ideas, perspectives, experiences, always lead to the best solutions; be that a creative process, office operations, or determining technical workflows. Our diversity audit revealed that managers and colleagues foster nurturing, respectful, and supportive environments, but we still have work to do.

With our company roots in Europe, we recognize that our company demographics currently lean heavily towards young white males. As the organization expands, our recruiter is working with hiring managers to use a holistic approach to find the best person for the team. We will also work with institutions and organizations that combat societal barriers to empower individuals internally and externally. The world is constantly changing and we must continue to attract and retain talent to be representative of the markets we serve. Behind amazing work, is amazing people.

We are holding ourselves accountable to complete the following between 2021-2022:

- Establishing regional and global HR departments and processes
  - Deploy global HRIS system
    - Revise performance management process
  - Create employee handbooks & code of conduct (regional & global)
  - Hire a Global Chief People Officer
  - Establish global holistic hiring training and processes
- Increase Employee Engagement
  - Strengthen internal collaboration to make global resources accessible
  - Form an internal group of passionate employees from around the world to plan and assist or lead regional culture initiatives
  - Training for all employees (i.e unconscious bias)
  - Pledge to #FreeTheBid, which holds our production teams accountable to send diverse and qualified candidates when triple bidding for a client.
- Community Involvement
  - Sponsor and build relationships with external organizations that empower and serve underrepresented people in our industry.

## Audit Statistics

### Positive Results:



**Question 1.** I can voice a contrary opinion without fear of negative consequences. The company overall is perceived very positively on this issue. 70% of respondents strongly agree or agree and 17% are neutral, stating they neither agree nor disagree. Only 11% disagree or strongly disagree with just 2% preferring not to say.

**Question 2.** When I speak up at work my opinion is valued. Again, the company overall is perceived very positively on this issue. 79% of respondents strongly agree or agree and 15% are neutral, stating they neither agree nor disagree. Only 5% disagree or strongly disagree with just 1% preferring not to say.

**Question 15.** People of all cultures and backgrounds are respected and valued here. The company overall is perceived very positively on this issue. 85% of respondents strongly disagree or disagree and 14% are neutral, stating they neither agree nor disagree. Only 1% agree or strongly agree with just 2% preferring not to say.

**Question 20.** The firm provides an environment for the free and open expression of ideas, opinions and beliefs. The company overall is perceived positively on this issue. 77% of respondents strongly agree or agree and 19% are neutral, stating they neither agree nor disagree. Only 3% disagree or strongly disagree with just 1% preferring not to say.

**Question 16.** I am comfortable talking about my background and cultural experiences with my colleagues. The company overall is perceived very positively on this issue. 81% of respondents strongly disagree or disagree and 13% are neutral, stating they neither agree nor disagree. Only 4% agree or strongly agree with just 2% preferring not to say.

## Improvement Focus:

**Question 19.** Racial, ethnic and gender-based jokes are not tolerated at this firm. The company achieved a positive response from 53% of respondents on this issue, stating they either strongly agree or agree, while 27% are neutral, stating they neither agree nor disagree, but 16% disagree or strongly disagree, leaving 3% preferring not to say.

**Question 26.** My immediate supervisor demonstrates commitment to a support of diversity. The company overall is perceived pretty well on this issue. 64% of respondents strongly agree or agree but 28% are neutral, stating they neither agree nor disagree, while 5% disagree or strongly disagree with just 3% preferring not to say.

**Question 8:** There is a career development path for all employees in this firm. The company achieved just 30% of respondents giving a positive response on this issue, stating they either strongly agree or agree, while a substantial 39% are neutral, stating they neither agree nor disagree, but 28% disagree or strongly disagree, leaving 4% preferring not to say.

**Question 29.** The firm has done a good job providing training programmes that promote understanding and mitigation of unconscious bias. The company achieved a positive response from a poor 11% of respondents on this issue, stating they either strongly agree or agree, while a strong 51% are neutral, stating they neither agree nor disagree, but notable 35% disagree or strongly disagree, leaving 3% preferring not to say

**Question 28.** This firm has done a good job providing training programmers that promote diversity and inclusion The company achieved a positive response from a withering 13% of respondents on this issue, stating they either strongly agree or agree, while a strong 48% are neutral, stating they neither agree nor disagree, but notable 36% disagree or strongly disagree, leaving 3% preferring not to say.

## Company Demographics

“Of the 145 respondents to this question in the online survey, 109 stated their ethnicity as white or Caucasian. The only other ethnicities mentioned that included more than 1 person in that group were Chinese, Korean, Malayan and Japanese Asians. These totaled less than 20. Four stated that they were Hispanics.”

# Tables/Charts



- Fig 1 – Gender of survey respondents by age
- Fig 2 – Gender breakdown of survey respondents
- Fig 3 – Age breakdown of respondents

