



EMPLOYER DIVERSITY SPOTLIGHT

DOES YOUR COMPANY HAVE ANY DIVERSITY-SPECIFIC INITIATIVES OR EMPLOYEE GROUPS/ORGANIZATIONS?

Our diversity initiatives involve our national sponsorship of diverse accounting groups and communication of the importance of mentoring, coaching, and inclusiveness. In 2012, we won the Diversity Leader Award, awarded by Profiles in Diversity Journal recognizing how we have tailored our diversity and inclusion communication efforts. Other efforts aimed towards diversity and inclusion are detailed below:

5 initiatives were termed as the most successful initiatives to allow managing diversity according to external research:

- Flexibility in where we work, how we work, and when we work, as it meets the needs of our clients
- Extension in time-off to care for dependents, beyond that given by law. Example: we have an extended parental leave for primary care givers
- Benefits to employees' partners equally available to same-sex & different-sex partners
- Back up/dependent care (child care assistance)
- Allowing career breaks to team members

Additionally, with more than half of BDO's client-facing workforce comprised of women, the firm established the BDO Women's Initiative, a strategy that fosters an environment for women and men to thrive, reach their potential and contribute to the success of BDO. Firm leaders are closely involved in the development and sustainability of the BDO Women's Initiative to ensure that our strategy is an integral part of the way the firm does business

IS THERE ANYTHING ELSE ABOUT YOUR COMPANY THAT'S IMPORTANT FOR DIVERSE JOB SEEKERS TO KNOW?

Marcee Harris Schwartz, National Director of Diversity & Inclusion, serves as our firm's Diversity Chair. Bernadette Pieters, HR Director serves as our National Diversity Director. Our Partners and leaders are committed to promoting equal employment opportunities to all qualified applicants and staff members in every phase of employment without regard to race, color, age, gender, religion, national origin, citizenship, military status, marital status, sexual orientation or physical or mental disability as provided by law.

WHAT CO-OP OR FULL-TIME POSITIONS ARE YOU HIRING FOR?

All BDO positions are posted online at www.bdo.com.

For more information on BDO co-op positions, Drexel co-op students can visit SCDCOnline.