

Jury report M&A Awards | Best Diversity Firm Award 2022: Deloitte

The jury report states the following: 'Deloitte is a front runner and perseveres. The judges were impressed by Deloitte's ambition to be a fully inclusive firm by 2025 and the great innovative steps the firm is taking to get there, including organizing all kinds of training to raise awareness on the matter, a focus on data and implementing inclusive leadership programs. An almost impossible goal to meet but it's about daring to state a goal and take action, with no blueprint of how to get there.'

Deloitte holds all M&A leaders accountable for their inclusion leadership responsibilities and actively engages all employees in embedding inclusion in daily practice, so people feel engaged in their daily work. This leads to measurable results. For example, 30 percent of the 330 M&A professionals at Deloitte are now women and there is a clear upward trend. The firm has set hard targets for increasing the number of women in leadership positions. In doing so, Deloitte is not going for the often-heard '30 percent' target, but they are more ambitious.

One of Deloitte's replicable initiatives is the 'Panel and Proposal Promise', whereby at all times in panel discussions internally or externally and on major M&A transactions, for example, both men, women and persons belonging to an under-represented group must be present.

There is also the 'Reverse Mentoring Program' in which Deloitte's M&A leaders are paired with a colleague from an under represented group (Gender Balance, Cultural Diversity, Neurodiversity & LGBTQI+). The goal is to increase the leaders' knowledge and awareness on someone's background and and to know the potential challenges junior colleagues face daily in the workplace. At the same time it is a moment of 1-on-1 mentoring by the leader.

Other initiatives include a special community for women, an international community focused on cultural diversity, occasional childcare services, a special policy for transgender people in transition, and the Proud Parent program aimed at supporting young parents in finding a work-life balance that is comfortable for them. So Deloitte not only makes room for new insights, but also makes time and money available. Deloitte sets itself apart by looking at diversity more broadly and involving all their employees to make it a collaborative and inclusive effort.

Deloitte also focuses strongly on psychological safety and wants to create an environment where all employees can be themselves. According to the jury, this is a rock-solid prerequisite for success in DE&I where everything starts. Ultimately, a safe work environment benefits everyone, even if you belong to the 'norm'. This makes Deloitte a well-deserving M&A Awards winner of Best Diversity Firm 2022.'