

## ADVANCE cultivates supply chain and network operations leaders through diversity and inclusion

Deloitte's supply chain practice is committed to being the leading supply chain consultancy in the industry and to serving as trusted advisers to prestigious companies around the world. Our **ADVANCE** program works with a diverse and inclusive group of supply chain and network operations leaders to be role models. These leaders make an important statement about Deloitte's absolute commitment to a workplace of opportunity in a profession that has historically been known for its lack of diversity.

For the outside community, ADVANCE participants put a human face on our alignment with our clients' changing workforces and expectations.

### Who we are

The ADVANCE program demonstrates that inclusion makes us stronger as individuals—and makes us extraordinary together. We're invested in each other's success and well-being.

### What we do

We've built a network that provides direct career support for underrepresented communities. Leaders from all levels and across interest areas support the diversity and inclusion program.

## The ADVANCE program works with supply chain and network operations participants in four areas.



### Life events

Resources and tools to support practitioners before and after life events include:

- Life event support processes
- Leave of absence support mechanisms
- Shared stories and spotlights



### Professional development

Opportunities to develop skills that foster inclusive work environments, such as:

- Manager Success Program
- Unconscious Bias trainings
- Business Chemistry trainings



### Sponsorship

Provide sponsorship to practitioners to support their interests (e.g., career path or industry focus) and needs:

- Practitioner advocate pairings
- Professional development mini-series
- Sponsorship training



### Where you fit in

Your unique capabilities will help us expand our supply chain practice of the future. We will grow by leveraging each other's diverse experiences and perspectives.

# Connect. Belong. Grow. Be You!

*“Research shows that truly inclusive cultures outperform their peers and that diversity and inclusion directly correlates to having the highest impact on business. In my personal experience, the interaction and diversity of thought we generate on teams is invaluable and fuels our competitive advantage in the marketplace.”*

—**Mona Maurelli, managing director, Deloitte Consulting LLP**

*“Stephen Covey once said: “Strength lies in differences, not in similarities.” D&I is not about a program—it is just the way that we do business. D&I fosters creativity and innovation and positions each of us to better understand our clients’ needs.”*

—**Jen Brown, principal, Deloitte Consulting LLP**

## Recognition

- PEOPLE's 2018 Top 50 US Companies that Care (<https://www.greatplacetowork.com/best-workplaces/companies-that-care/2018>)
- Fortune's 50 Best Workplaces for Diversity for 2017 (<http://fortune.com/best-workplaces-for-diversity/>)
- Fortune's 50 Best Workplaces for Parents for 2017 (<http://fortune.com/best-workplaces-parents/>)
- Human Rights Campaign Foundation Corporate Equality Index 2018 “Best Places to Work for LGBTQ Equality” (<https://www.hrc.org/campaigns/corporate-equality-index>)



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## Contact us



**Mona Maurelli**  
Managing Director  
Deloitte Consulting LLP  
+1 703 251 1363  
[mmaurelli@deloitte.com](mailto:mmaurelli@deloitte.com)



**Richard Longstaff**  
Managing Director  
Deloitte Consulting LLP  
+1 724 719 1357  
[rlongstaff@deloitte.com](mailto:rlongstaff@deloitte.com)



**Sivakumar Paramasivam**  
Managing Director  
Deloitte Consulting India Pv Lt  
+1 615 718 5511  
[sparamasivam@deloitte.com](mailto:sparamasivam@deloitte.com)



**Joe Chmielewski**  
Managing Director  
Deloitte Consulting LLP  
+1 347 224 5665  
[jchmielewski@deloitte.com](mailto:jchmielewski@deloitte.com)

[deloitte.com/us/advance](http://deloitte.com/us/advance)