



Our commitment to diversity, equity and inclusion

LONDON 13 July 2020: Our Diversity & Inclusion work started a while back and has led to a growing diversity across all our teams and talent, with 38% people of colour in the US, 29% in the UK. Our female population is a creditable 54% of all US people, women making up 46% of our leadership positions. And we have 31% people of colour in the most senior levels of our US company.

While we are happy to report these numbers, that in some instances are better than national or industry averages, we are particularly aware of the areas where significant work is still needed, specifically in our black population and the composition of our Board and Executive Committee. Our current Board is 29% female, 71% male, 21% Asian, 79% white.

As we reflect on recent events, not just in the US, but in the world at large, we are now committing to do our part to make sure the Black Lives Matter movement leads to systemic, long-lasting change. We have chosen to answer the [Six Hundred & Rising's Call for Change](#) to make our diversity data public. In line with this initiative's guidelines, S4's combined data for the US and UK is as follows:

US/UK ethnicity				
Asian	19%			
Black or African American	4%			
Latinx	10%			
Other	2%			
Two or more races	2%			
White	63%			
US/UK seniority gender split				
	Male	Female		
Executive/senior	56%	44%		
Mid managers	46%	54%		
Professional	48%	52%		
Administrative	16%	84%		
Overall	48%	52%		
US/UK ethnicity by seniority level				
	Exec/senior	Mid managers	Professional	Admin
Asian	11%	16%	16.5%	16%
Black or African American	-	4%	9%	5%
Latinx	13%	7%	8.5%	5%
Other	2%	4%	5%	16%
Two or more races	-	2%	3%	-
White	74%	67%	58%	58%

We are committed to:

- / Posting and tracking our diversity statistics in the countries where we have them (and collecting the data and posting it in the future in the countries where we don't).
- / Increasing the hiring of black and under-represented minority people to match population levels in the communities where we work.
- / Increasing ethnic and gender diversity at all levels of our company, especially in leadership roles.
- / Training our people with a focus on allyship, anti-racism, anti-bias and other initiatives that promote racial and gender equity.
- / Ensuring the diversity and inclusivity of our work product.
- / Creating and supporting Employee Resource Groups (ERGs).
- / Developing a fellowship programme to recruit minority graduates and non-graduates to train with us for four years.
- / Honouring Juneteenth as a company holiday in the US.
- / Conducting a gift matching drive to contribute to some of the major US non-profits that support racial equality and justice.
- / Increasing our involvement in organizations that promote diversity, equity and inclusion, to help increase visibility of their missions to boost gender and minority representation in our industry.

Our aim continues to be to attract people who believe in equality, equity and justice for all.

ENDS