



Confronting the issues of diversity*

*connectedthinking

PRICewaterhouseCOOPERS 

“At PwC, we foster an inclusive culture by acknowledging the unique experiences and perspectives all of our people bring to work. Our goal is to be known as *the place* to build a career, regardless of one’s background, beliefs, gender or sexual orientation. Diversity, in all its dimensions, is a key element of our people and our client strategy, and we continue to invest in the area of diversity and inclusion knowing we will ultimately be measured on the progress we make.”

—Bob Moritz
US Chairman and Senior Partner
PricewaterhouseCoopers LLP

Diversity

At PricewaterhouseCoopers (PwC), diversity is more than just words on paper... it's more than just talk. Our focus on diversity and inclusion is about making PwC a great place to grow and develop for all of our people. It's about being a place where you feel comfortable being yourself. A place where you are not only welcome but valued for the unique contributions you bring. A place where you know you will receive the coaching, the development and the right opportunities you need to advance in your career.

We focus on diversity because we know it's good for our business, but also because we're focused on doing what's right. Doing the right thing is how we best serve our clients, so it only makes sense that it is incorporated into our overall business strategy and our focus on our people.

At PwC, you'll see and feel our commitment from the top down, and you'll see our focus on diversity at the national and local levels.

A close-up photograph of a fabric with a complex floral pattern. The pattern features large, stylized flowers in shades of red, orange, and teal, set against a background of brown and white. A white, braided cord is visible on the right side of the image, partially overlapping the fabric. The lighting is soft, highlighting the texture of the fabric and the cord.

Received a 100% rating in
the “Human Rights Campaign
(HRC) Foundation’s Corporate
Equality Index” 2006–2010

Grassroots diversity leadership

Because we understand that diversity and inclusion are impacted at the local level, we have dedicated Diversity Leaders in our major US markets who report dually to the National Office of Diversity and their respective Market Managing Partner. They work closely with the local leadership, including HR, to support our women and minorities where they live and work.



DiversityInc. ranked
PwC #5 on its 2009 list
of “Top 50 Companies
for Diversity”

Markers of success

Today, a significant percentage of our new hires are people of color, and we work hard to provide all our people with a great experience during their stay here at the firm. We are proud of the external recognition we have earned for our commitment to diversity.

- In 2009, *DiversityInc.* ranked PwC on its list of “Top 50 Companies for Diversity” for a fifth year in a row.
- In 2009, for the fifth year in a row, we have been named to *Fortune* magazine’s list of the “100 Best Companies to Work for in America.”
- *Working Mother* magazine named PwC to its list of the “Best Companies for Multicultural Women” for the sixth year in a row in 2009.
- In 2009, *DiversityInc.* ranked PwC #1 on its list of “Top 10 Companies for Global Diversity”.

- In 2009, PwC was named one of the “Top 10 Companies for Working Mothers” by *Working Mother* magazine. This is the sixth year in a row we’ve been in the Top 10 and the 15th year on the Top 100 list.
- Received a 100% rating in the “Human Rights Campaign (HRC) Foundation’s Corporate Equality Index” 2006–2010.

Following are some of the programs, initiatives and partnerships designed to support our diversity strategy.

Working Mother magazine
named PwC to its list of
the “Best Companies for
Multicultural Women” for the
fifth year in a row in 2009



Internal programs

Our Circles

PwC's Women's Networking Circles, GLBT Circles and Diversity/Multicultural Circles are designed as professional forums to help women, gay and lesbian professional and ethnic minorities connect with one another and provide mentoring, learning and development opportunities including support and guidance for individuals to achieve their career goals. They also provide professionals exposure to senior leaders, access to role models, topical training to address specific issues that impact advancement and opportunities to demonstrate leadership and organizational talents. We currently have Circles in most of our major markets, along with many industry focused Circles.

Parenting Circles

We understand that our parents have unique challenges, so our Parenting Circles in some of our local markets are designed to help connect our people who are looking for ways to better manage their dual responsibilities. Our parents are able to share valuable resources, ideas and best practices.

Special Needs Caregivers Circle (SNCC)

PwC's new Special Needs Caregivers Circle is a national community of partners and staff who are responsible for the ongoing care of a special needs child or loved ones with disabilities. The SNCC helps members by providing networking and connectivity opportunities, sharing resources and best practices and mentoring other members.

Candid Conversation Series

- *Life changes*: When it comes to deciding how best to juggle work and family, one size certainly does not fit all. To open up the dialogue, we hosted a panel of noted authors, experts and mothers to discuss the complex issues surrounding women in the workforce today and released a DVD of the discussion called *Life changes: A candid conversation about work and motherhood*.
- *Women and ambition*: We often think of ambition as a trait people are born with and then bring to the workplace. But recent research demonstrates that ambition is developed through a much more dynamic process—there are many things that influence someone’s aspirations. We convened a panel of authors and experts to explore the role that gender may play and released a DVD of the discussion called *A candid conversation about women and ambition*.
- *Being “out” in the workplace*: The firm convened a panel of noted authors and experts to discuss their perspectives on the cost of the closet, why language matters, and how straight colleagues can demonstrate their support. We released a DVD of the discussion called *A candid conversation about being “out” in the workplace*.

Full Circle program

This unpaid, voluntary arrangement was designed for high-performing staff who are separating from the firm to devote themselves to full-time parenting or care giving. The program allows participants—for a period of up to five years—to stay connected with their PwC colleagues, by providing them with a “coach” while they are gone. It also allows them to take advantage of the numerous available firm resources, such as certain training and events.

Mentor Moms

Mentor Moms is a new program designed to connect new mothers, or mothers-to-be, with another PwC mom who has already experienced juggling motherhood and career at the firm. The goal is to provide newer mothers with a connection to someone who can provide guidance, insights or even just a sounding board as they make important decisions about their career.

Parenting resources

To meet the needs of our working parents, especially our working mothers, the firm has made several significant investments in parenting resources. Our benefits include flexible work arrangements, 12 weeks of fully paid time off for new mothers (including adoptive mothers) as well as three weeks of paternity leave, emergency back-up childcare centers, emergency back-up care reimbursement program, lactation program, and adoption leave and financial reimbursement.

Impact

At PwC, we believe nurturing bright minds leads to brighter futures. Building on this philosophy, we launched the Impact program—an educational community initiative for academically talented Black/ African American high school juniors. Impact is a college prep and career planning mentoring program. Through Impact, we nurture talented students by giving them access to information, resources and tools to help them achieve admission into some of the premier colleges and universities in the country and by accelerating their introduction to leadership networks.

Campus recruiting

- *101: PwC Semester of Discovery Internship (SDI)*: SDI is a unique internship experience designed to expose certain diverse, high-performing college students to PwC. SDI interns have the opportunity to gain exposure to and work with partners and staff from different functional areas across PwC. Interns will gain an understanding of the business and learn about the firm. After successful completion of the SDI, interns will have the opportunity to complete a client service internship in one of our three service lines: Assurance, Tax or Advisory.
- *eXceed Scholarship Program*: Interns participating in the PwC Semester of Discovery Internship are eligible to apply for our eXceed Scholarship. Since 1990, we have awarded this premier scholarship to some of the best and brightest African American, Hispanic/Latino and American Indian students in the US. The program includes a one-time monetary award of \$3,000.

Women of Color Council

Since 2004, our Women of Color Council has been meeting regularly and making recommendations to our leadership regarding our diversity strategy. This group has been instrumental in engaging leadership to focus on the importance of having more role models that are women of color.

GLBT Partner Advisory Board

Our GLBT Partner Advisory Board, the first of its kind in any of the Big 4, is made up of nearly a dozen gay partners and leaders from our offices around the country. The board represents a diverse range of tenure, professional skill and life experience and advises firm leadership on the planning and implementation of GLBT initiatives. The group officially formed in January 2005 and meets quarterly to review the firm's progress in this area. As owners, partners, leaders of large teams and gay employees of the firm, these individuals bring a unique and unified voice to diversity planning and strategy.



In 2009, *DiversityInc.* ranked PwC #1 on its list of “Top 10 Companies for Global Diversity”

External partnerships

Association of Latino Professionals in Finance and Accounting (ALPFA)

PricewaterhouseCoopers is a major supporter of ALPFA, whose primary mission is to create opportunities for Latino students, it's professional members, the community and its sponsors in finance, accounting and other related professions while expanding Latino leadership in a global workforce. For the past few years, PwC has been one of the host sponsors of ALPFA's national convention. We also award scholarships to ALPFA student recipients. Many PwC professionals are officers and/or active ALPFA members.

INROADS

The strategic partnership of PwC and INROADS, a national career development organization that recruits and places minority students in internships within the business community, spans over 20 years. We are particularly proud of the fact that more than 80% of our INROADS interns go on to full-time positions with PwC.

Leadership Education for Asian Pacifics (LEAP)

Since 1982, Leadership Education for Asian Pacifics, Inc. (LEAP) has worked to achieve full participation and equality for Asians and Pacific Islanders through leadership training, public policy research and community education programs. Each year, PwC sponsors employees to attend the Leadership Development programs designed to help participants understand the differences between Asian and Pacific Islanders and mainstream American business culture while retaining their Asian values.

Leadership Education and Development (LEAD)

LEAD encourages outstanding high school juniors from diverse backgrounds and underserved communities to pursue careers in business. As a sponsor of LEAD Summer Business Institutes (SBI), PwC helps to provide an intensive 2–3 week residential business camp at 11 campuses around the country. Three hundred rising high school seniors are exposed to the basics of business at LEAD SBI camps. PwC staff and partners have the opportunity to participate in the camps and provide students with a powerful introduction to the firm.

Ascend

In 2005, PwC became a national founding sponsor of this organization, which focuses on the development and advancement of Asian and Pacific Islander professionals in accounting, finance and business. We have local chapters in several of our larger offices, and they are rapidly expanding. We believe these local chapters will become an important source of Asian talent interested in exploring our profession and can serve as part of our Asian employees' community focus.

National Association of Black Accountants (NABA)

PwC has long been a sponsor and supporter of NABA. NABA is one of the premier professional organizations in the nation and has the unique opportunity of representing the interests of more than 100,000 black professionals in furthering their educational, professional and career aspirations.

Catalyst

Catalyst—one of our strategic partners—is an independent, non-profit firm that conducts research and advises business organizations on women’s advancement, work, work/life balance, and workforce diversity. Through our sponsorship and partnership, we gain new insights and strategies for more effective recruiting, retaining and advancing women in our firm. Catalyst is also well known for their annual award to top companies who have demonstrated success in the advancement and leadership of women. PwC is a 2007 Catalyst award-winning organization.

“Our Firm has been on a journey to promote diversity and create an inclusive environment for our people, and we’re proud of where we are today. Even during these unprecedented economic times, we are presented with unique opportunities for each of us to have personal accountability for creating and sustaining an inclusive environment. It begins with relationships, which are at the core of our ability to deliver distinctive client service and the PwC Experience. Distinction lies in our commitment to connect, communicate and work more effectively with colleagues and clients from very different backgrounds and experiences.”

—*Niloufar Molavi*
Tax Partner and Chief Diversity Officer
PricewaterhouseCoopers LLP

pwc.com/diversity

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