




RELEVANT UN STANDARDS OF CONDUCT
Standard 3 – Supporting LGBTI Staff

COMPANY	
POLICY TITLE	Diversity is a Core BCG Value
ABSTRACT	<p>Pride@BCG is a global network that strives to lead the frontier of workplace equality for LGBTQ+ employees. As a LGBTQ+ employee at BCG, you'll not only receive leading-edge benefits—you'll also be respected and celebrated for who you are and what you bring.</p>
POLICY DETAIL	<p>At BCG we aim to leverage a diverse workforce where inclusion is the core of all we do to deliver extraordinary value and be agents of change—for our clients, our people, and society. BCG partners with our clients in solving the hardest problems challenging their businesses—and the world. We do this by channeling the diversity of our people and their thinking, as well as our shared commitment to uncovering the truth. The solutions we develop in partnership with our clients transform not just companies but also entire industries and even segments of society.</p> <p>At the core of our business and our organization is close collaboration—among our employees at all levels and with our clients. Working together, our people continually challenge themselves and their colleagues to develop and implement innovative new approaches. Creating a supportive environment for all is critical to our success.</p> <p>The Pride@BCG affinity network was created over 20 years ago strives to make BCG the most fulfilling firm for worldwide LGBTQ+ community members to work for. We actively recruit top talent and support LGBTQ+ individuals during the recruiting process, throughout their careers at BCG, and through alumni networking after they have left the firm. We provide a supportive, LGBTQ+ friendly environment to ensure that all employees have opportunities to succeed and to become leaders for positive change. Membership in Pride@BCG has quadrupled in the past five years.</p>
CAREER SUPPORT	<p>Pride@BCG offers extensive formal career-development support, as well as mentorship and networking opportunities—including an annual conference—to connect with and learn from fellow LGBTQ+ professionals. In addition to this, members often develop strong informal mentoring relationships with senior members of the group. At the local level, there are a variety of activities, from affiliation events such as meals and happy hours to career coaching, education, and community service. Pride@BCG alumni are a valuable resource, providing professional guidance to current members and maintaining an ongoing</p>



PARTNERSHIP FOR GLOBAL LGBTI EQUALITY

relationship with the group. Alumni are invited to attend different events within their region and receive regular updates.

WE RESPECT YOUR PRIVACY

Pride@BCG offers different membership levels to respect the privacy and individual choices of BCG colleagues. We recognize the social and cultural differences that may exist globally and have created three membership levels to ensure that everyone remains connected. You can choose to be:

- A general member (out to all of BCG)
- A confidential member (out only to Pride@BCG)
- A subscriber to our emails (out only to Pride@BCG leadership)

We aim to leverage a diverse workforce where inclusion is the core of all we do to deliver extraordinary value and be agents of change—for our clients, our people, and society. We are proud that these efforts to lead the frontier of workplace equality for LGBTQ+ employees, strengthen our recruiting practices, and refine our people development and affiliation initiatives have earned us a perfect 100% rating for 12 years running from the Human Rights Campaign on its Corporate Equality Index.

CONTACT

Annika Zawadzki
Email: pride@bcg.com

DATE

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