



Beacon Hill Staffing Group DEIB Report 2023

Provided by



LEARN MORE |

<http://www.beaconhillstaffing.com/>



Overview

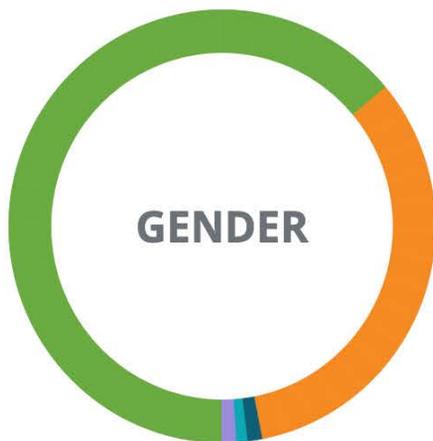
37%

Participation Rate

1310

Total Employees

Gender



- Female **64%**
- Male **33%**
- Non-Binary **1%**
- Transgender **1%**
- Decline to Identify **1%**



Ethnicity

At Beacon Hill, we thrive on our differences – who we are, what we’ve experienced, and how we think. The following report details information regarding our workforce and our ongoing efforts to recruit and retain employees from underrepresented communities. Over the past few years, we have increased our efforts to recruit at historically Black colleges and universities (HBCUs), worked with a DEIB Consultant to audit the current state of our organization and address potential areas where we’ve historically fallen short, and initiated Employee Resource Networks to build communities and ensure a sense of support throughout the organization.

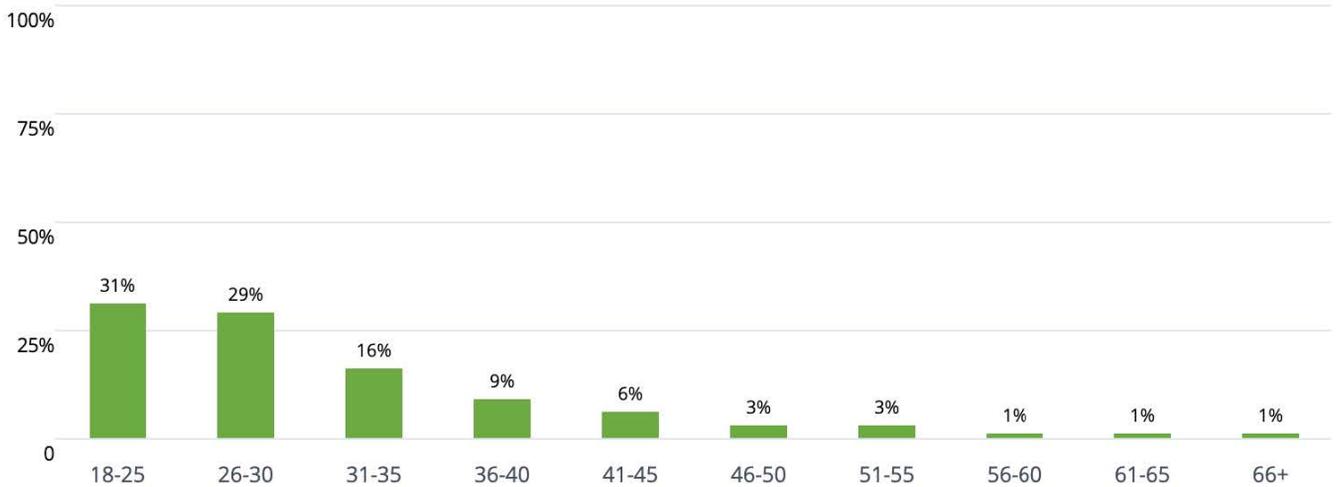


- African American/Black **3%**
- Asian **3%**
- Caucasian **83%**
- Hispanic or Latino **7%**
- Native American or Alaska Native **1%**
- Native Hawaiian or Pacific Islander **1%**
- Two or More Races **1%**
- Other **1%**



Age Group

Beacon Hill is proud to be a multi-generational company with employees ranging from 18 to 66+. Workers of every age have important perspectives to lend us, and it's the combination of all these points of view and ideas that make up our team. We support the development of all our employees throughout their journey with us, and we're proud that so many of our people choose to remain at Beacon Hill for a long time.





The rights of LGBTQIA+ employees are of utmost importance to the Beacon Hill community. We thank our LGBTQIA+ employees who champion, support and advocate for our work in this area through our dedicated Employee Resource Network, as well as our candidates who ask questions and give feedback to make us all better people. Here at Beacon Hill, we are deeply committed to ensuring that our community remains open and fair for all of our employees to bring their truest selves to work.



56 of 405 participants identified as LGBTQIA+

DEIB Initiative



Beacon Hill Staffing Group currently ranks in the **Top 5 %** of similarly sized companies on Comparably



Beacon Hill Staffing Group currently ranks in the **Top 5 %** of similarly sized companies on Comparably

“Our diversity makes us better at everything we do.”
- Brian Kelly, Senior Regional Vice President and DEIB Taskforce Chair

Diversity is defined as the characteristics of individuals which make them different from one another. Diversity can be based on physical traits such as ethnicity and age, but it can also be based on the skill sets, experiences and education of employees. Inclusion is the practice of creating an environment that is supportive and welcoming to all people. When inclusion is accomplished, intolerance and discrimination will cease to exist in the workplace. Here at Beacon Hill, we are committed to building and sustaining a system of resources, procedures, policies and plans that support diversity, equity, inclusion and belonging for all. Beacon Hill’s Diversity, Equity, Inclusion & Belonging (DEIB) Taskforce represents employees from a variety of roles, divisions and locations throughout the company. This team, which is led by a team of diverse individuals, is the driving force that connects communities within and around Beacon Hill. As we look to the future, the DEIB Taskforce will serve as ambassadors for an inclusive Beacon Hill culture while helping to drive systemic change throughout our reaches.