



## Sullivan Diversity Commitment

Sullivan is a creative part of our community, offering valued services that help our clients achieve their business goals. But our community overall is only as strong as its individual members, like Sullivan. A critical measure of a community strength and potential is the fairness, opportunity, sensitivity and inclusiveness available to all residents and guests. Every individual or group of individuals must play a role. It is in this spirit that Sullivan pledges its diversity commitment.

### **OUR PEOPLE**

Sullivan offers equal employment opportunities for all applicants and employees to work at a position for which they qualify, and all employment and promotion decisions are based on legitimate business considerations and position requirements. Nothing else. Sullivan is dedicated to filling roles throughout our company hierarchy with people of all backgrounds, ethnicities, genders and sexual orientations. We are striving to make Sullivan a place where minorities/the underrepresented are all contributors, ideators and decision-makers. In addition to fairness without bias in hiring, a Sullivan employee must show an equal level of fairness and awareness in our actions every day.

### **OUR PLEDGES:**

- All employees will complete bias training and participate in an annual refresher exercise.
- An annual compensation review will be undertaken by HR to ensure all employees are paid equitably across all diversity classifications.
- Our work environment will be comfortable to all employees and guests.
- We will seek through all available resources to identify and interview a diverse slate of candidates for every open position, including interns.

**GOAL:** Achieve a minimum of 30% of all employees representing multicultural and diverse\*

### **OUR VENDORS / PARTNERS**

Diversity and inclusion extend to those vendors and partners with whom we choose to work. As a part of our role as a corporate citizen, how and with whom we spend our money plays a critical role in the vitality of our community at large. We will seek diversity in our vendors and partners for their talent, perspectives, insight and their positive contribution to our community; not merely to satisfy contractual requirements of RFPs or other business opportunities.



## OUR PLEDGES:

- Every employee will source and include diverse and minority-owned vendors in the selection process whenever possible. This includes:
  - Videographers, Editors, Illustrators and Photographers
  - On-camera Talent and Voiceovers
  - Printers and Production Companies
  - Freelance Writers and Art Directors
  - Admin and Accounting Support
  - Translators
  - Catering and Event Support
- We will make available to employees the resources to source with diversity in mind.
- We will maintain and make available to all employees an annual ongoing report of vendor and partner expenditures to date and for a rolling 12 months.

**GOAL:** 30% of all vendor/partners spend each year is directed to minority-owned entities.

## OUR WORK

The work we produce is a reflection of us and should follow suit. It is everyone's role at Sullivan, at all levels, to hold themselves and their colleagues accountable for the quality, the sensitivity and the diversity of the work we do and will be supported in doing so.

## OUR PLEDGES:

- Everything we create will be culturally sensitive and non-discriminatory.
- Our work will represent a diverse and balanced view of the world in both words and visuals.
- Before being shown to a client, all work will be reviewed for inclusivity by someone not part of the creation process.

**GOAL:** 100% of everything we create reflects diversity, inclusion, and cultural sensitivity.

*\*minority/underrepresented groups are defined as:*

*Latinos (including Puerto Ricans), African Americans, Asian Americans, Arab and other Middle Eastern Americans  
Native Americans, Native Hawaiians and other Pacific Islanders, Alaska Natives, Females, Persons with disabilities  
Members of the LGBTQIA communities: Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex,  
Asexual/Allied*