

2021 DEI Update

The Year in Review

Throughout 2021, CCS leadership, staff, and external partners remained committed to ensuring the firm's growth as an equitable and inclusive environment that reflects the diverse communities which we serve. Below is a review of CCS's activities by the numbers:



1 new VP of Diversity, Equity, & Inclusion

Welcome to Jasmine Guy, leading CCS's DEI journey, activities, & strategy



4 DEI-Related Employee Resource Groups

People of Color & Multicultural Network, PRIDE, Aspiring Allies, & Working Parents



23 members of the DEI Working Group

Tackling various areas of interest across 3 sub-committees and monthly meetings



2 new External Board Members

Liz Moore & Ron Lumbra bring a diverse perspective to the newly structured Board of Directors

holistic

CCS engaged DEI consultant Holistic in partnership

Holistic has worked to collect data points across various factors, including employee sentiment, demographics, and operational structure, providing a view into the firm's challenges and opportunities.

Holistic's foremost priorities included:

1. Firm-wide Employee Engagement Survey
2. DEI Data Analysis with leadership team

CCS facilitated **9** internal training topics in 2021, including: Intercultural Competency, Bias In Hiring, Unconscious Bias, Antiracism, and Partner Leadership sessions

Employees took part in **3** "safe space" listening sessions

We hosted more than **10** DEI-focused internal webinars

CCS presented **7** external sessions on DEI-focused topics and **3** podcasts

A selection of our DEI-Related Partnerships and Sponsorships



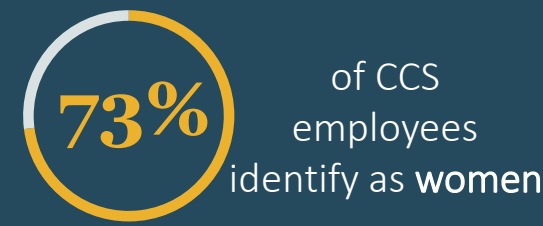
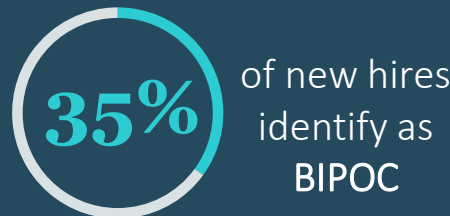
Employee Resource Group Summary

44 ERG Working Group Members

6 ERG Leaders

4 Executive ERG Sponsors

DEI Statistics as of December 31, 2021



456

Employees committed to the CCS DEI Mission Statement reaffirming that We Belong Here.

Our DEI Mission principles include:

- » Valuing Inclusivity
- » Strengthening Recruitment Strategies
- » Prioritizing Professional Development
- » Creating a Vibrant Client Community

Thank you for your dedication to making DEI a priority everyday, both at CCS and in the world.

[CLICK HERE to read the CCS DEI Mission Statement](#)

For more information and resources, visit the CCS website: ccsfundraising.com/about-us/dei-at-ccs

Or contact us at info@ccsfundraising.com | (212) 695-1175