



An Employee
Owned Company

**OPPORTUNITY &
ENRICHMENT THROUGH
WORK FOR ALL**

2021 Diversity, Equity, and Inclusion Statement



From the CEO

Eastridge Workforce Solutions holds an enduring commitment to diversity, equity, and inclusion (DE&I). Without a doubt, 2020 demonstrated just how paramount DE&I is for society, especially in the workplace. In order to better understand our role in impacting meaningful change, we prioritize these initiatives and continuously commit to achieving our diversity goals.

Today, issues of racism and social justice are seeing new light, illuminated by campaigns to educate and advocate, greater visibility in the media, better representation in public and government services, more supportive allies, and increased corporate social responsibility efforts.

Through hard work, diligence, and loyalty to our values, we are committed to using this moment to provide education, opportunity, and enrichment for all.

As the world around us evolves, it's now more critical than ever for organizations to provide the best workplace experience for their employees and communities. Exemplifying true diversity will help every company deliver their best.

- Seth Stein, CEO, Eastridge Workforce Solutions

Inspiring Change

Eastridge leadership frequently writes thoughtful public statements addressing vital topics in order to keep the entire Eastridge team, our network, our community, and our valued clients informed.

These Letters From the CEO acknowledge many issues surrounding diversity, equity, and inclusion while demonstrating our commitment to transparency, recognition, and championing the concept of bringing one's whole self to work.

By sharing these actions and collaborating with the unified goal of advancing equality, we can achieve diversity, equity, and inclusion as individuals and as an organization.

52.5%

Minority in Management Roles

44%

Women in Senior Leadership

62%

Female-identified Employees

4.7

Glassdoor Rating

“The leadership team at Eastridge has done a fine job dealing with the business interruptions caused by the COVID pandemic this year.

They've also addressed the issue of racial injustice head on and have taken meaningful steps towards increasing diversity internally, as well as general employee awareness in this area. Eastridge takes a stand by showing they value people over profits and weighing in on social justice issues.”

“Despite presenting as male, female, and/or non-binary, I have always been treated with the utmost respect and provided opportunities to grow, learn, and flourish. I have been met with acceptance and affirmation, and provided skills to succeed in my career and in life. Seth Stein has always had his door open to me and all of his employees, and has treated me with such warmth and kindness. Thank you, everyone at Eastridge, for always believing in me, supporting me, helping me follow my heart, and providing me with knowledge, skills, and opportunity.”

- Employee Reviews on Glassdoor

Affinity Groups and ERG Initiatives

Eastridge hosts multiple employee resource groups (ERGs), each led by our diverse team members. As an employee-owned company, Eastridge embraces that each of our employee owners has their own wisdom to share and a story to tell while contributing to ours. Through these groups, Eastridge creates a community hub for having vital conversations while providing resources, support, education, and awareness.

C4: Creating Conversations and Committing to Change

Led by Briana Morris and Amber Gardina-Quintanilla

Our multifaceted ERG is committed to providing a safe and comfortable space to have difficult conversations. Members share unique experiences and insight, creating change while holding our leaders accountable for establishing diverse and unbiased corporate initiatives.

LGBTQ+ Committee

Led by Cassie Galiskis and Mike Clark

The LGBTQ+ Committee supports and encourages our colleagues to be open and forward-thinking when it comes to questions or issues specific to the LGBTQ+ community. Our committee fosters a sense of unity between members and allies through a variety of professional, academic, and social activities.

Women Of Wonder

Led by Kristin Carpenter, Sarah Kalaei, and Ariana Lujan

The mission of Women of Wonder is to cultivate an inclusive environment for empowering women and allies. Women of Wonder supports and encourages women to advance their skills, careers, and leadership potential through connections, mentorship, collaboration, and vital discussions.

LatinXellence

Led by Alicia Delgado

LatinXellence addresses issues affecting communities in the U.S. and Latin America. These conversations foster mutual understanding between cross-border team members to empower them at work, in their communities, and through valuable insight for serving an international workforce with distinct customs and needs.

How Our Diversity Compares to Our Industry

2x

More Minority Identified

1.35x

More Veteran Employees

1.07x

More Female Recruiters

1.52x

More Female Executives

4.5x

More Pacific Islander

3.75x

More Latino, Hispanic

1.26x

More Black, African American

Women at Eastridge

Women make up over 60% of the workforce at Eastridge. Among our senior leadership, 44% of our leaders at Eastridge identify as women, significantly higher than the North American average.

In celebration of Women's History Month, Eastridge annually highlights many of the phenomenal women within our organization to learn more about each individual on a personal, meaningful level.

Heading our all-female legal team, Erin Medina, Chief Legal Officer, was recently recognized on Global Power 150 — Women in Staffing by Staffing Industry Analysts for her impact on the recruitment industry.

Additionally, Laura LaManna, Chief of Staff, and Cassie Galiskis, Regional VP of Professional Staffing, each received the 40 Next Top Business Leaders Under 40 Award by San Diego Business Journal.

Notable DE&I Accomplishments

- Conducted bias training for all Eastridge employees, hosted by renowned speaker and culture expert, Michelle Silverthorn.
- Rolled out anti-harassment training to all Eastridge employees and associates.
- Created a diversity dashboard to evaluate Eastridge's employee diversity for our industry peers and population at large.
- Amplified affinity group participation with regularly scheduled monthly meetings and community events.
- Signed the [CEO Action for Diversity and Inclusion Pledge](#).

Ongoing Goals

- **Create** hiring and candidate engagement goals to develop community engagement opportunities through volunteerism.
- **Host** new diversity webinars and publish meaningful ways to celebrate Black History Month, Pride, and Women's History Month.
- **Share** employee spotlights to highlight the diverse experiences of our team members.

Leadership in Action

Eastridge executives have publicly shared their stance, goals, and action plans in support of racial justice and equality.

In the last year, Eastridge leadership brought awareness and action to social issues, redefining what success looks like for all of us at Eastridge. They have shown true leadership through commitment and support for Eastridge's ongoing and expanding DE&I initiatives.

In honor of Juneteenth, Eastridge provides a day of service for all employees to learn, reflect, and serve. Partnering with the culture committee, we also honor Black History Month through CARE:

- **Connect:** Find what people in your community are doing.
- **Act:** Take action to make an impact on the Black community.
- **Reflect:** Learn the significance of Black History Month.
- **Educate:** Stay informed on topics you're interested in.

Additionally, Eastridge has established a new service line for our Mexico division consisting of in-sourcing services. This allows our clients to directly hire sourcers on their own, eliminating barriers and expanding opportunities into diverse markets and populations.

Our ERGs regularly achieve incredible response, feedback, and attendance during monthly meetings and guest speaker events.

Overall, Eastridge strives to exemplify diversity, equity, and inclusion with care and inspiration. Employees are encouraged to connect in a safe space where they can discuss issues that are important to all of us, not only as employees, but as humans.

Through these actions and conversations, Eastridge is honored to encourage a company-wide mission of elevating voices and promoting progress.

Educating for Widespread Diversity

Recent events have fundamentally changed society's outlook on diversity, equity, and inclusion in the workplace.

As we move steadily into the future of a modern workforce, many organizations have invested in advancing workplace diversity efforts. However, building a successful DE&I program requires education, strategies, and key guidelines.

To help companies conduct open, honest, and valuable discussions around DE&I, Eastridge created a diversity, equity, and inclusion webinar program. Joined by DE&I experts May Snowden, Glenn Williams, Amber Gardina-Quintanilla, and Sarah Hassaine, we hosted our first [workplace DE&I webinar](#), exploring opportunities for improving or creating DE&I efforts and initiatives.

Additionally, we've consistently developed DE&I resources for our clients, colleagues, and community to share a widespread message of unbiased solidarity.

- **DE&I eBook**: Our eBook covers four DE&I concepts and the corresponding KPIs for monitoring their success. You can use these practical steps to get started or as ideas for improving an existing program.
- **Workplace diversity infographic**: We surveyed industry professionals to determine what they were including in their own strategies. This infographic serves as a resource to help create, maintain, and measure the results of your own DE&I program.
- **Workplace diversity webinar**: In our webinar, a panel of DE&I experts and leaders from Qualcomm, ResMed, The Conference Board, and Eastridge offer practical tips and best practices from their first-hand experiences.
- **Supplier diversity webinar**: This webinar highlights the benefits of diversity for you and your suppliers while outlining how to build an impactful program.
- **Supplier diversity eBook**: Through this eBook, we aim to help organizations understand how to take the critical first steps toward establishing a successful supplier diversity program.

