



AESC Commitment to Diversity, Equity, and Inclusion: AESC's View on Exclusive, Targeted Search Assignments

AESC and our members are committed to [diversity, equity and inclusion](#) without bias. We strive to ensure that AESC member firms demonstrate this commitment by presenting diverse and inclusive candidates who meet the core competencies necessary for the role.

Our commitment to diversity begins with a clear understanding of the role as well as the core competencies required. A well-orchestrated executive search will include candidates who demonstrate the skills, qualifications, and experiences necessary to excel in the role, while also broadening the aperture (or view) used to find talent qualified for the role. AESC members are committed to completing a comprehensive search for talent beyond the routine notions of titling, educational pedigrees, or familiarity bias, and may include demonstrated leadership characteristics in key areas for the role (for example, a diversity and inclusive mindset, building an inclusive culture or enhancing DEI success) and "lived" experience (for example as part of an under-represented group or in personally dealing with discrimination).

AESC does not support targeted search assignments that exclude any candidates based on demographic differences. (except in the limited circumstances where permitted by law). While the motivation behind such a request may appear appropriate and reasonable (i.e., to improve the diversity of the executive team), such requests are by their very nature, exclusionary, and in most cases unlawful. (Please note, Board Search assignments may fall under different guidelines and may be more targeted in nature.)

As the leaders in the executive search profession, we believe it is the responsibility of our members to engage with clients to present the broadest spectrum of qualified talent. AESC, and its members, are committed to using appropriate search practices throughout our process – including, for example, conducting fair assessments of each candidate using a multi-factor assessment approach designed to reduce bias and encourage a diverse and inclusive selection committee.