

# The AESC Diversity Pledge

AESC Members operate at the highest standard in the executive search and leadership consulting profession worldwide. We believe in the power of diverse talent and inclusive cultures.

## OUR PLEDGE

We share a commitment to combat racism, prejudice, and discrimination within our own organizations, with candidates and the clients we serve, and in our communities.

We pledge to use our collective voices and actions to help create a world that is inclusive, diverse, equitable and accessible for all.

ACCELERATE | EDUCATE | ADVANCE | ADVOCATE

## OUR GUIDING PRINCIPLES



### ACCELERATE

Each CEO who signs this pledge is committing to developing and deepening actions within their own firms. Our Guiding Principles will help inform firm-based actions which will accelerate a sustainable positive impact. Actions that accelerate progress for Black leaders and the Black community will be a critical priority.



### EDUCATE

We commit to listen, engage, and learn so that we can do better both as employers and as trusted advisors. We will understand and leverage best practices to greatly enhance attracting and developing diverse talent for ourselves and our clients. We will work with our clients to identify leaders and assess them for their ability to create inclusive cultures where diverse talent thrives.



### ADVANCE

We will develop stronger and more diverse slates of candidates through robust research, outreach, and alliances. We will use our expertise to mentor diverse talent to raise their visibility and their success and will identify partnerships that allow us to engage more people, and thus have a greater impact.



### ADVOCATE

We will advocate with clients to help them embrace best practices that further their diversity and inclusion efforts which, in turn, will enhance business results. We will contribute our time and our expertise to under-served communities to advance racial equity and economic empowerment and to fight for social justice.