



elevating equity:

Randstad is committed to advancing equity to new peaks, fostering fairness both within and beyond our organization.



randstad

partner for talent.

In 2023, Randstad's purpose-driven events, strategies, activities, and initiatives underscored its ambition to elevate equity. In this year's report, we highlight the transformative collaborations between Randstad, its people, clients, and communities that make the world more diverse, equitable, inclusive, and better for all.

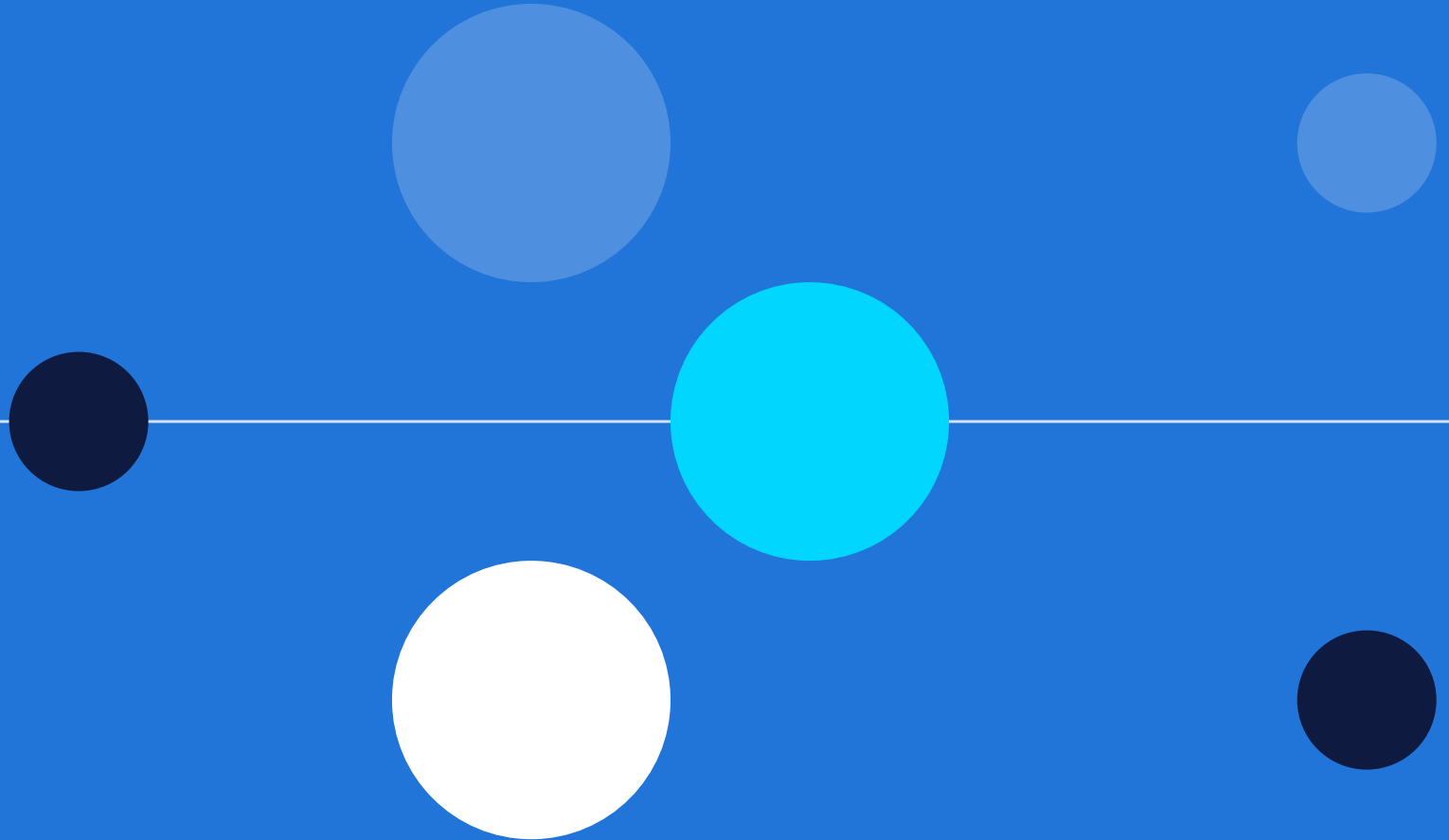


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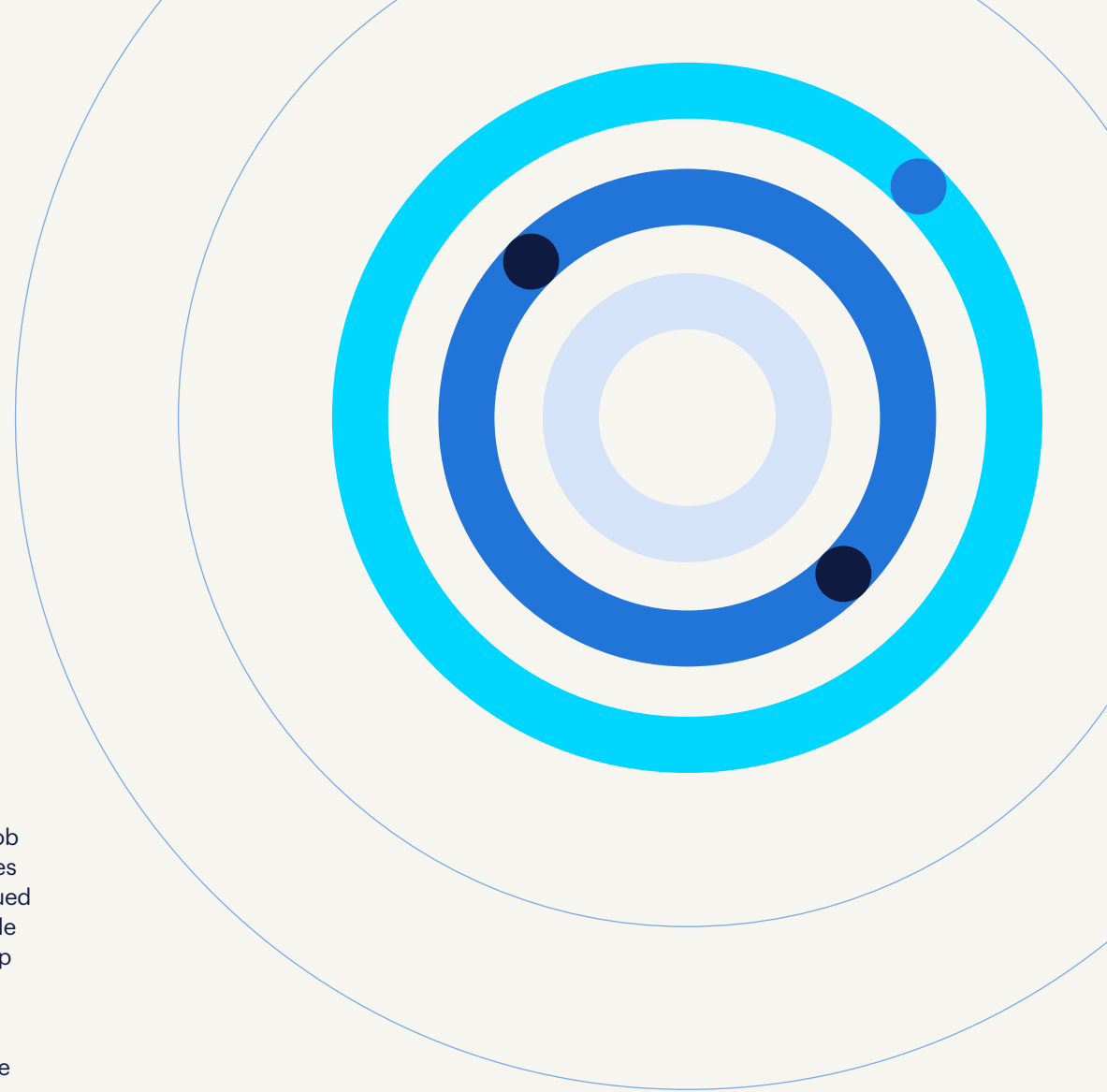
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driving diversity in 2023

At Randstad, we know that diversity has a powerful impact on morale, job satisfaction, and retention rates – as well as bringing unique perspectives that drive real and necessary change in our communities. We've continued to champion that change with EDI&A initiatives that transform our people and partners, fostering a better environment for a broad spectrum of top talent.

Our clients, vendors, and teams throughout the country benefit from cutting-edge EDI&A insights and programs to connect them with diverse groups and associations. This strategic engagement boosts recognition and appreciation for the distinctive contributions of diverse team members.

We take pride in fueling employees' success by advocating for equal advancement opportunities and education to promote conscious inclusion. With a steadfast dedication to equity, diversity, inclusion, and accessibility, we make every effort to align EDI&A with the company's actions, goals, and values.



CEO statement

At Randstad, we're dedicated to empowering our workforce and eliminating barriers that impede their journey toward realizing their fullest potential. Our team of experienced leaders plays a pivotal role in spearheading impactful initiatives that consistently foster the success of all our staff.

We take immense pride in our goal to become the world's most equitable and specialized talent company. Achieving this objective hinges on inspiring clients, broadening talent pools, cultivating an environment conducive to retaining employees, and implementing metrics for tracking progress and ensuring accountability. This vision is not just achievable but can also be surpassed.

Our primary focus centers on enriching the employee experience at Randstad and maintaining our ability to attract top talent. Employing a collaborative client partnership approach, we initiate specialized strategies to guarantee the identification, engagement, and recruitment of talent tailored to their specific needs. Moreover, we recognize the pivotal significance of diversity among our candidates, an essential factor in fulfilling our ambitious business objectives globally, not just in North America.

Through our internal experiences and assessments in partnership with others, we've recognized that talent requirements are as unique as those of our clients. At its core, diversity embodies the uniqueness inherent in the candidates and clients we engage with and serve daily.

marc-etienne julien

CEO
randstad north america
executive board member



CDIO statement

It's a widely acknowledged fact that diversity in the workplace holds significance. Surprisingly, research indicates that only about a third of EDI&A programs effectively foster a diverse workforce. Successful organizations integrate these principles into every aspect of their operations, aspiring for achievements beyond mere leadership efforts toward equity and inclusiveness.

Despite recent setbacks in the EDI&A sphere due to changes in Supreme Court rulings, Randstad has remained resolute in its commitment to cultivating a more inclusive workforce. Rather than succumbing to negativity, Randstad forged ahead with forward-thinking EDI&A initiatives. As the global landscape grows increasingly diverse, this dynamic period has presented challenges and opportunities alike, especially in my role as the chief diversity and inclusion officer at Randstad.

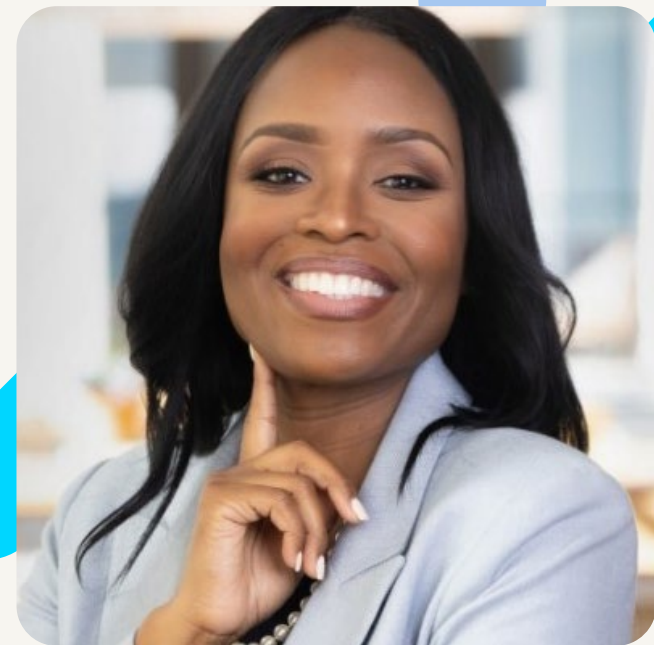
Amidst an economically, politically, and racially-charged environment, preserving a focused approach to fostering EDI&A at Randstad remains paramount. Despite challenges, 2023 marked a pivotal year in expanding our understanding of a diverse workforce. Randstad introduced its first affinity group centered not on race or ethnicity but on life circumstances: second-chance initiatives. We bolstered our Executive Diversity Council with new member representation, set specific goals to expand partnerships promoting diverse representation, and amplified platforms for advancement opportunities, propelling us forward on the EDI&A growth model. Our efforts extended to enhancing visibility for key demographics through our BRGs (Business Resource Groups), events, and strategic initiatives while deepening our work to support people with disabilities, earning recognition as a 2023 Leading Disability Employer by the National Organization on Disability.

Our commitment to EDI&A doesn't rest on past achievements but continually expands its reach. Notably, Randstad earned recognition as a leading diversity employer by the prestigious Brandon Hall Awards for the first time in 2023. We further engaged with new audiences, participating in events like the Fortune Magazine Impact Summit, the Belonging & Equity in Action Summit at Gallaudet University, and the CHRO Summit hosted by Quartz Media.

I am proud of the hard work that has been done in this space. We have stayed the course, and our company is better for it. I am excited for the opportunities 2024 will bring to become the most equitable and specialized talent company in the world.

floss aggrey

chief diversity and inclusion
officer randstad north america



2023 at a glance

Over the last three years, Randstad has used this report to publicly share data tracking the company's EDI&A advancements. However, these figures don't tell the complete story. Beyond the statistics, programs, and initiatives lie the incredibly diverse personalities, backgrounds, experiences, skills, and identities that shape who we are as an organization.

The passion and creativity that have made Randstad a globally-recognized company are the same characteristics that shape the company's EDI&A approach. Throughout this report, equitable innovation is highlighted in events, activities, initiatives, awards, and employee sentiment. They tell the story of how EDI&A is present and integrated within all parts of the business, client partnerships, and learning and development investments. Equity and accountability are embedded in the fabric of how Randstad employees engage with each other and the larger world.

In 2023, Randstad's paramount focus was becoming the world's most equitable and specialized talent company. Randstad maintained its longstanding global focus on equity and elevated that approach by broadening the scope of its Business Resource Groups. This strategic move harnesses the collective strength and expertise of the committed Equity, Diversity, and Inclusion-focused team, advocates, and allies, consolidating them under a unified framework. This consolidation not only catered to the specific needs within the U.S. but extended the same governance and support worldwide.

Randstad provides dedicated assistance to historically-marginalized groups such as women, newcomers to the organization, LGBTQ+ communities, underrepresented minorities, and those with disabilities. This deliberate attention celebrates the diverse talents and backgrounds of all employees, creating a profound sense of belonging while concurrently nurturing leadership qualities among participants.

This year there was an increased emphasis on the ongoing EDI&A awareness and learning journey. This resulted in deeper client relationships, purposeful thought leadership sessions within internal teams, intimate group discussions, and collaborative BRG events. There was also a specific focus on acknowledging the complexities of intersectionality while fostering a culture of allyship to better comprehend and support ongoing diversity trends within the marketplace.





event highlights

- Hosted PRIDE webinar in June titled “Basic Human Rights: LGBTQIA+ and Intersectionality,” featuring speakers from Accenture and our PRIDE BRG.
- Leaders and PRIDE BRG members participated in the Out & Equal 2023 Southern States Forum, advocating intersectionality to advance workplace equality.
- The African Heritage BRG created Barbershop Conversations, which celebrated the journey of black males in corporate America and offered guidance to those attending to overcome professional hurdles and uplift their families.
- Celebrated Asian American Heritage Month with an AAPI (Asian American Pacific Islander) Fireside Chat focused on wellbeing. The event featured the newly appointed CEO of Randstad Digital, guest speakers, and members of the PACE (Pan-Asian Community Engagement) BRG. Concurrently, there were engaging in-office events highlighting AAPI food, culture, and history aimed at nurturing inclusion.
- EDI&A leaders were highlighted as speakers in roundtable sessions with partners like the National Organization on Disability (NOD) and the World Economic Forum (WEF). The discussion captured essential insights and methods for propelling EDI&A forward for Randstad, our clients, and our communities.
- Collaborated with Gilead, a longtime valued client in the Life Sciences field, during the 2023 Leap HR Life Sciences event. Randstad leaders co-hosted discussions on maximizing a competitive edge in EDI&A talent acquisition, aiming to stay connected and engaged in this domain.
- Randstad was recognized in the World Economic Forum’s Global Parity Alliance report as an Equity and Inclusion Lighthouse for empowering at-risk women in the United States through upskilling and opportunity creation, leading to significant job placement successes.

north america people and process highlights

U.S.

- Increased representation of people of color with ongoing efforts in diversity initiatives.
- The internal representation of people with disabilities (PWD) soared by 49 percent. This notable increase was a product of deliberate campaigns and initiatives aimed at increasing self-identification and ultimately fostering an inclusive and secure environment.
- We transformed the Executive Diversity Council (EDC) in efforts to embrace greater diversity. The EDC continues to be a cornerstone in Randstad's evolving EDI&A strategy.
- There was a remarkable rise in BRG membership in the United States. Individual groups experienced an increase of over 100 percent, with the Fair Chance BRG witnessing a threefold surge in its membership in less than a year.
- The BRG communities expanded globally by incorporating six new groups that directly complement the existing U.S.-based BRG communities.
- We bolstered the company's leadership cadre by appointing new and key senior executives responsible for spearheading global strategy and local implementation for HR.
- There are also some opportunities to work with senior leadership positions and to get to know more about the increasing number of employees that identify with two or more races.
- Expanded active EDI&A outreach partners to support and optimize the recruitment process for increased representation, such as our association with EmployAbilities.
- Created and implemented learning and development conscious-inclusion programs from the Canadian Centre for Diversity and Inclusion (CCDI). This included an EDI&A badging program to incentivize participation and allowed us to chart and promote an effective learning journey for all groups.
- Launched WIN (Women Inclusion Network) mentorship program to facilitate the tools and skills needed to continue to advance women into leadership roles and build upon previous successes.
- Designed and implemented robust EDI&A behavioral assessments at the senior leadership levels. The assessments address bottlenecks and further support an evolving data-driven approach to comprehensive and meaningful EDI&A strategies and training opportunities.
- Provided added support for the communities we operate in through our partnership with TRIEC (Toronto Regional Immigration Economic Council). This mentorship program provides newcomers with interview and resume building skills and a train-the-trainer program to increase the success of finding employment, while removing barriers.
- Implemented a Women in Color taskforce to cultivate an environment of psychological safety, inclusion and belonging. It was created to share workplace experiences and support broader organizational objectives to generate opportunities for diverse women in senior leadership.
- Secured a corporate partnership with Odewin, an Indigenous-led not-for-profit, to gain access to consultation and guidance from Indigenous community members to ensure that current and future initiatives are moving forward in a manner that respectfully drives awareness and honors Indigenous culture at the forefront.
- Awarded parity certification once again with Women in Governance — a third-party organization that recognizes an organization's commitment and results as it relates to female representation in senior leadership.



U.S. workforce

Despite seeing a reduction in the general workforce during 2023, we saw some interesting changes aligned to our EDI&A strategy in the following areas:

- We continue to see year over year growth in gender diversity, adding 400+ female workers to our workforce in 2023.
- People of Color (POC) saw a slight increase and now represent 35.98 percent of the workforce; Black/African Americans represent 12.12 percent and Hispanics 11.37 percent.
- The Native Hawaiian workforce increased by 6 percent between 2022 and 2023. 'Not Specified' employees increased almost 40 percent and represent 3.34 percent of the workforce.

U.S. leadership

Leadership positions remained almost the same through 2022 and 2023. However, there were some important statistics that need to be highlighted:

- People of Color (POC) increased 20.2 percent in 2023.
- Asians, Pacific Islanders and Hispanic employees jumped 53.8 percent and 41.7 percent respectively.
- POC represents 22.8 percent of leadership positions, from 18.8 percent last year.
- Asian/Pacific Islanders, Black/African Americans, and Hispanics represent 18.27 percent of all leadership.

canada

- We launched internal campaigns and initiatives to promote and explain the benefits of self-identifying for representation and strategic development, resulting in a 16 percent increase of individuals who self-identified in 2023.

canadian workforce

In Canada, the landscape of gender representation continues to undergo a transformation due to intentional initiatives and campaigns intended to increase diversity:

- There was a slight increase of overall female representation between December 2022 and December 2023 to over 0.3 percentage points over 65%.
- Male representation dropped by the same percentage point from 34.4% to 34.1%.

canadian leadership

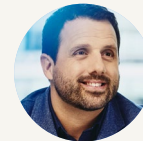
- Between December 2022 and December 2023, female representation in Canadian Leadership has increased by 30%..
- Male representation dropped by the same percentage point from 50% to 20%.



“An organizational commitment to Equity, Diversity, Inclusion and Accessibility takes more than verbal declarations. It encompasses multifaceted, deliberate actions pivotal for fostering a culture of trust. This environment ensures that everyone feels valued and included, fostering a sense of belonging where individuals are free to express themselves authentically.”

deepa fazzari

HR leader, RS enterprise and NA



“A recent World Economic Forum report entitled “Future of Jobs” highlights that while 86 percent of Canadian organizations have EDI programs, only 14 percent of those surveyed are leveraging diverse talent pools as a top practice for improving talent availability. As Canada becomes increasingly diverse, organizational success will require ensuring that equity diversity, and inclusion are treated as an essential part of every aspect of the employee lifecycle to prepare leaders for the future.”

patrick poulin

president and managing director
technologies - president’s office



“EDI&A is a journey and it starts with understanding the current state. This is a crucial step to partnering with business leaders to facilitate effective goals and objectives.”

marie-pierre gervais

vice-présidente, ressources humaines

equity unleashed

Revolutionizing engagement with partners, people, and communities on the path to becoming the foremost equitable and specialized talent company.

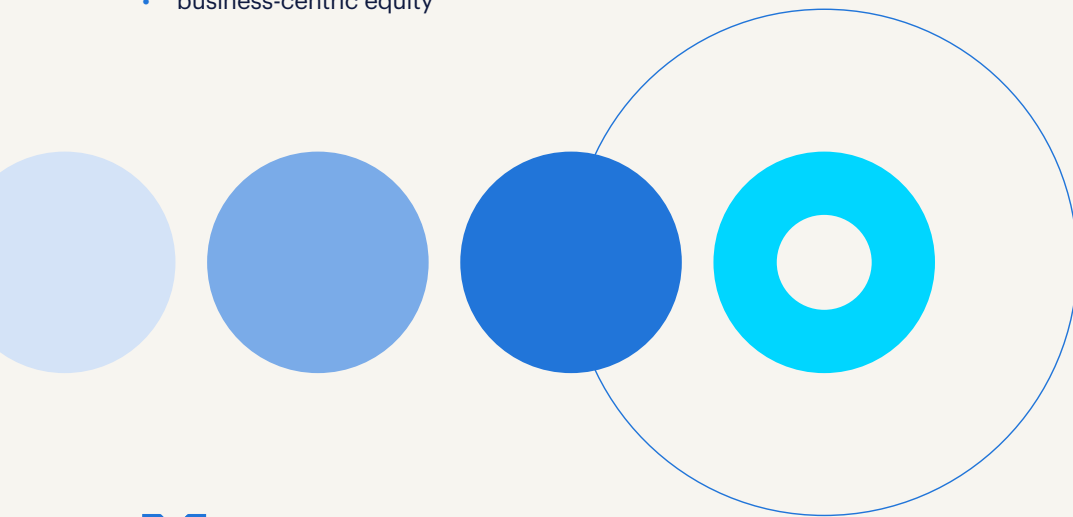
Randstad's unwavering commitment to EDI&A shines through the steadfast dedication of leaders prioritizing these ideas. In 2023, Randstad maintained its momentum, leveraging its existing strengths as a starting point.

Our continued success in this endeavor hinges on promoting equity in every sphere of business, ensuring EDI&A ideals are equally vital for individual clients, employees, and business operations as a whole. This intrinsic approach to EDI&A has made Randstad a dependable ally to clients in their business ventures and a relentless advocate for growth and development among the talented workforce we serve.

We've made substantial strides in EDI&A programs over the past year, in an ongoing and purposeful voyage rather than a rush toward a singular goal.

The blueprint that outlines Randstad's trajectory includes:

- client-centric equity
- people-centric equity
- community-centric equity
- business-centric equity



client-centric equity

First and foremost, Randstad is a trusted partner for equity, diversity, inclusion, and accessibility with its clients. This core pillar is a constantly evolving effort to engage more deeply with employees and clients, and to promote and foster equity at all levels of the marketplace. That's why we've leveraged our EDI&A division to bring value-added EDI&A consulting services to our clients.

To strengthen our partnerships and help our clients meet their business and recruitment objectives, our EDI&A Strategic Consultants provided the following value-added services in 2023:

- **Market scans:** a customized lens into workforce and community insights. This data can be leveraged to better understand and analyze how an organization can increase their workforce reach within the communities they serve.
- **DEI journey diagnostics:** gauges the maturity of an organization's EDI&A journey. Clients walk away with a clear understanding of where they are in their current journey and what initiatives will help them progress to the next stage.
- **Talent profile reviews:** a review of the talent profile is completed by analyzing the skills, qualifications, and experience required for a specific role and comparing this to the market. This facilitates a better understanding of how to broaden a talent pool, attract more qualified applicants and diversify the workforce.
- **DEI webinars:** our complimentary webinars helped clients expand their knowledge base on a variety of EDI&A topics, from inclusive interviewing and recruitment practices to challenging unconscious bias and strengthening allyship.



“When we share the market demographics scan with our clients, it's clear that it is something they have never seen or considered. It's a differentiator and a discussion they have never had, demonstrating that we are truly in tune with the specific local markets we recruit in and will be able to do it better/smarter than our competitors.”

brent dul

executive vice president, RIS and iMSP



delivering on a common goal



“Diversity isn’t just a buzzword; it’s the driving force behind innovation, talent attraction, and better business performance. Inclusive workplaces excel at bridging skill gaps, retaining top talent, and meeting evolving market demands — making it a must-have for success in today’s business world.”

mike smith

chief executive for randstad enterprise

As a thought leader and specialized expert in the field, Randstad is backed by collective EDI&A experience spanning over 60 years. Across diverse internal markets and business sectors within the organization, the EDI&A team employs a tailored approach for each segment, ensuring a precise alignment with every client’s unique requirements. This specialized strategy caters specifically to each client’s distinct EDI&A needs, providing comprehensive, tailored support.

impact on clients in the enterprise market

RPO



“It’s easy to create initiatives but difficult to change mindsets. It’s important to continue to impact the thought process behind recommended solutions rather than simply implementing the newest EDI&A industry trend.”

courtnie barrett-parks

VP of EDI for RPO

All year long, we collaborated closely with our RPO clients to craft impactful solutions addressing their EDI&A aspirations, both apparent and implicit. Our collective comprehension of the EDI&A landscape, awareness of common blind spots, neglected aspects, and future projections guided these efforts.

Our workforce utilized their wealth of internal expertise and insights to team up with clients. Together, we assessed their present circumstances, pinpointing areas ripe for EDI&A integration within their established frameworks. Our team provided fresh, tailored solutions to facilitate innovation where needed, including:

- creating data-driven candidate slates
- conducting inclusive hiring learning sessions
- crafting specialized EDI&A strategies for niche roles
- building inclusive hiring roadmaps
- advising on voluntary self-ID implementation
- developing diverse workforce roadmaps
- revamping diversity councils for equity and inclusion

client voices: testimonials of impact in RPO



“I can’t thank Randstad enough for their exceptional support in diversifying our new hires. Their commitment to finding top talent from a variety of backgrounds has been instrumental in building a more inclusive and innovative workforce.”

marlette jackson

head of DEI for frontier airlines



“Over the last several years, we have leveraged Randstad for direct placement support and recently engaged with their EDI&A team as we prioritize how to attract and recruit diverse talent. Randstad’s EDI&A team worked with our Talent Acquisition and DE&I teams to understand our current and past challenges and future goals. They connected with certain partners we are currently engaged with to understand how we leverage them and opportunities for enhancements. They provided new strategies and techniques for both new sources of diverse talent and how to better leverage what we currently have. They focused on a data-led approach, consistent with our strategy and complemented our ongoing efforts. I would recommend Randstad as a starting point for TA teams that wish to increase their efforts on intentional recruiting for diverse talent.”

amber snow

director, talent acquisition and diversity, equity and inclusion for amway

diverse supplier programs



“Creating a successful EDI initiative requires several essential elements, starting with a clear goal and defined outcomes you aspire to achieve. The critical aspect lies in dedicating the necessary attention to each step or component to bring the broader initiative to life.”

scotty parrish

regional president for RPO, MSP and RSPS



“Equity, Diversity, and Inclusion are vital for our business. The diversity of my team brings a rich array of perspectives and experiences, fostering creativity and innovation. This diversity not only enhances problem-solving but also aligns with the global nature of today’s markets. In addition, a commitment to EDI&A is instrumental in attracting and retaining top talent and creating an inviting environment where everyone’s unique contributions are recognized. Our focus on EDI&A positions us as responsible corporate citizens, and it is paramount to achieving overall organizational success, including long-term competitiveness and resilience.”

nino campos

global supplier diversity manager for randstad USA



“Ensuring that an organization’s total workforce represents their community, consumers, and the world around them is essential to maximizing business success.”

vaishali shah

VP of EDI for Total Talent Solutions



Randstad continues to ensure the inclusion of diverse suppliers in our strategic sourcing and procurement process. We engage in outreach activities to seek out diverse suppliers, including small business and minority development organizations, supplier matchmaking, protégé programs, trade shows, and procurement events to find diversity.

In 2023, Randstad's Supplier Diversity program expanded with the following:

- added a new hands-on supplier accelerator certification program
- supplied live consultants to provide mentorship, coaching, and training to new and current preferred diverse suppliers
- created innovative industry-leading systems and practices to identify certified diverse suppliers that align with Randstad and our clients' business strategies
- implemented a new internal tool that allows the supplier diversity team to directly communicate, prioritize, and respond quickly to internal diversity-related requests
- expanded the size of our team supporting customers with diversity reporting
- created a supplier diversity mentorship program, DREAM

D.R.E.A.M. - developing, resiliency, engagement, accessibility, mentorship

At Randstad, we believe in empowering diverse businesses to thrive and succeed in the marketplace. We strongly believe that a diverse supplier base leads to innovation and creativity, resulting in greater value for our customers, partners, and communities. Our Supplier Diversity goal is to bridge the gap between established suppliers and diverse-owned businesses by providing guidance, resources, and support. Through mentorship and collaboration, we aim to enhance the competitiveness and sustainability of diverse suppliers, enabling them to deliver high-quality products and services.

Randstad's D.R.E.A.M. mentorship program takes mentorship to a new level. It equips diverse suppliers with the tools needed to not only obtain business with Randstad but also to guide them in how to work with any company effectively. The D.R.E.A.M. program is an enhanced mentorship service offered only to certified diverse suppliers who have shown commitment to the requirements of the program to graduate. The program aims to network internally and externally at regional and national diversity events, through strategic planning to introduce in-person executive corporate diversity leaders at the events. At Randstad, we are committed to investing in diverse suppliers and helping them become successful entrepreneurs.



D.R.E.A.M. graduation

Randstad recently hosted the D.R.E.A.M. Mentorship Program Graduation at the Russell Innovation Center for Entrepreneurs, a successful event that inspired diverse business owners through activities, keynote speeches, onsite professional headshots, and live studio podcasting. Over two months, the program facilitated growth and relationship-building between participating businesses. The program intentionally disrupts supplier mentorship and promotes positive change, inclusiveness, and worth. The dedicated Randstad supplier diversity team, along with Montina Young Fraiser from CIA Media Group, led and elevated these entrepreneurs, and we are grateful for their contributions. The graduation ceremony was a reminder of the importance of continuous learning and development in the professional journey of each graduate. Corporate veteran speakers Al Richardson, Fernando Hernandez, and Dr. Lakila Bowden shared their invaluable wisdom, insights, and contagious excitement, reinforcing the graduate's success. The program facilitator, Montina Young Fraiser, delivered an exceptional curriculum that played a pivotal role in the program's future success.

As an essential element within our equity-driven Manager Supplier Programs (MSP), we use genuine data and valuable insights to establish standards for comprehensive talent solutions that meet client needs. In 2023, we saw a notable evolution and expansion of client needs within this realm. As a foremost partner in talent solutions, particularly in the domains of MSP and total talent, we view it as our duty to bolster and magnify our clients' holistic EDI&A endeavors.

This past year has been characterized by active collaboration with clients, jointly identifying avenues to enhance diversity across their entire workforce through innovative MSP solutions. We've actively worked to dismantle barriers to equity while devising bespoke solutions that resonate with our shared aspirations for EDI&A progress.

Our commitment translated into tangible support for client organizations and partners, which encompassed:

- highlighting market trends
- evaluating current practices
- providing inclusive hiring guidance
- crafting self-ID diversity dashboards for contingent workers
- creating diversity roadmaps for both full-time and contingent staff
- expanding our diverse partner network
- supplying EDI&A resources for client-program-contingent workers
- delivering data-backed insights and recommendations

client voices: testimonials of impact in MSP



“Randstad is a great partner who supports their client’s ambition, proactively takes action, and is open to elevating the DE&I topic.”

pauline hardi
procurement senior manager - americas for COTY

people-centric equity: growing success in untapped communities



“Our unique and specialized approach to skilling solutions continues to be a differentiator for us here at Randstad. Through the combined efforts of our expert staff, focus on excellence, and proximity to talent often and otherwise considered scarce, we are a valued talent partner and advisor in all matters impacting the way in which we work.”

j. keith brown
vice president, head of community
impact for randstad USA

Randstad combines integrative skilling, corporate social responsibility (CSR) and thought leadership initiatives for human first recruitment strategies that grow success in untapped communities.

integrative skilling

Randstad’s Community Impact Skilling Initiative leverages our core assets of human capital, talent value chains, technology, and sourcing channels for an integrated approach to skilling diverse talent. This is closely aligned with our core business and comes with strong support from internal and external client stakeholders.

corporate social responsibility (CSR)

It's not enough to engage in CSR activities; one must integrate and manage them well. Our CSR Assets deliver on the potential of CSR as value-creating assets with financial returns on investment (ROI) and related business and competitive benefits. With proper design and sufficient investment, our CSR Assets support returns related to:

- reputation and brand
- talent acquisition
- community activation
- equity, diversity, inclusion and accessibility

social impact, grounded in thought leadership

We support non-profit organizations to unlock their mission and inspire action. Randstad turns non-engaged actors into co-conspirators that support corporate social responsibility. By developing and distributing original thinking on workforce solutions, we enable our client ecosystem to break through barriers and engage potential marginalized talent, partners, and influencers in their work.



client voices: testimonials of impact in our community



"We chose Randstad to support our efforts because they have a proven track record of providing workforce solutions and skilling programs for various industries and sectors. We were impressed by their vision and commitment to creating economic equity and social impact through their programs. We also liked their holistic approach of partnering with corporate, nonprofit, and community organizations, to provide comprehensive training, mentoring, and career opportunities for the participants."

rosan r. petrillo

senior manager of equity, inclusion and diversity for kaiser permanente of georgia

community-centric equity:

investing time and resources in our neighborhoods



Operating from our U.S. headquarters in Atlanta provides us with a unique opportunity to deeply engage and collaborate with local organizations dedicated to fostering long-term equity among diverse groups. We actively engage with and support these organizations, enhancing the community that sustains our economic presence.

Here are a few examples of how we demonstrated equity in Atlanta:

- Assisted with the GA Hispanic Chamber of Commerce annual membership meeting in honor of their associated corporate members. An executive sponsor for the REAL (Randstad Empowering All Latinos) BRG, Marcella Grammatico-Elliott, Sr. Director, Treasury and Insurance was a guest speaker.
- Hosted ALPFA's (Alliance Latina Professionals in Finance Association's) networking event where our VP of National Sales, Carmen Seda and Vice President, Head of Community Impact engaged as guest speakers.
- Participated in a Habitat for Humanity build to impact economic empowerment in a local neighborhood.
- Supported National Association of Asian American Professionals (NAAAP)'s annual Chopstix for Charity Gala.
- Engaged with NAAAP Atlanta's second annual ERG Summit, hosted by the Metro Atlanta Chamber. Courtnie Barrett-Parks, our VP of EDI&A, served as a guest speaker to support NAAAP's focus on sharing best practices and addressed common challenges on how to continue moving EDI&A forward in the workplace.
- Hosted courses for the Supplier Diversity Mentorship program at our Atlanta office.
- Partnered with Salesforce to create Women Leading the Way for Change Tour in Atlanta to support the broader mission aimed at re-engaging and retaining women in tech in the workplace.
- Attended the LGBTQ Summit at the GA Diversity Council hosted by Inspire Brands in Sandy Springs, Georgia.
- Hosted the OneTen Atlanta Coalition Summit at our corporate headquarters in Atlanta.

community voices: testimonials of impact

business-centric equity:
cultivating an EDI&A culture at the core of our business



“Understanding the value of equity, diversity, inclusion, and accessibility is the key to shaping more productive, fulfilling, and profitable businesses.”

andy wang
director of marketing



“Meaningful change in EDI&A requires a thoughtful approach, targeted and quantifiable metrics, and a desire to see organizational readiness for the future of work.”

greg dyer
SPE chief commercial officer

Our unrelenting focus on leading the path toward EDI&A includes measurable steps to ensure Randstad is an accessible organization for everyone, from our leaders and clients to our colleagues. We believe that true inclusion equals full participation, realized in Randstad’s dedication to internal mobility to attract and retain a diverse talent pool.

When our own teams are diverse, it impacts the organizational perception of clients and employees, helping achieve our mission and strategic priorities. Randstad’s RISE (Redefining Inclusion for Sourcing Effectiveness) program is a unique opportunity to demonstrate an ongoing investment in the success of EDI&A.

Here are a few examples in key internal markets critical to the success of equity in our organization:





championing equity among our teams:



“In a shifting business landscape demanding strategic allocation of time, energy, and resources, one constant prevails: EDI&A stands unwavering, non-negotiable amidst it all.”

grraig paglieri

CEO randstad digital americas and
managing director global professionals



“Embracing diversity and inclusion isn’t merely about ticking HR boxes or seeking a photo op. It’s a profound commitment, a lifestyle that echoes through our actions, demonstrating to the world that every individual matters. Let’s cultivate a culture where diversity isn’t just a buzzword, but a lived experience, making our collective journey richer and more meaningful.”

jason crockett

HR generalist, randstad digital



“While we still have work to do, we have made incredible strides on our EDI&A journey across the organization. We’ve forged a trail to expand our awareness and partner better with our people, fostering an environment where they thrive. Acknowledging the pivotal role of the HR function in fostering a more equitable, inclusive, and purpose-driven environment, the significance of EDI&A permeates through all our departments. This underscores our dedication to meticulous data narratives that craft comprehensive stories, propelling strategic outcomes forward. These processes stand as pivotal pillars of our success and are deeply appreciated by our workforce.”

angela harris

chief people officer for randstad digital



“Fostering real inclusion and belonging in a Fearless Organization requires not only implementing systems to address disparities but also recognizing and celebrating leaders who embody these principles in their daily actions. These leaders, through their unwavering commitment to psychological safety and inclusive leadership, serve as role models, encouraging others to embrace vulnerability, challenge the status quo, and contribute authentically. Their actions create an environment where diverse perspectives are valued, where everyone feels safe to take risks and learn from mistakes, and where innovation and growth can truly flourish.”

markesha kirkman

VP of people and culture



“At Randstad, my history and background are seen as valuable, an inseparable part of who I am, and part of what makes me effective. Being seen gives me the ability to bring my full self to work. I want that for everyone. You feel bolder when you are not trying to minimize your differences but instead are in an environment that celebrates those differences.”

chris ramsey

VP of TA

In the heart of our Central Delivery team lies a deep-rooted commitment to fostering a fearless workplace; an environment where psychological safety reigns supreme, innovation flourishes, and growth knows no bounds. 2023 has been a remarkable year in our journey toward this transformative vision for our team.

An example is found in our annual book club which was focused on Amy C. Edmondson’s seminal work, “The Fearless Organization.” This collective learning experience ignited a spark, illuminating the profound impact a fearless culture can have on our organization’s success.

The team’s feedback and groundbreaking ideas served as the cornerstone of the fearless initiatives within the Central Delivery group, propelling us forward with renewed vigor. Under the guidance of our fearless team leaders, we embarked on a series of meticulously crafted initiatives, training sessions, and workshops, each designed to nurture, curate, and embed the principles essential for fostering a fearless environment.

Randstad amplifies the voices of innovative leaders who are integral parts of this extraordinary journey. Their dedication and unwavering commitment have been instrumental in shaping our fearless culture. Together, we have created a workplace where fear is replaced by courage, and vulnerability blossoms into strength.

our commitment to equity: impact

- Employee engagement skyrockets: Engagement has soared, averaging an impressive 9.2 Peakon score this year, with management support reaching an astounding 9.3.
- Retention reaches new heights: The unprecedented 100 percent retention rate in the RCD - Integrated MSP division of Randstad is a testament to our positive and supportive work environment.
- Active participation and collaboration: We saw a 50 percent increase in BRG participation in our Central Delivery group alone via enhanced collaboration with the Fair Chance and African Heritage BRGs.
- Community engagement: We saw more than 95% participation in community engagement through outreach initiatives with Junior Achievement. This included the sponsorship of two High School interns for a period of 8 weeks, demonstrating the team’s enthusiasm and commitment to their community.
- Stronger relationships and partnerships: The focus on transforming into a fearless culture has fostered stronger relationships and collaborations across teams, leading to enhanced problem-solving and decision-making.
- Financial performance remains stellar: Randstad has maintained a strong financial performance, despite the significant decrease in opportunity.

talent acquisition

Our work in Talent Acquisition holds immense significance, as Randstad’s deliverables impact the world. Our focus on diversity sourcing efforts has notably influenced our internal representation, with a dedicated team that plays a pivotal role in ensuring our internal EDI&A efforts deliver tangible outcomes.

Within Internal Talent Acquisition, we recognize the need for a diverse team capable of harnessing their talents effectively. We actively work to nurture the vital link between diversity objectives and a robust organizational culture that empowers individuals to bring their whole selves to work, without the need to filter any part of their identity. To achieve this, Randstad has established key tools to bolster inclusion, such as our BRGs, social talent hubs, and Executive Diversity Councils.

The Talent Acquisition team's strategy heavily relies on external data to align with organizational goals and initiatives. Remaining attuned to the latest innovations in recruiting and sourcing is crucial to effectively supporting our teams as strategic partners and achieving impactful outcomes both within and outside of the organization.

randstad digital

Randstad Digital is steadfast in its mission to foster the growth of our clients, talent, and communities by cultivating a more diverse STEM workforce. Despite women constituting 47 percent of the employed population in the United States, they only account for 18 percent of bachelor's degrees in computer science.

As the world's largest talent provider, we are well-equipped to create an environment that champions women in tech. We acknowledge that it takes collective effort to drive real change, and are fully aware of the complexities involved in building competitive talent pipelines and workforces that reflect the diverse communities we serve.

With Randstad Digital, we've made strategic investments to harness the full potential of our workforce, focused on reinforcing the core of our organization during dynamic and transformative periods. In 2023, we took a proactive step with crucial additional resources to support our HR leadership teams.

Over the past year, we furthered our commitment by collaborating with our clients, communities, and external stakeholders through our "Women Leading the Way for Change" tour, conducted in partnership with Salesforce. This initiative was a labor of passion, dedicated to promoting women in the technology sector. We embarked on this journey with stops in high-traffic locations like NYC and ATL, recognizing it as a pivotal aspect of our role as a genuine digital enablement partner.

This served as an opportunity for us to connect with other organizational leaders and collectively strive towards the change we aspire to see. Our event attendees gained valuable insights on leadership during challenging times, enhancing diversity, equity, inclusion, and accessibility, and most importantly, implementing practices to re-engage and retain women in the workforce.

partnering with our people to promote equity



"The journey toward instigating tangible change in EDI&A isn't easy, yet it's integral to our identity as an organization and as business leaders."

sue marcus

RSR managing director, NAM

Advancing EDI&A in our society can be a challenging task without adequate resources. In 2023, our teams collaborated extensively to cultivate an environment of psychological safety, expertise, and engagement. This involved ensuring that the team had the right tools, support, and lines of communication with leadership to champion initiatives linked to social justice and allyship.

The examples below demonstrate how this work has impacted the experiences of our people:



“UPS gained valuable knowledge from a tailored veteran strategy and by attending the Randstad Equity, Diversity, and Inclusion veteran training program. The team has found success in using keywords to identify veterans with matching skill sets, and also by taking advantage of the resources that are geared towards veteran talent”.

ashleigh roth

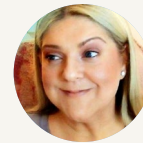
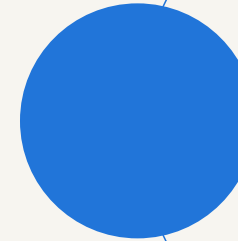
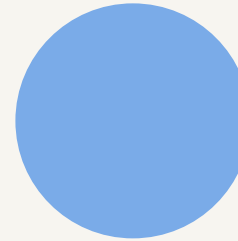
GBS sirector, sourcing strategy



“The Randstad team in South Florida is committed to advancing EDI&A programs with our manufacturing clients. Our involvement with the South Florida Manufacturers Association, and specifically with the Women in Manufacturing Committee, shines the light on women engineers, production associates, manufacturing leaders, and women entrepreneurs who founded manufacturing companies. I am proud to have been one of the founding leaders of the Women in Manufacturing chapter in the region and my Directors and Staffing Managers participate actively in the committee discussions and initiatives to help increase the number of women who enter and build a thriving career in manufacturing.”

ana sasmiresan

area vice president



“Partnering with Hire Hope has proved to be a very positive experience for our team. Their commitment to understanding our unique needs and the qualities we look for in team members has made the process not just efficient but truly enjoyable. From the initial discussions to the final onboarding, the Hire Hope program has demonstrated a remarkable ability to align resources who have the potential required for the job and the drive and determination to match our existing team. Their personalized approach goes beyond matching apprentices with teams; it’s about finding individuals who seamlessly integrate into our team. It is evident that Hire Hope is not just interested in training the Hire Hope resources; they are invested in the success of the individual and our team. We are grateful to have been given the opportunity to partner with a program like Transcend. The Team members we have had the chance to work with have not only met but exceeded our expectations and truly positively impacted our teams.”

kim todaro

vice President, client services for randstad

prioritizing equity with the executive diversity council (EDC)

The Randstad Executive Diversity Council is another example of employees dedicated to furthering equity in our organization. With the time, effort, and commitment of a generous group of senior Randstad leaders, the council has helped to implement equity, diversity, and inclusion initiatives throughout the management chain by setting specific, measurable goals and hosting speakers on topics like Sustainability and Social Impact, Driving EDI&A Business Integration, and Fostering Engagement With People With Disabilities.

These efforts have already resulted in authentic, actionable change – but the journey is far from over.

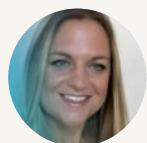
Companies that measure their success can also benchmark their progress against similar businesses, track their own advances over time, and share their success publicly. Randstad measures equity by looking at indicative data, such as staff retention rates, significant differences between genders, promotions rates, and the diversity of qualified candidates in the external bench when recruiting from outside.

Randstad continues to see growth in the people of color and people with disabilities communities. Our talent acquisition team is dedicated to leading the way with equity in recruiting, and is striving to see more progress with all untapped groups. As the company synchronized global, national, and local EDI&A priorities from 2022 to 2023, Randstad focused on the following in 2023:

- **Increased participation in Business Resource Groups:** Despite a dynamic year for talent acquisition in the market, we experienced a commendable increase of 5% in employees participating in the BRGs.
- **Guest speakers:** Randstad continued to engage guest speakers in 2023, to move toward DEI&A success while exchanging ideas with leaders and organizations who share our values.
- **Expanded data monitoring:** We shifted to a greater focus on data in 2023, updating our quarterly diversity scorecards to include persons with disabilities.
- **Growth in Supplier Diversity Partnerships:** The company pursued additional partnerships, specifically with suppliers, to enable greater expansion in the space of EDI&A.
- **Processes and policies:** Randstad updated FCRA language to be more inclusive and used talent messaging to drive inclusion and contribute to a boundaryless working environment.
- **Awards:** Randstad received several awards as a result of the measurable steps that we have taken to ensure each person feels a sense of belonging in their work.
- **2045 program:** 2045 is a curated learning and developing initiative for high-achieving individuals from marginalized backgrounds to put them on the path to executive-level success.

equity in our L&D programs

Success in EDI&A is a journey, not a destination. In this ever-evolving work, Randstad seeks to ensure our workforce is an innovative, effective, and productive space where everyone feels they belong.



“While critical, building and sustaining an environment of Equity, Diversity, Inclusion, and Accessibility (EDI&A) involves more than setting diversity representation aspirations and creating broad-based organizational initiatives. It is helping employees discover their own biases and teaching them memorable models so they can adapt their thought process and approach to create a positive and inclusive workplace culture. We have seen this contribute not only to higher engagement and better teamwork, but also greater retention, performance and success.”

jessica diccico

VP learning development

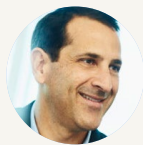
Through professional development, training, webinars, and events, the Randstad team comes together to build one another up. Teams collaborate to become better employees, better leaders, and better people.

learning and development support snapshot:

- The Leaders in Motion (LIM) program gives managers an opportunity to build on their leadership competencies and emotional intelligence with people-coaching and leadership skills. LIM equips participants with simple, practical, memorable models and frameworks that can be applied to their everyday world, including how to adapt their leadership approach to the preferred style as well as to the readiness level of their direct reports.
- Start Smart: Foundations for Management and Leadership is a program that aids new managers transitioning to a leadership role. Becoming a new manager can be a challenging transition. All at once, one feels a sense of excitement about something new, along with the challenge of building effective relationships with teams, colleagues, and the additional possibility of now managing former peers. It's understandable that a new leader's confidence can get shaken. Start Smart provides a progression of modules designed specifically to offer managers the opportunity to develop a new mind-set accompanied by a set of concrete skills to supervise others. Each module in the program focuses on shifting the new manager's perspective from that of an individual contributor to a leader through real-world examples and practice, giving Randstad's new leaders the confidence they need to balance relationships with results.
- Pay Equity Compliance and Conscious Inclusion courses are also offered, promoting fairness and equality by ensuring that employees are compensated equally for work of equal value, and that the team takes active steps to ensure that all employees feel welcomed.

spotlight on equity in motion

we support our people doing this work for clients and a sense of belonging internally.



“Impacting Equity, Diversity, Inclusion and Accessibility transcends boundaries and manifests through various actions daily: attending BRG (Business Resource Group) events and meetings, embracing the role of an executive sponsor, contributing to committees or workstreams, serving on the diversity council, championing equity-focused events, seizing speaking opportunities in Equity, Diversity, Inclusion, and Accessibility, and standing up for those that may feel unheard or unseen at any given moment. My goal is straightforward: simply contribute meaningfully and provide unwavering support to the ongoing needs of Equity, Diversity, Inclusion, and Accessibility in a way that drives and propels meaningful change.”

[alan stukalsky](#)

chief digital officer for randstad north america



modeling equity, diversity, inclusion, and accessibility

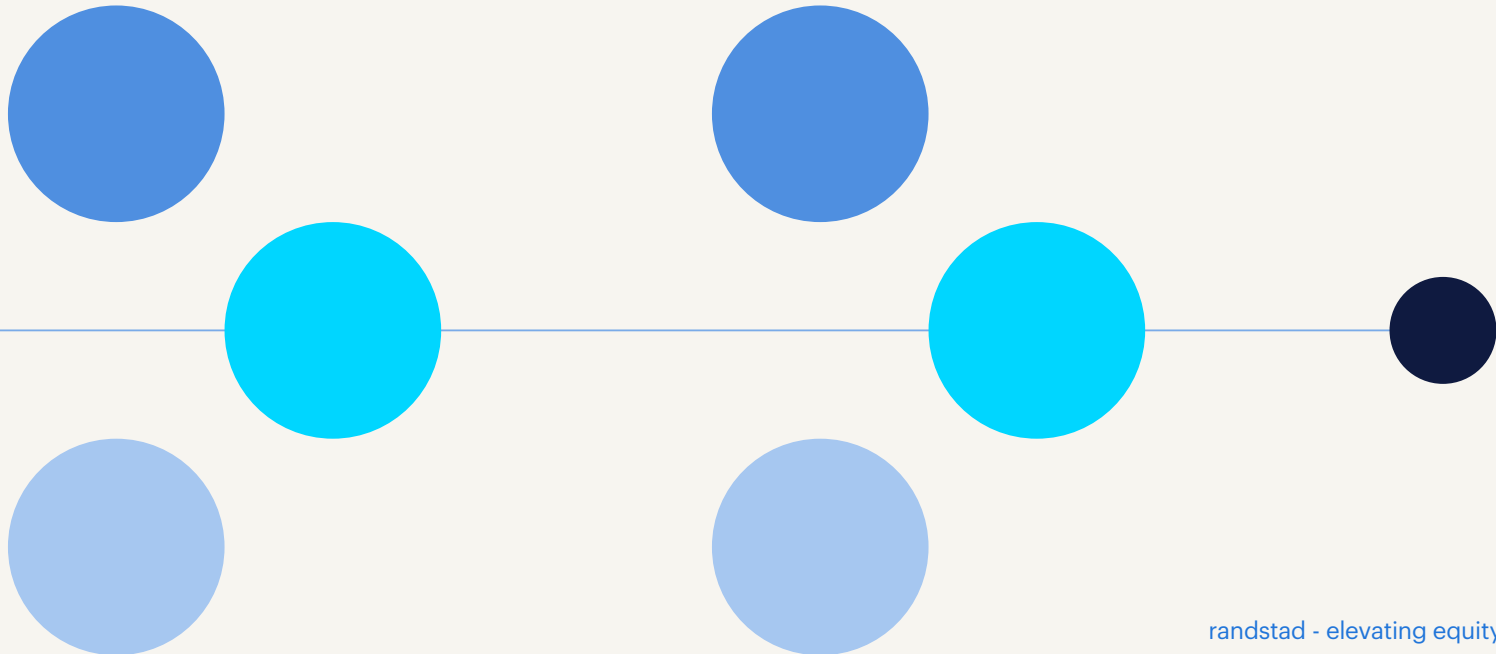
Studies have shown individuals must feel accepted for who they are and valued for the contributions they bring to work to feel like they belong. They need to believe they can bring their full, authentic self into their job. By amplifying connections with staff and talent, and elevating the employee voice, Randstad fosters a greater sense of EDI&A in the workplace and increases the feeling of belonging. The Business Resource Groups at Randstad have proven to be valuable assets for meeting the needs of everyone, including historically marginalized groups and their allies.

business resource groups (BRGs)

There are nine business resource groups at Randstad US representing diverse cultural, racial, and ethnic groups, as well as veterans, women, young adults, those with disabilities, and those who have a record of convictions. These groups include mentorship, service opportunities, and the ability to connect with people from a similar background. Allies are welcome and encouraged to join and participate in any group.

randstad canada BRGs

In Canada, there are five BRGs with 91 members, who represent every line of business and department within our organization. Every BRG is focused on providing education, awareness, development, and networking opportunities that support employee engagement and retention. These groups are a critical part of Randstad Canada's EDI&A strategy.



indigenous



“The BRG has given us a platform to not only celebrate Indigenous culture, but bring awareness to the very real history and current barriers experienced by Indigenous Peoples in Canada. While our group is made up of primarily allies, we choose to keep the conversation going while seeking consultation and guidance from Indigenous community members outside the organization to ensure we are moving forward in a good way. I choose to lead this BRG so that Randstad employees can be a part of the conversation around reconciliation and so that Indigenous employees can see that the celebration and recognition of their culture is important.”

jessica borland

senior strategic EDI&A consultant for randstad canada

As the catalyst for thought leadership, this group creates a space for collective knowledge sharing to increase awareness, appreciation and respect for Indigenous culture and history to foster an inclusive and welcoming environment within Randstad Canada.

The Indigenous BRG has been pivotal in raising awareness around the importance of recognizing and respecting the contributions of Indigenous Peoples. They secured a corporate partnership with Odewin, an Indigenous-led not-for-profit, to gain access to consultation and guidance from Indigenous community members to ensure that current and future initiatives are moving forward in a way that keeps respect, awareness, and honoring

randstad proud 2SLGBTQIA+



“The Proud BRG impacts positive change in the workplace through education, advocacy, and uplifting positive voices to influence equality, diversity and inclusion for members of the 2SLGBTQIA+ community. Everything we do promotes others to bring their true, authentic selves to work, everyday.”

bryan hewitt

regional director, talent experience
for randstad canada

Randstad Proud’s mission is to help educate and eradicate the fear of bringing your true, proud, and authentic self to work, every day, regardless of your identity. This group promotes equality, respect, and inclusivity to make everyone feel welcomed at Randstad Canada.

Along with hosting in-person, nationwide events during Pride month to increase awareness and education, this BRG partnered with our Legal department and HR to ensure all of our corporate policies were re-written to be gender neutral and influenced the corporate standard of having the option to use pronouns in email signatures.

multi-ethnic voices, refugees, and immigrants (MEVRI)



“There is great power and change that comes from leveraging varying perspectives and lived experiences. I want to do my part to be a catalyst for change within Randstad Canada, to make sure all of our voices are uplifted and to continue our path towards education, awareness and really making a mark, all while recognizing every individual who makes up the culture and the soul of our organization.”

namita khatri

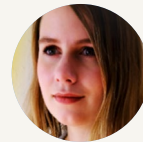
director of EDI&A for randstad canada

MEVRI lifts the voices of all employees, and considers lived experience as a core competency that will enable more equitable opportunities for us all. They seek to advocate, advance, lift and learn from diverse perspectives, cultures, and backgrounds.

The overarching mission is to build a community where all can belong and grow within their careers by identifying barriers and opportunities.

In 2023, MEVRI hosted a speed mentoring session in partnership with an Immigrant Employment Council to help newcomers expand their professional networks and understand the local labor market. In addition, this BRG hosted a company-wide, bilingual listening session in which 150 of our Canadian employees attended and listened to colleagues’ personal stories which highlighted how their intersectional identities shape their professional and personal lives.

mental health and accessibility/disability



“The BRG allows us to create safe spaces for tough conversations and allows us as Randstad employees to create conversations and influence change through EDI&A. I decided to become a leader of the BRG because I felt that there was a missing gap in employee-driven conversations about mental health and disabilities, and wanted to become an advocate for those conversations, awareness, and learnings, while also growing in my own EDI&A journey.”

alex nieuwenhuys sigvaldason

operational excellence and transformation
manager for randstad canada

This BRG strives to increase accessibility to enhance productivity and enable work lives by reducing and removing the stigma associated with disability and mental health in an effort to create awareness, tools, and unlock the path for gaining accessible resources for mental health, accessibility and disability assistance.

The Mental Health and Accessibility/Disability BRG was able to create awareness and provide education through hosting a speaker event in which the facilitator shared her story of only being diagnosed with autism at the age of 41 and how that shaped her understanding of herself and past. They also forged a partnership with PATH Employment — a non-profit agency solely dedicated to assisting individuals with disabilities in finding employment-aiding employers in obtaining employment-ready candidates for their position — to deliver a disability/accessibility series.

women's inclusion network (WIN)



"My vision is to motivate and inspire others to participate in diverse and inclusive behaviors. WIN is the perfect platform to be able to learn a new way of thinking to embrace all, to enhance your emotional intelligence, to learn what DE&I means and to be able to implement it in your daily life."

chantal smith

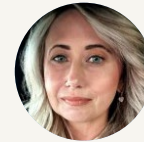
manager, employee enablement
for randstad canada

The Women's Inclusion Network (WIN) BRG promotes and elevates the voices of women within Randstad Canada and enables them to bring their whole selves to work. With intentionality and an emphasis on intersectionality, they are learners, advisors, advocates, and promoters of issues unique to women in business, within Randstad.

2023 initiatives included creating a six-month internal mentorship program to guide aspiring female professionals, empowering them to overcome challenges, set goals, and achieve success. In addition, the WIN BRG hosted a live panel discussion, where male panelists highlight the importance of male allyship as it relates to women's career progression.

randstad U.S. BRGs

fair chance



"The BRGs have brought inclusivity to the forefront of every conversation I have. I am more aware of tone, verbal cues, and my presence in every interaction because of BRGs like Fair Chance."

jennifer lovell

internal talent acquisition for randstad USA

Everyone, including those who have a criminal justice record, deserves a second chance at getting a well-paying job. Randstad's Fair Chance BRG is devoted to empowering individuals with prior convictions and supporting families impacted by incarceration. Through their efforts, Fair Chance members have raised awareness of current policies for hiring individuals with prior convictions. They have provided talent with the necessary resources, skills, and support to overcome the barriers they face reintegrating into the workforce and created safe spaces for Randstad employees impacted by incarceration.

The Fair Chance BRG provides forums throughout the year for branch employees to share success stories of employing people with criminal records. These conversations inspire employees across all areas of the company to look for opportunities to make an impact in this area.

This year, Fair Chance featured a Hire Hope participant in a company-wide event. She was given a platform to share her story, which increased awareness of barriers to employment and housing people face after incarceration. She also highlighted the support the Hire Hope program gave her, both professionally and personally.

AIM: Abilities in Motion



“Randstad works hard to educate managers to be open and embrace neurodivergent employees. My management over the past two years has allowed me to be me and truly bring my whole self to work. My stress and exhaustion from masking and trying to fit in has come way down. Randstad’s support has allowed me to come out of my comfort and security zone to explore new things knowing that it is a safe and supportive environment.”

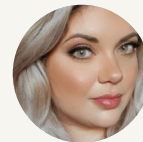
kate crowley

senior business services analyst -
VMS for randstad USA

The Abilities in Motion (AIM) BRG helps Randstad employees bring their “authentic selves” to work. This is something many people with disabilities don’t feel like they can do. AIM’s mission is to provide a forum to advocate for full and meaningful employment and inclusion for people with disabilities, whether physical, intellectual, cognitive, or developmental. This year, AIM included focus groups on living with cancer, chronic pain, hearing issues, mental health challenges, and neurodiversity.

In 2023, AIM’s partnership with Talent Acquisition included adding disability-inclusive language, external job posts, and inclusive processes for recruiting conversations. The Self-ID project, which was a collaboration with REDI and HR, was well received.

PRIDE



“As a proud member of the LGBTQIA+ community, advocating for others to be accepted and included in all spaces of their life means the world to me. I look forward to a future where no one needs to ‘come out,’ where men and women are given the same opportunities, and where every person, no matter their race, gender identity or sexual orientation, is treated equally. I will continue to speak up and fight for equality at every level and on every platform I can reach. I believe every person has a responsibility to advocate for this change.”

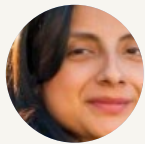
rachel butas

centralized delivery director
for randstad USA

Randstad is proud 365 days a year thanks to the incredible work from our PRIDE BRG. Their mission is to create a culture where every employee, regardless of their sexual orientation or gender identity, feels completely comfortable and confident in bringing their true selves to work. They seek to build a brighter and more inclusive future for everyone.

In 2023, PRIDE participated in the Dallas Pride Festival, and Boston and Atlanta Pride Parades. To give back they organized a donation drive for Lost-n-Found Youth Atlanta and held a virtual 5k with donations going to the Trans Youth Education Foundation. Multiple workshops and webinars were held, and the Reading Rainbow Book Club was founded. PRIDE also had representation at Out and Equal Executive Forum, Southern States Forum, and Workplace Summit.

REAL: randstad empowering all latinos



“My family and above all else, what they sacrificed to come to this country looking for better opportunities (inspired me to become an advocate for DEI&A in the workplace). I want everyone from all communities to have a voice and be heard regardless of where they are from.”

gavriela mejia

senior field operations specialist -
payroll for randstad digital US

The Empowering All Latinos (REAL) BRG connects Randstad with the Hispanic and Latinx cultures. This group represents the vast diaspora of the Latinx world, with members from over 20 countries. REAL seeks to create a space within Randstad for employees with Hispanic heritage and their allies to connect and support each other. They also are working to expose all employees to Latin American culture and provide education on cultural similarities and differences. REAL serves the external community by providing professional coaching and partnering with non-profit organizations to help its members with professional development.

In 2023, REAL collaborated with AHBURG on an 8-week mentorship program for members of both groups. They hosted a financial literacy workshop as well as the “Taste of Latin America” event at the FSC during Hispanic Heritage month. They conducted interviews and training for new Spanish-speaking candidates for the financial shared services business support team and provided translation services for a variety of internal and external resources in an effort to foster support for Hispanic and Latinx talent.

AHBURG: african heritage BRG



“(The BRGs) have been very successful in furthering DEI&A in the workplace. The connections I’ve made and the camaraderie are priceless. It’s refreshing to work for a company that truly understands diversity and creates safe spaces for employees to be themselves authentically.”

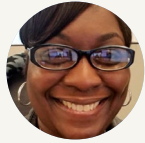
regan toomer

communications and content
specialist for randstad USA

The African Heritage BRG’s mission is simple — to create an inclusive environment that encourages community, leadership, and personal and professional development for employees of African heritage and their allies. AHBURG members drive real change both within and outside the organization through mentorship, networking, community service, educational programming, and social gatherings.

In 2023, AHBURG grew membership by 23 percent year-over-year with improved visibility, awareness, and ease of access. Their tailored initiatives attracted and engaged members including HALO for HBCU alumni, The Barbershop to support growth and well-being of black men, and The Writer’s Table/Club for current and aspiring authors). In addition, they launched a monthly newsletter and revamped their Connect page to be more robust, visually appealing, and user friendly. AHBURG hosted several cultural events, both in-person and virtual, including Black History Month, Juneteenth, and Race for Equity and Justice.

AHBURG expanded EDI&A impact through increased collaboration, member visibility and engagement. They initiated more collaborations and partnerships internally and externally including with other BRGs, RBE internship, Google RPO, RD, and Destiny’s Daughters of Promise. They also created programming and initiatives to highlight employees of African heritage and their contributions to Randstad, including Connect features on 28 black leaders at Randstad, member and HBCU alumni spotlights, networking mixers, and guest speakers on professional development.



“It is important for people to feel that they have a voice in the workplace. We won’t all agree on everything, but we should be able to voice opposing points of view in a respectful way. We should feel that we are in a safe space to be our authentic selves and be seen for who we truly are. Leaders should foster these types of working environments by listening, learning, and putting their words into action.”

tamera lapsley

executive program manager



“We can tell our Randstad story to inspire people as inspiration changes policies and practices in large organizations. Individually, we can confront bias in the marketplace when we are supporting external customers by educating them. And we can put people to work in the right roles within fair and equitable environments.”

chris ramsey

internal talent acquisition
for randstad USA

WIRED: women in randstad empowering development



“I have been able to upskill in areas I never thought possible including public speaking and event coordination. Being a co-chair of this amazing BRG was always a future goal and I am so unbelievably honored to not only be a part of this BRG but to co-lead it with my amazing co-chair Sandra Markle. This group has really opened my eyes to my true passions of empowering and motivating others.”

alysse wiegold

manager, business knowledge -
ML for randstad USA

Women in Randstad Empowering Development believes in the strength of women empowering women. WIRED embodies this beautifully by fostering female leaders, guiding personal and professional growth, and making a positive impact on the Randstad community.

In 2023, WIRED hosted a Coffee Chat with three former executives with over 120 people in attendance. Their International Women’s Day webinar with Rebecca Henderson and Floss Aggrey was also well-attended, with 192 people in attendance. The WIRED mentoring program was held again, with 30 pairs of mid career women mentored by managers and above. Additionally, several educational webinars were held for the entire membership. As part of their initiative to give back, they placed five Dress for Success donation boxes across the USA with great collection results.

PACE: pan-asian community engagement



“Randstad allows the BRG members and employees the time and resources to educate themselves and others about diversity, inclusion, and the minority groups most impacted by these initiatives. More than that, they encourage and promote engagement and participation in all of the BRGs. They provide support and awareness, all the way up to the C-suite level, via swag, events, communications, blogs, etc. We have important conversations about the current state of affairs and supporting one another.”

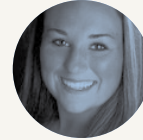
lisa baird

U.S. product manager,
RFO for randstad USA

Pan-Asian Community Engagement (PACE) is focused on promoting cultural enrichment, creating a sense of belonging, and celebrating the diverse tapestry of Asian heritage. By providing resources, support, and a platform for the Asian community and allies to thrive, Randstad is reinforcing the core values that make us a truly diverse, inclusive, and equitable place to work.

In 2023, PACE celebrated Asia-Pacific American Heritage Month with in-person events in several key cities in the US including Atlanta, Chicago, and the Bay Area. In-person celebrations also occurred for Diwali. In addition, PACE BRG members participated in a health and wellness event titled, “REFRESH, REFOCUS, RELAX: TECHNIQUES THAT WORK,” exclusively designed for their community.

leaders of the future: LotF



“Luke 12:48 says ‘Everyone to whom much was given, of him much will be required, and from him to whom they entrusted much, they will demand the more.’ As a BRG whose sole focus is on preparing the next generation of leaders, it has been a privilege to watch our members invest in their own personal and professional development. What has been even more rewarding has been watching our members impact the generation behind them by coaching and mentoring high school students through 3DE and providing Randstad resources to underserved communities that are important to them; proving they’re already ready to handle the requirements of being a true servant leader.”

stephanie alvey

account manager; iMSP

The Leaders of the Future BRG’s aim is to improve the mental and physical health of its members and support them in their personal and professional growth. This year they added corporate partnerships with Junior Achievement and 3DE, collaborating to provide high school seniors the opportunity to develop a business plan on a challenge Randstad is facing. Volunteers attended monthly Zoom meetings where they coached and mentored students. Participation jumped over 150 percent in the last year due to employees across the country being given the opportunity to volunteer.

LotF also created a partnership with RandstadGo and Cigna to educate, support and provide resources to its members. In March, members of this BRG participated in a Mastering Time Management webinar with Dominic Levesque (President, Business Professionals and Tatum US) and Brenda Christian (SVP, HR).

Forces 4 Business: F4B



“This was an exciting year for the Randstad F4B BRG. We hosted a LinkedIn event to talk about veterans’ transferable work skills and highlighted a couple of Randstad veterans to share their perspective on making the transition from the military to civilian life and Randstad. We also hosted a Veterans’ Day event that focused on our internal veterans and their families and experiences and supported Wreaths across America.”

joel smith

executive vice president for
randstad inhouse services

F4B BRG hosted the 4th annual Veterans’ Day event on November 9, taking an inward-looking approach to celebrate the veterans who work at Randstad. Over 300 people attended the event, which featured interviews of six veterans employed at Randstad and recognition of other veterans, including family and friends of Randstad employees. Several of the employees featured also participated in the newly created discussion event, Mission: Debrief.

The September 11 silent memorial hosted 100 people throughout the 3-hour period, with moments of reflection at the time each plane came to rest. F4B also participated in several joint BRG events, including a webinar on service dogs with Abilities in Motion and a thought-provoking powerful discussion with members of PRIDE BRG.





awards.

highlights from this year

diversityInc top 50 - #19

- Top Companies for Black Executives
- Top Companies for Environmental, Social and Governance (ESG)
- Top Companies for Executive Diversity Councils
- Top Companies for Philanthropy
- Top Companies for Talent Acquisition for Women of Color
- Top Companies for Veterans

HRC equality 100 award

NOD leading disability employer

brandon hall

- Best Advance in Diversity Recruiting Strategy
- Best Advance in Leadership Development for Women
- Best Advance in Leading Diversity, Equity, and Inclusion Initiatives

ASA elevate award honoree

america's greatest workplaces for diversity 2023

SIA DE&I influencers

best place to work for disability inclusion 2023

GWBC® LACE corporation of the year 2023

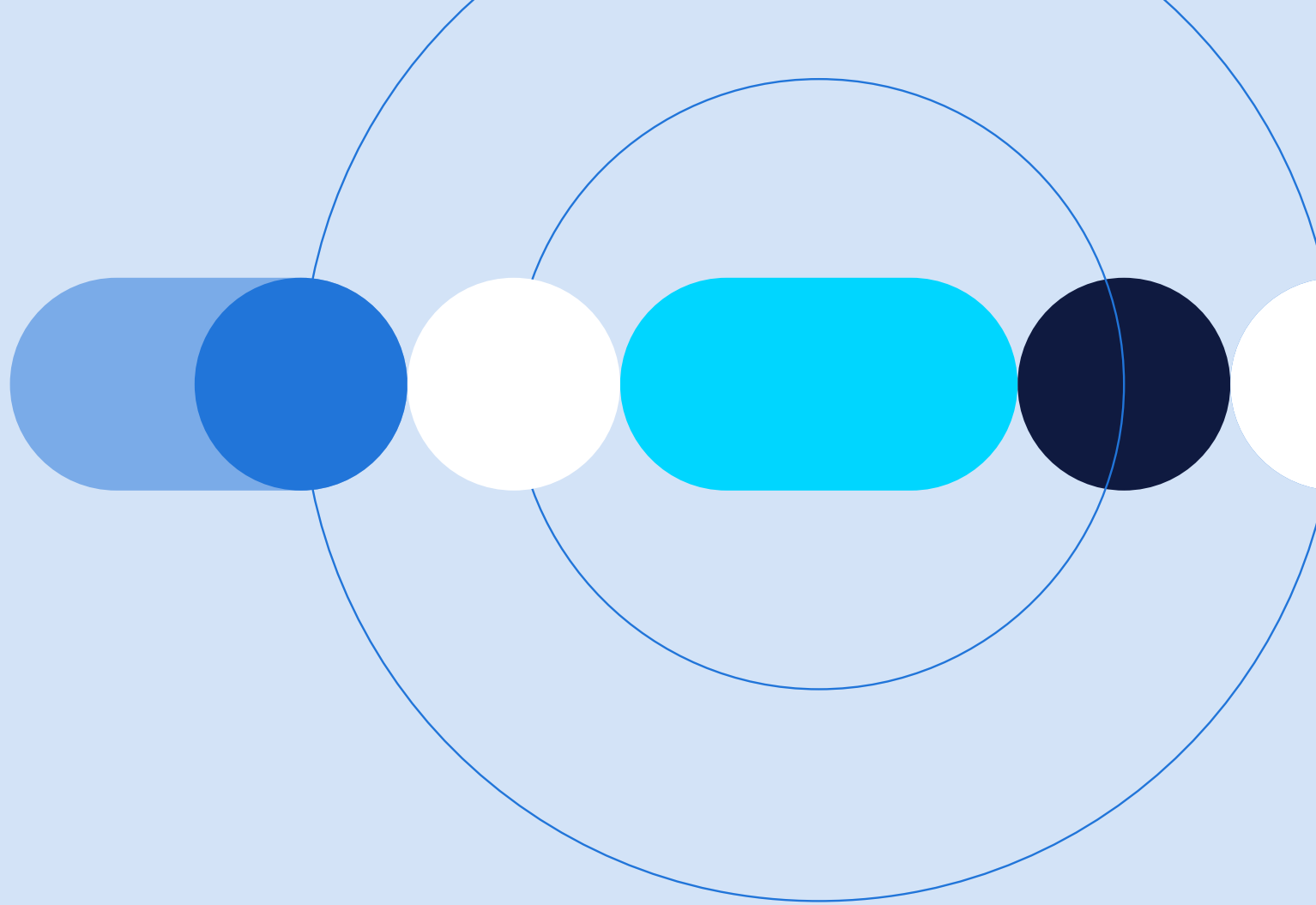
GWBC LACE buyer of the year 2023

military friendly® bronze employer

military friendly company

military friendly brand

military friendly supplier diversity program



conclusion.

Organizations with greater diversity outperform their peers; according to the 2023 McKinsey, D&I Global Market Report, inclusive teams are more productive and make better decisions. The business case for EDI&A is clear: continued prioritization of EDI&A better positions us for long-term success in today's dynamic and interconnected business landscape.

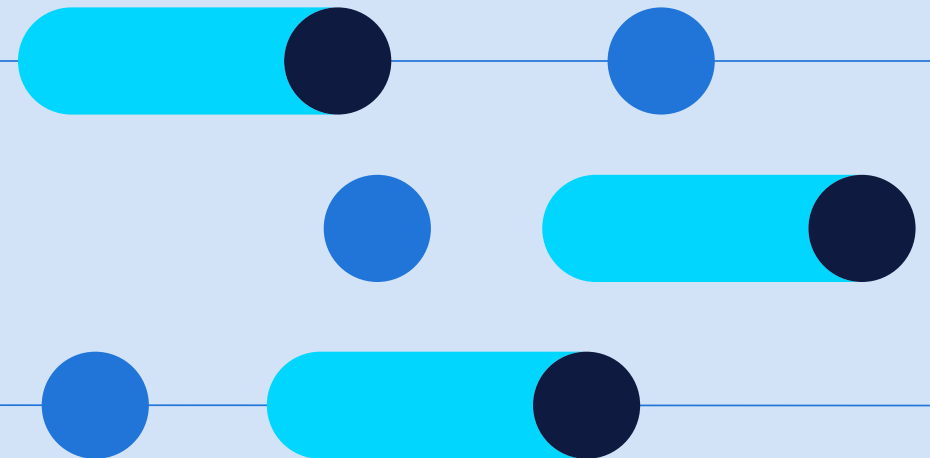
Our achievements are just a glimpse of the transformative power of cultivating a fearless organization. Fostering equity, diversity, inclusion, and accessibility in business is not just about meeting legal requirements; it is a strategic imperative that positively impacts innovation, talent management, client relations, and overall organizational performance.

In our previous year's EDI&A report, we listed priorities to focus on in 2023. Thanks to a tremendous team and the generous support of Randstad's leaders, we have made significant progress toward meeting and exceeding these goals. We've supported our clients, vendors and teams with leading EDI&A insights, events and programs, both virtually and in-person. We have strategically engaged diverse outreach groups and member associations to amplify the voices within Randstad and the larger community that are often marginalized. This has led to an increase in diverse representation in our workforce despite the decrease in our overall numbers. We have promoted equity, inclusion and accessibility at every level and are excited about the opportunities to continue this work.

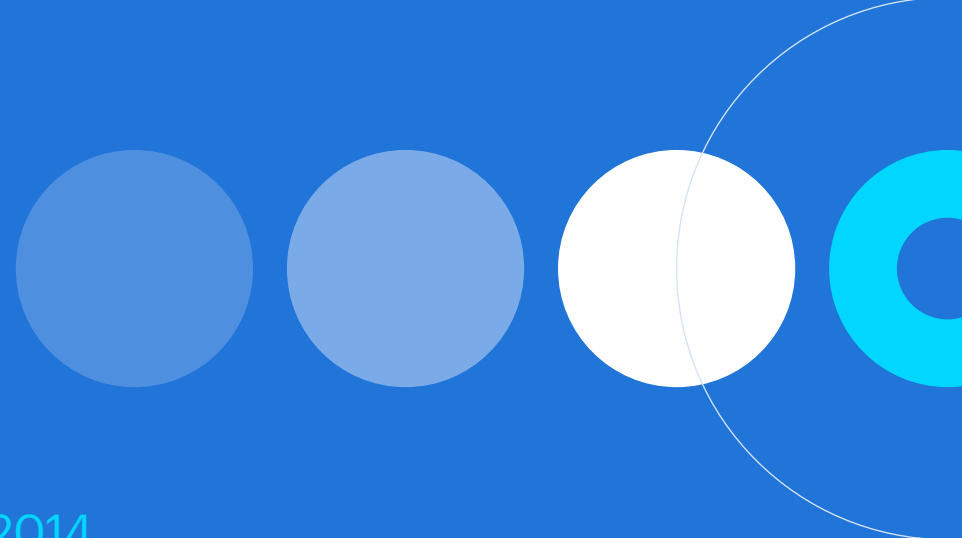
Looking ahead to 2024, we remain steadfast in the commitment to cultivating a courageous, innovative and growth-oriented workplace. The goal is to continue to push boundaries, embrace challenges, and redefine what it means to become the most equitable and specialized talent company.

Our 2024 goals include:

- Sustain the gain among people with disabilities and exceed expectations.
- Continue to prioritize programs to increase veteran representation.
- Engage external associations to support the growth of a diverse leadership team.
- Lean into LGBTQIA+ and gender-neutral inclusivity.
- Grow the diversity of Business Resource Groups, including those that are universally inclusive, experience-based affinity groups.
- Pursue continued increases in BRG participation and engagement.
- Build on the momentum of this year's awards to be recognized to an even greater degree.



We have continuously set and achieved ambitious annual EDI&A goals thanks to the efforts of our entire workforce, clients, and partners. There are no shortcuts to success, and we remain committed to being a leader in the EDI&A landscape to move our organization, industry and world toward a more equitable and just society. Our EDI&A efforts and major milestones over the past decade speak to our steadfast commitment to improving and evolving our efforts over time:



2012

Launched Women Powering Business Forum Series in various cities across the United States and Canada.

2013

Randstad's 10th annual Workmonitor report includes a "Women in Leadership: Still a Tough Battle" section, featuring global research highlighting the ongoing perceptions and attitudes impacting the progression of women in the workplace.

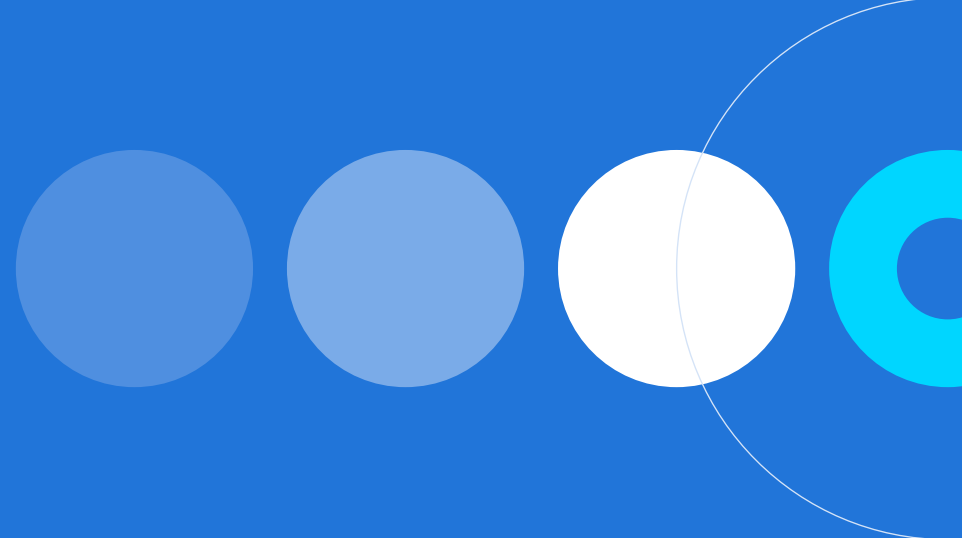
Increased the number of female full-time employees at Randstad for the third year in a row and remained well above average for this statistic.

2014

Launched Hire Hope to provide career-readiness training and job placement services to underserved and at-risk women, with a vision for participants to use the knowledge and professional experience to thrive and contribute to a better world.

Designed and implemented a system to support disability inclusion with data tracking.

Joined Workplace Pride, a non-profit foundation that promotes greater acceptance of lesbian, gay, bisexual and transgendered (LGBT) people in the workplace.



2015

Recognized and ranked among the Top 5 companies which are most improved in terms of LGBT inclusion.

Purchased RiseSmart, thereby expanding the types and profiles of candidates reached in a Global HR services ecosystem, including North America and beyond, to address a rapidly growing and dynamic workforce.

Started Workfierce program to help women in leadership progress in their careers.

2016

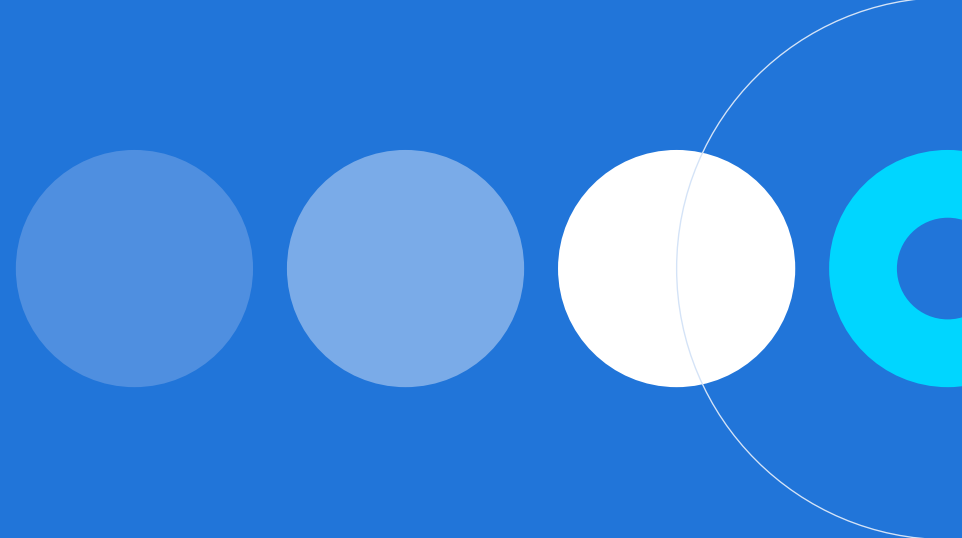
Earned our first American Staffing Association Care Award for corporate social responsibility (CSR) work completed through Hire Hope.

Launched WIRED (Women In Randstad Empowering Development) Business Resource Group (BRG), sponsored by the then CEO, to continue to support and sustain the growth of women within Randstad.

Launched PRIDE BRG with a goal to become employer of choice by creating a work culture where LGBTQ employees are comfortable and confident in bringing their whole selves to work.

Randstad Canada received 10th anniversary recognition of Best Workplaces in Canada by the Great Place to Work® Institute.

Randstad Canada awarded one of the 50 best workplaces in Canada for women.



2017

Developed an official diversity policy to guide internal practices and foster the sustained growth and promotion of equal opportunities for all groups.

Increased participation rate of the Great People Survey increased in North America — 77 percent of respondents agreed or strongly agreed that Randstad is an outperforming organization, resulting in an outperformance score that well exceeded the Service Provider Benchmark.

Increased growth of women in leadership positions within Randstad.

Launched Leaders of the Future BRG, sponsored by our then-CEO, to engage, develop and inspire the next generation to lead the future of work and shape the evolving economy of tomorrow.

2018

Recognized for the first time among Fair360 (formerly DiversityInc) Top 50 Noteworthy Companies, making strides toward being ranked on the Fair360 Top 50 Companies for Diversity.

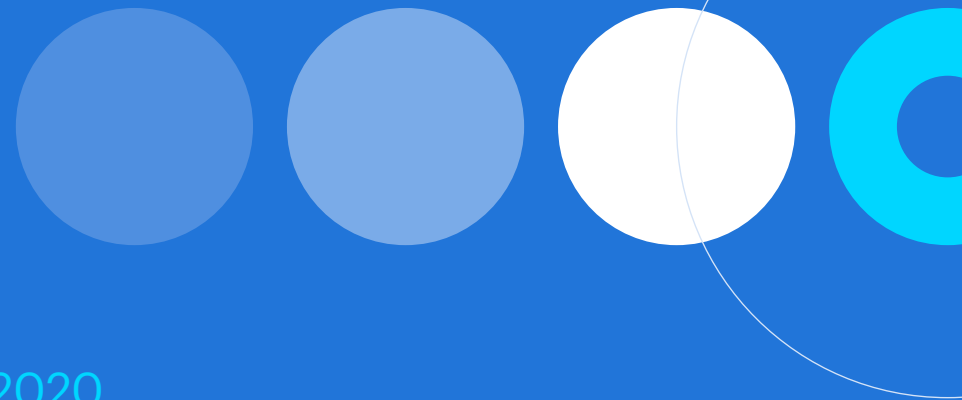
Randstad US extends its commitment to building an inclusive workplace by taking the [CEO Action for Diversity & Inclusion™](#) pledge.

Developed and rolled out the first ever mandatory Conscious Inclusion Training company-wide to raise awareness, impact behaviors, and provide insights on how to navigate personal biases.

Established the Executive Diversity Council (EDC) co-chaired by our CEO and CFO consisting of a cross-functional group of leaders accountable to driving diversity goals throughout our business.

Launched Forces4Business Business Resource Group (BRG) with senior executive sponsors to support and advance members of the veteran community working at Randstad and their allies.

Created Abilities in Motion BRG to provide a forum to advocate for full and meaningful employment and inclusion for people with disabilities and engage, support and educate internal associates, and partner with our clients, to see a fully-inclusive workforce and accessible workplace.



2019

Ranked No. 30 on Fair360 Top 50 Companies for Diversity.

Recognized as a corporate leader from National Organization on Disability.

Randstad's EDC was nationally recognized for the first time by Fair360 for its work done to establish programs for ethnic and gender diverse employees.

Named Military, Military Spouse and Military Supplier Friendly from [Military Friendly Employers](#).

Expanded Hire Hope program to extend partner network for more women impacted.

Launched the Diversity Deep Dive podcast to further expand EDI&A work locally and globally with thought leaders sharing best practices and strategic insights.

Launched African Heritage BRG to create and sustain an inclusive environment that encourages community, leadership, and personal and professional development for employees of African heritage and their allies.

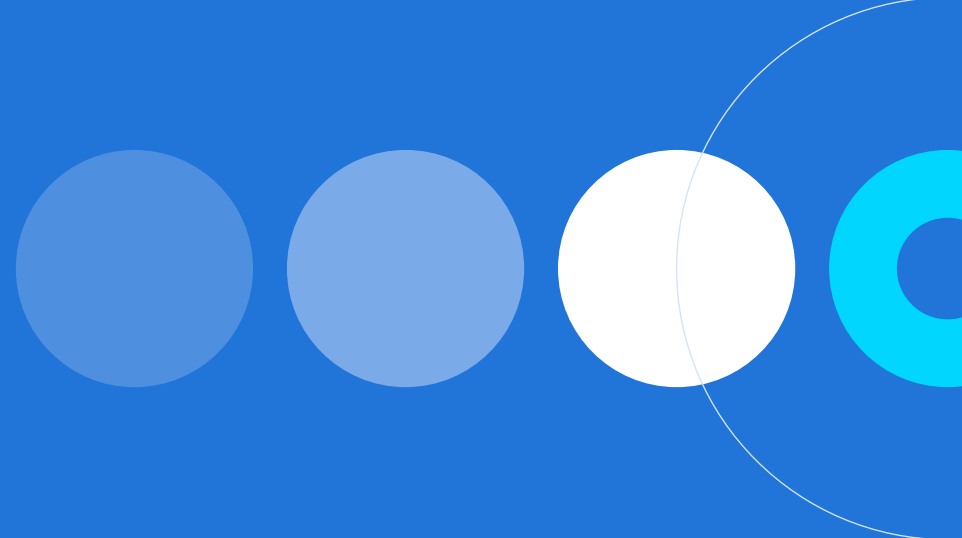
2020

Launched several programs and initiatives in support of equity, diversity and inclusion.

Randstad ranked No. 37 on Fair360 Top 50 Companies for diversity.

Randstad launched first-ever executive sponsorship program to effectively promote and foster equity at our leadership levels, with the goal of adding more diversity and additional channels to enhance and expand inclusive experiences for employees.

Launched Navigating Racial Discussions in the Workplace to mitigate standing barriers to necessary progression to achieve organizational inclusion in excellence through greater awareness for all groups.



2021

Navigated EDI&A issues created from the global pandemic and racial reckoning with a myriad of events, programs and initiatives.

Launched Randstad Empowering All Latinos (REAL) Business Resource Group (BRG) to increase awareness, education, and best practices for employees of Latin heritage and their allies.

Advanced ranking to move up the Fair360 list as one of the top 30 companies for diversity.

Hosted the first Flourishing Under Fire conference featuring insights and speakers designed to enhance and further EDI&A initiatives.

Randstad's first EDI&A report showed results that far exceeds diversity, inclusion benchmarks.

Launched diversity dashboard to further leadership accountable in advancing diversity demographic results.

Responded to generational dynamics impacting retention in cultivating, designing and releasing the report, "Retaining Gen Z Talent".

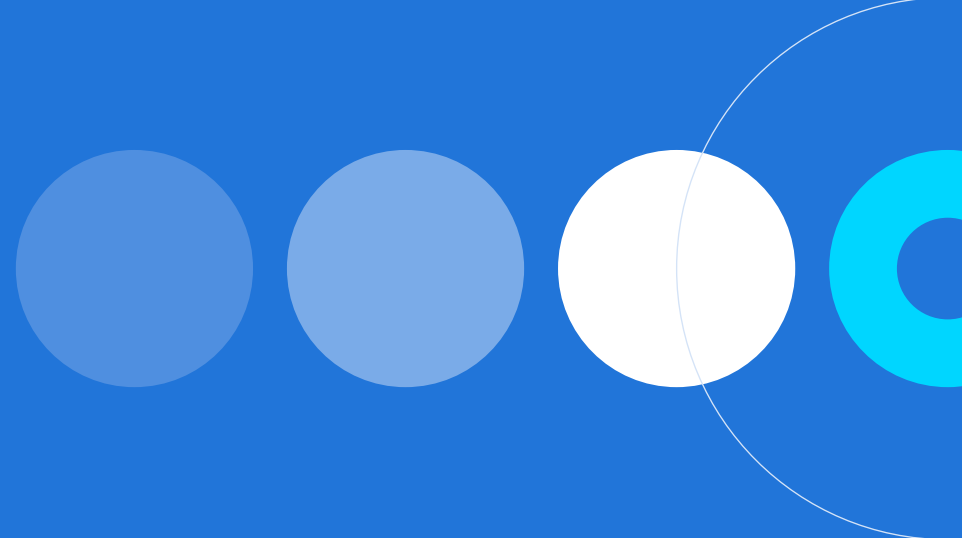
Launched Transcend program with the appointment of head of community to address barriers to sustained economic progression by deepened engagement with diverse and untapped communities through purposeful reskilling and job placement.

2022

Randstad ranked No. 21 on Fair360 Top 50 Companies for diversity, breaking the top 25 for the first time.

Reviewed progress in disability inclusion in its executive diversity council.

Created new Chief Global Diversity and Inclusion Officer position.



2023

Launched PACE (Pan-Asian Community Engagement) BRG to support, celebrate and engage people of Asian backgrounds and allies to strengthen Randstad's core values and provide tools to advance diversity within the organization.

Launched Fair Chance BRG to remove systemic barriers to employment for those facing a past of incarceration to provide a support network to family members or those adjacent to experiences with the criminal justice system.

Teamed up with the Second Chance Business Coalition (SCBC) in an effort to significantly expand second chance hiring and foster advancements in hiring, promotion, inclusion and belonging.

Randstad ranked No. 19 on Fair360 Top 50 Companies for diversity, our highest ranking thus far.

Launched a partnership with 2045 to inspire and drive greater levels of equity in diverse demographic representation at leadership levels.

Randstad's inaugural recognition by Brandon Hall Group for work with diversity programs.

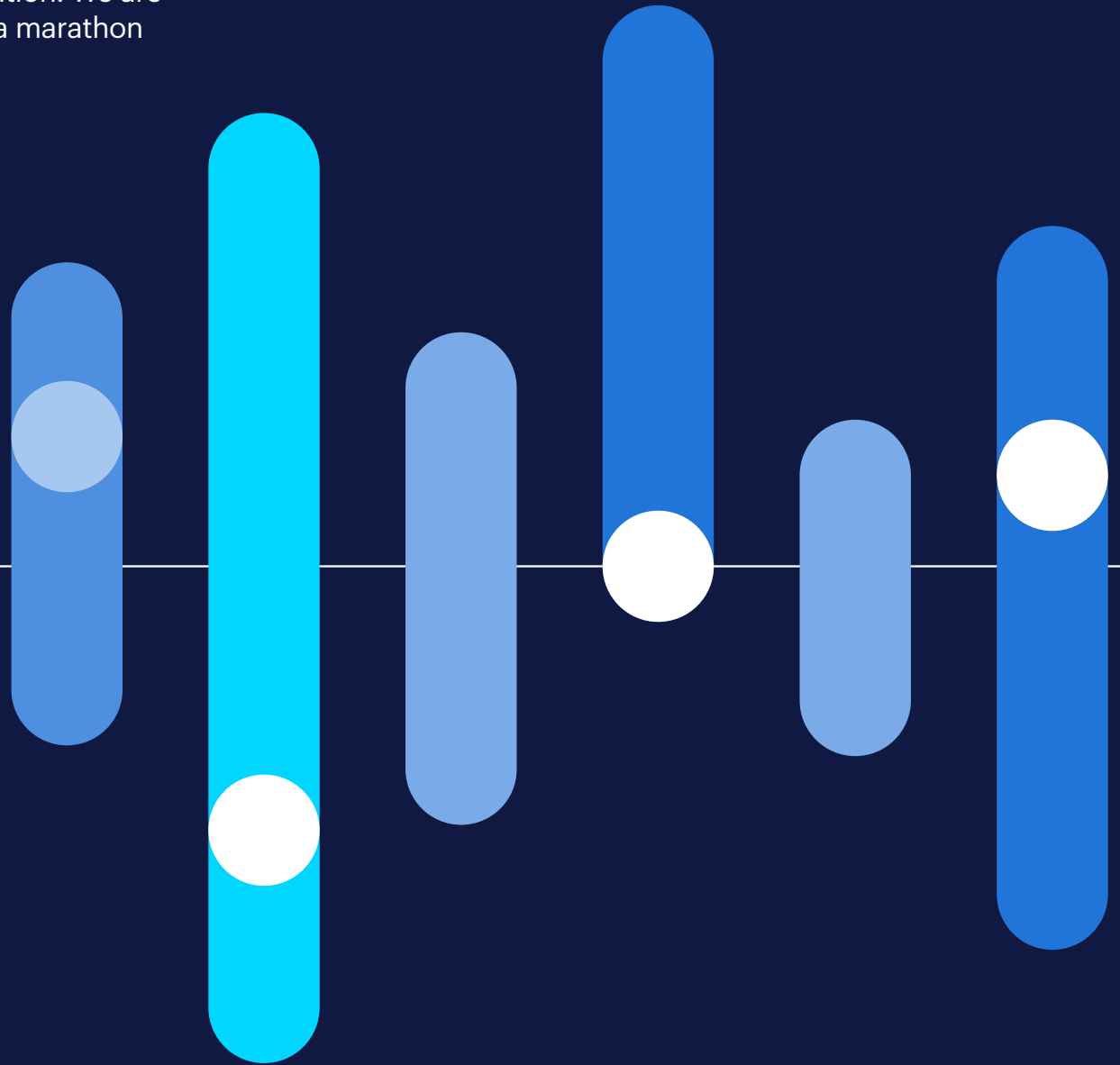
Partnered with entities to foster Randstad's strategic growth and better society as a whole with entities committed to universal inclusion.

Engaged Made By Dyslexia partnership to acknowledge and empower those with Dyslexic Thinking to support greater inclusion and belonging.

Engaged with Gallaudet University to further learn and explore pathways for greater inclusion for deaf and hard of hearing communities.

In honor of Second Chance month, Randstad US hosted an internal/invite-only session focused on [Second Chance: Progressing the Conversation to Build a Diverse Workforce](#), to allow leaders across departments to better understand and become aware of the challenges individuals impacted by the justice system face.

In 2024, Randstad will continue to push toward a shared goal to ensure equity throughout the organization. We are proud of our progress, yet understand this is a marathon and not a sprint. There is more work to do.



partner for talent.