

Abilities in Motion (AIM) BRG

Established: 2007



Lisa Hackard
Chair
Partner, Audit



Tara Baucom
Co-Chair
Partner, Audit

Signature Initiatives

Mental Health Awareness Campaign & Symposium

- Annual campaign and symposium promoting open dialogue around mental health issues, highlighting the importance of supporting one another.

Neurodiversity @ Work (N@W)

- Internal initiative to unleash the potential of neurodiverse talent by partnering with Subject Matter Experts to enhance the recruitment, onboarding, integration, and retention of neurodivergent thinkers to create a more inclusive and accessible work environment.

AIM 1i5 Program

- A two-year leadership development program that strives to develop next-generation AIM Leaders through **T**rainng, **R**ecognition, **U**nderstanding, and **E**ngagement. Participants have a **TRUE** experience being mentored by an AIM Advisory Board member and having the opportunity to support efforts to further enhance disability inclusion in the workplace.



2,700+
Members



18
Chapters



65%
Allies*

Data as of 7/2022

*Friend, supporter, collaborator and/or advocate; Based on self-identification

Recognition

- 100% score on the Disability Equality Index 2015-2022
- Founding partner of Disability:IN's certification committee for Disability Owned Business
- Ranked No. 12 among the DiversityInc "Top 50 Companies for People with Disabilities"
- 2022 National Organization on Disability Leading Disability Employer

External Alliances



African Ancestry (AA) BRG

Established: 2005



Aubrey Harrell
Chair
Partner, Audit



Nikki Reid
Co-Chair
Partner, Advisory

Signature Initiatives

Howard University's We're About Success

- External professional development program for Associates focused on personal accountability for career longevity and early career success.

National Association of Black Accountants (NABA) Convention

- Annual external convention providing professional development and networking with students, colleagues, leaders and senior executives from various industries.

Manager Leadership Development

- Cross-functional leadership development program for Managers. Participants engage with internal and external leaders to build skill in communication, executive presence, brand impact, and career planning.

Leadership Insights Summit/Aspiring Leaders Forum

- Leadership program to increase readiness for the Managing Director level by building your executive presence and leveraging your diversity and authenticity as a leader.

Mentoring Circles

- Group mentoring program pairing cohorts of Associates / Sr. Associates with a Managing Director / Partner within their practice over a 12-week period.



3,900+
Members



23
Chapters



49%
Allies*

Data as of 7/2022

*Friend, supporter, collaborator and/or advocate; Based on self-identification

Recognition

- “Top 50 Companies for Diversity” by DiversityInc (Ranked No. 11)
- “Inclusion Index Company” and “Best Company for Multicultural Women” by Seramount
- “Best Employers for Diversity” by Forbes
- “Best Workplaces for Parents” by FORTUNE
- “Best Places to Work” by Human Rights Campaign
- 100% score on the Disability Equality Index 2015-2022

External Alliances



Asian Pacific Islander (API) BRG

Established: 2005



Linda Zhang
Chair
Partner, Tax



Rajiv Thadani
Co-Chair
Principal, Tax

Signature Initiatives

Ascend Convention

- Annual external convention providing professional development and networking with students, colleagues, leaders and senior executives from various industries.

Executive Insights Series

- Leadership development series to assist high potential managers attain leadership roles by providing insight into key characteristics, specific behaviors, competencies, and experiences required to reach the executive level.

Mentoring Circles

- Virtual group mentoring program intended to foster belonging and cultivate a pipeline of high performers by connecting existing API leaders to cohorts of mentees.



4,600+
Members



22
Chapters



35%
Allies*

Data as of 7/2022

*Friend, supporter, collaborator and/or advocate; Based on self-identification

Recognition

- “Best Employer for Sponsorship and Development for APAs” by the Asia Society
- “Top 50 Companies for Diversity” by DiversityInc (Ranked No. 11)
- “Inclusion Index Company” and “Best Company for Multicultural Women” by Seramount
- “Best Employers for Diversity” by Forbes
- “Best Workplaces for Parents” by FORTUNE
- “Best Places to Work” by Human Rights Campaign
- 100% score on the Disability Equality Index 2015-2022

External Alliances



Somos KPMG BRG

Established: 2005



Gabe de la Rosa
Chair
Partner, Audit



Luis (Lou) Abad
Co-Chair
Principal, WNT

Signature Initiatives

Association of Latino Professionals for America (ALPFA) Convention

- Annual external convention and the largest gathering of Latinx professionals coming together from across the corporate marketplace to learn, network, mentor and develop business leaders.

Manager Leadership Development

- Cross-functional leadership development program for Managers. Participants engage with internal and external leaders to build skill in communication, executive presence, brand impact, and career planning.

BRG Mentoring Program - ¡Conectate!

- Mentoring program providing staff level Latinx individuals and allies opportunities to connect and network with firm leaders within the BRG.

High Performing Mentoring Program

- Mentoring program intended to cultivate the pipeline of potential Managing Directors and Partners by connecting existing Latinx Partners to high performing individuals.



3,500+
Members



25
Chapters



43%
Allies*

Data as of 7/2022

*Friend, supporter, collaborator and/or advocate; Based on self-identification

Recognition

- “Five Star Employer” by the Hispanic Association on Corporate Responsibility
- “Top 50 Companies for Diversity” by DiversityInc (Ranked No. 11)
- “Inclusion Index Company” and “Best Company for Multicultural Women” by Seramount
- “Best Employers for Diversity” by Forbes
- “Best Workplaces for Parents” by FORTUNE
- “Best Places to Work” by Human Rights Campaign
- 100% score on the Disability Equality Index 2015-2022

External Alliances



KPMG Network of Women (KNOW) BRG

Established: 2003



Christine Aspell
Chair
OMP, Baltimore



Lee Anne Sciambra
Co-Chair
OMP, New Orleans

Signature Initiatives

Accelerating Your Career Potential

- A two-day instructor-led program delivered to a cross-functional audience of women managers. Participants work collaboratively through simulations, role plays, and group discussions to build and practice skills to support the advancement of their careers at KPMG.

Career Life Strategies

- A one-day program designed to support early career women with managing both professional aspirations and personal commitments.

Executive Leadership Institute for Women (ELIW)

- Professional development series for women clients, partners and Sr. Managers that equips participants with the principles and practical skills necessary to become great leaders.

Stacy Lewis Rising Stars

- Leadership development program for Sr. Manager / Director and Managing Director women. Participants focus on strategic relationship and skill building, culminating with a golf clinic led by Stacy Lewis and her team.

Women of Risk Community

- Internal community empowering and enabling women to advance their careers in the Risk Profession.



10,300+
Members



64
Chapters



18%
Allies*

Data as of 7/2022

*Friend, supporter, collaborator and/or advocate; Based on self-identification

Recognition

- “Top 50 Companies for Diversity” by DiversityInc (Ranked No. 11)
- “Inclusion Index Company” and “Best Company for Multicultural Women” by Seramount
- “Best Employers for Diversity” by Forbes
- “Best Workplaces for Parents” by FORTUNE
- “Best Places to Work” by Human Rights Campaign
- 100% score on the Disability Equality Index 2015-2022

External Alliances





Chad Libertus
Chair
Partner, Tax



Felicia Tucker
Co-Chair
Principal, Tax

Signature Initiatives

Pride 15 (P15)

- Leadership council comprised of rising LGBTQ+ leaders and allies with a mission to create, foster, and sustain an inclusive culture for LGBTQ+ partners and employees.

Global Pride Conference

- Annual conference celebrated during Pride Month by all KPMG member firms focused on fostering a culture of inclusion, offering personal and professional development opportunities while also increasing the visibility of LGBTQ+ professionals in the workplace.

Pride Month

- Communications and events (both virtual and in-person, and both global and local) throughout the month of June celebrating and recognizing national pride month around the world.

PFLAG Training

- Educational workshops on LGBTQ+ identities, challenges for LGBTQ+ people and the importance of allyship.



4,000+
Members



24
Chapters



75%
Allies*

Data as of 7/2022

*Friend, supporter, collaborator and/or advocate; Based on self-identification

Recognition

- 100% score on the Human Rights Campaign's (HRC) Corporate Equality Index and "Best Places to Work"
- "Best Adoption-friendly workplaces" by the Dave Thomas Foundation
- "Top 50 Companies for Diversity" by DiversityInc (Ranked No. 11)
- "Inclusion Index Company" and "Best Company for Multicultural Women" by Seramount
- "Best Employers for Diversity" by Forbes
- "Best Workplaces for Parents" by FORTUNE
- 100% score on the Disability Equality Index 2015-2022

External Alliances



Veterans BRG

Established: 2012



Kenneth Koch
Chair
Principal, Advisory



Rob Dwyer
Co-Chair
Principal, Advisory

Signature Initiatives

Military Spouse Group and Buddy Program

- Fostering an environment of inclusion that encourages the recruitment, career success, and personal and professional support of the firm's military spouses. The 'Military Spouse Buddy' program pairs individuals with a transition assistant who is a military spouse or familiar with military moves and helps to identify career opportunities for relocating spouses.

Veterans Development Day

- Provides a day of workshops, resume writing sessions, and mock interviews for transitioning veterans. These events help support career development initiatives and KPMG recruitment efforts.

Veterans Virtual Career Fair

- A virtual career fair that gives candidates the opportunity to participate in one-on-one chats and open group chats with our own veterans, spouses of veterans, practice professionals, experienced hire recruiters, and benefits representatives.

BRG Leadership Development Series

- Virtual courses addressing priority development topics, facilitated by BRG leaders.



2,700+
Members



30
Chapters



61%
Allies*

Data as of 7/2022

*Friend, supporter, collaborator and/or advocate; Based on self-identification

Recognition

- "Best for Vets Employers" by Military Times
- "Best Companies for Vets" by Military Friendly Employers
- "3-Star Employer" by VETS Indexes
- "Top 50 Companies for Diversity" by DiversityInc (Ranked No. 11)
- "Inclusion Index Company" and "Best Company for Multicultural Women" by Seramount
- "Best Employers for Diversity" by Forbes
- "Best Workplaces for Parents" by FORTUNE

External Alliances

