

Advancing Diversity, Equity, & Inclusion at SmithBucklin



At SmithBucklin, culture is at the heart of our company. Our sustained success depends on nurturing an environment where people are caring, informed, and accountable.

To enable this environment, we set aspirations and make commitments regarding diversity, equity, and inclusion (DEI). More than three years ago, we added resources into our existing DEI work, restructuring our efforts around three areas:



Fostering an inclusive workplace and inclusive teams



Recruiting diverse talent



Helping client organizations achieve their diversity and inclusion goals

We believe diversity, both visible and invisible, strengthens our capability and ability to deliver value to our client organizations; and through diverse backgrounds, experiences, and identities we enrich our culture and inclusive work environment as we engage with our client leaders and volunteers.



To ensure our DEI efforts are inclusive, innovative, and broad-based, we

formed a company advisory body, SmithBucklin inCouncil, comprised of senior leadership and representatives at all levels and from different areas of the company.

Among several initiatives to foster a more inclusive workplace, we provided Unconscious Bias training to employees in two areas: Inclusive Leadership and Inclusive Workplace. To date, two-thirds of our workforce received this in-person training (the company has paused the programming during the pandemic). We have also hosted company-specific webinars and internal workshops on DEI.

More than ever, recruiting diverse talent for our workforce is a priority. With headquarters in Chicago and Washington, D.C., we are fortunate to have highly diverse populations from which to continue to draw.

SmithBucklin is also committed to supporting each of our client organizations as they advance on their DEI journey at the pace and intensity determined by the organization. More than 35 client organizations have elevated DEI on their list of priorities recently and we are supporting these efforts through content and resource libraries, communications assistance, educational sessions, and recommended content experts.

SmithBucklin's Statement of Inclusion

At SmithBucklin, we value all the differences our people bring – race, gender, sexual orientation, age, ethnicity, religion, ability, culture, identity, thought, style, and experience. Our people are our greatest resource. We believe our diverse backgrounds, experiences, skills, and perspectives are necessary to sustain a vibrant and engaging culture and work environment, and to deliver service excellence and value to our client organizations. SmithBucklin is committed to building teams where people feel included, and to integrating the needs of a multidimensional workforce into all that, we do. whether your peers have different viewpoints.