



Trinity's Diversity Equity and Inclusion (DEI) Experience and Efforts

Trinity has striven to create an inclusive and equitable organizational environment and workplace since inception.

A 2019 internal DEI assessment identified gaps; as such, firm leadership committed to accelerate our efforts to implement “real change” to embed DEI into our culture.

With 2020's US social injustice events, Trinity bolstered our DEI efforts through creation of our DEI Strategy Team, DEI org structure, and roadmap, as well as putting \$500,000 towards DEI initiatives.

Trinity's DEI Goals

1. Center Diversity, Equity, and Inclusion in Trinity's values, strategy, and workplace
2. Increase Trinity's diversity and ensure equity across all employees by establishing and tracking metrics around recruitment, retention, and development
3. Foster educational opportunities across the organization that exemplify and advance Trinity's DEI vision
4. Build a community that acknowledges & embraces that Trinity is stronger when we're able to bring our authentic selves to the workplace

Accomplishments

- Improved our recruitment practices to reduce bias and subjectivity throughout the process
- Piloted Sponsorship and Mentorship programs for management and staff
- Introduced mini-training series for management as well as company-wide monthly/bi-monthly trainings on DEI topics
- Conducted yearly pay equity studies
- Launched Empathy Circle series, a brave and safe space for employees to share their experiences
- Refined Trinity's values and mission statement, where we now emphasize the importance of inclusion