

Trinity's DEI Strategy Team was formed in 2020. Since its formation, the team has worked to further embed diverse, equitable and inclusive practices in our organization. As Trinity has expanded its markets and employee base, Trinity has ensured that DEI has expanded to serve its global teams. What started with three resources groups has grown to 11 Perspective and Affinity Groups. Our DEI principles guide our hiring, compensation and benefit practices for all employees.

Trinity has also begun implementing our DEI values into work we provide to our clients, advocating for diverse research practices to ensure all patients receive the care they need.

In addition to our DEI work, Trinity Life Sciences is committed to providing a workplace that values Environmental Social Governance, and uses both frameworks to provide best-in-class employee and client experiences.

## 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 and embraces that Trinity is stronger when we're able to bring our authentic selves to the workplace

**Scan for Trinity's  
DEI Annual Report**



## Accomplishments

- Improved our recruitment practices to reduce bias and subjectivity throughout the process
- Piloted sponsorship and mentorship programs for management and staff
- Introduced a mini training series for management as well as company-wide monthly/bi-monthly trainings on DEI topics
- Conducted regular pay equity studies
- Launched the 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
- Published Trinity's DEI Annual Report two years in a row
- Provided additional employee resources through Affinity and Perspective Groups
- Hosted a DEI speaker series