

## Diversity, Equity & Inclusion (DE&I)

Marcum is committed to fostering a culture that is both diverse and inclusive—one that encourages and enables all associates and partners to be successful.

A national Diversity, Equity & Inclusion (DE&I) Committee comprised of Marcum team members oversees a rich program of activities and initiatives implemented at the local level in the Firm's offices across the country. Local activities and implementation of national initiatives are managed by regional leadership. Some of our DE&I programs include the following:

Diversity is the mixture of individuals in society, while inclusion is enabling that mixture to thrive. Diversity recognizes that everyone is different; inclusion leverages those differences to achieve collective success. Diversity is the mix; inclusion is getting the mix to work well.

### ASSOCIATE RESOURCE GROUPS

Affinity groups for associates and partners with shared characteristics and life experiences and their allies.

- Abilities ARG
- Asian American and Pacific Islander (AAPI) ARG
- Black ARG
- Emerging Professionals ARG
- Hispanic/Latinx ARG
- Pride ARG
- Veterans ARG
- Women's ARG

### DE&I HERITAGE & CELEBRATORY MONTHS

A variety of activities to uncover and share the diversity of associates and partners at Marcum. This includes, trivia, Inclusive Insights, Fireside Chats, panels, guides, luncheons, trainings, workshops, and more.

### Abilities ARG

Our Abilities ARG is intended to be a community of Marcum associates who have or are caring for someone with physical, mental, emotional, or psychological disabilities or impairment — where they can be supported, understood, empowered, and work together to dismantle ableist barriers.

### AAPI ARG

Through the sharing of Asian American and Pacific Islander culture, history, and experiences, our AAPI ARG strives to promote diversity and inclusion at Marcum.

### Black ARG

The mission of our Black ARG is to foster a sense of community and serve as a voice for current and future Black professionals. By fostering opportunities for career growth within Marcum, we can ensure that Marcum's future leadership is reflective of the diverse communities it serves.

### Emerging Professionals ARG

Our Emerging Professionals ARG seeks to enhance the vitality of the associates at Marcum and fuel their performance by organizing a community of emerging peers. We strive to create a culture of new associates, both to the Firm and to the field, who are passionate about their career path ahead.

### Hispanic / Latinx ARG

Our Hispanic/Latinx ARG aims to develop a network to enhance the professional experiences of its members by promoting cultural diversity and creating a supportive work environment. We seek to foster respect and awareness through inclusion and enhance professional development.

### Pride ARG

Marcum's Pride ARG strives to advocate, empower, promote, and facilitate the support and success of LGBTQIA+ associates, clients, and their allies.

### Veterans ARG

The mission of our Veterans ARG is to embrace Marcum's unique community of veterans and allies who support and encourage each other through shared experiences, veteran recruitment, career development, outward engagement, professional growth, and retention.

### Women's ARG

Our Women's ARG seeks to make a difference for the Firm by researching and recommending solutions to issues affecting women, raising the visibility of women, providing opportunities for women to develop leadership skills, and broaden their networks.

Visit our website to learn more about DE&I at Marcum!

