

FW: A message from Kelly Grier, US Chairman and Managing Partner and Americas Managing Partner

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Fri, Oct 25, 2019 at 3:22 PM

From: EY Alumni Network <alumni.relations@ey.eyalumninetwork.com>
Sent: Wednesday, October 23, 2019 12:37 PM
To: Marty Urbanovsky <Marty.Urbanovsky@gsdm.com>
Subject: A message from Kelly Grier, US Chairman and Managing Partner and Americas Managing Partner



Alumni Relations

To: Our EY Alumni

Please watch this important video

From: Kelly Grier, US Chairman and Managing Partner and Americas Managing Partner

I am writing to offer my perspectives and share what we have learned following recent negative media coverage of EY stemming from our “Power – Presence – Purpose” professional development program. Let me start by saying how deeply I regret the negative association that this program has had on EY in the media, and to acknowledge that mistakes have been made.

As I share in this [video](#) message, this program was developed several years ago by an independent consultant. The program, which was voluntary for a small group of our high potential women professionals, was designed with the best of intentions to facilitate their personal and professional development so they could achieve their full potential – indeed those who participated found it highly valuable.

While much of the program content was of high quality and not controversial, unfortunately a small portion of the program content was entirely inappropriate. Those segments demonstrated dated perspectives and research that reflect neither EY’s values nor culture, and have no place in our programs. To be clear, this program should never have been offered to our women with this disturbing and offensive content. When I learned of this troubling content, I directed that we immediately cancel the program.

It goes without saying that beyond canceling this program, we needed to take strong remedial steps to be confident this situation would never happen again. What we found was that our standard review processes for program content were not followed with this program –because the program was intended for a small audience rather than a firm-wide initiative. In fact far less than 1% of our women – approximately 150 in total over a five year period – participated in the program. This was a highly unfortunate breakdown in our processes. Had the program been subject to our standard review, there is no question that the objectionable content would have been removed and replaced with other EY-supported content that would have enhanced the other positive aspects of the program.

At my direction, we are undertaking a comprehensive review of our processes and controls around program content, along with a review of our relationships with consultants in this area and an annual review of program content to be sure it remains relevant and current – and most important, that our programs are entirely consistent with our culture, values and

**Questions or comments?**

As a valued member of the extended EY family, your views and opinions are important to us. If you have any questions or comments, please contact:

Tom Lardner
Americas Alumni
Executive Sponsor

[Technical help](#)

The women of EY thrive because of the strength of their character, the authenticity they display and their capabilities. We value and celebrate the differences of our people and do not advocate conformity among our people. We are incredibly proud of our women and our longstanding commitment to diversity, inclusion and creating a culture of belonging for all.

Many members of our EY family have reached out to me directly to express their outrage at the characterization of our firm and our culture resulting from this media coverage. They have also asked for answers in how this content could have been delivered in an EY program, given how antithetical it is to our culture and we have shared openly with them what went wrong and what we are doing about it. Above all, they have told me that they want the world to know that our culture of belonging is truly special, that in so many ways we set the standard of inclusive leadership and celebration of diversity. The extent to which we have taken bold leadership steps in celebrating diversity – for our women, for our neurodiversity professionals, for our LGBT+ family, for our veterans, for our people of color and those with disabilities, for our working mothers and fathers, for those with unique cultural and economic backgrounds, for all our people – is a unique but enduring aspect of who we are. It truly defines EY and I share in their pride of our culture and our great firm.

I can assure you, EY will continue to set the standard for a best-in-class culture and work environment and we remain absolutely committed to providing equitable access to sponsorship and development opportunities that support the growth and enablement of all our people.



Kelly Grier
US Chairman and Managing Partner and Americas Managing Partner

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