

All IN:

Where Inclusion Drives Innovation



2025 DIVERSITY, EQUITY, INCLUSION,
AND BELONGING (DEIB) REPORT

CONTENTS

All IN: Where Inclusion Drives Innovation	3
BPM's IN Committee	4
2025 DEIB Awards	5
By the Numbers	6
When Voices Matter: Engagement Survey	7
Psychological Safety	7
BPM's Colleague Resource Groups	8
The Momentum Continues	9



All IN: Where Inclusion Drives Innovation

At BPM, diversity, equity, inclusion, and belonging (DEIB) is an integral part of how we grow, collaborate, and succeed as a global organization. This year's report highlights our ongoing commitment to creating spaces where colleagues feel supported in sharing their ideas, perspectives, and experiences.

Being All IN on inclusion means continually choosing to listen, learn, and create space for different viewpoints. It also means strengthening psychological safety, so colleagues feel confident speaking up, contributing ideas, and challenging conventional thinking.

Over the past year, the Firm has seen how inclusion fuels innovation. When Colleague Resource Groups collaborate, they build stronger connections and community. When teams feel safe sharing bold ideas, better solutions emerge. By drawing on the wide range of experiences of more than 1,200 colleagues across eight countries, BPM deepens perspective and builds momentum for continued growth.

The data in this report tells an important story, but the true impact of DEIB is reflected in daily moments—ideas that shift thinking, teams solving complex challenges together, and an inclusive culture that attracts exceptional colleagues and keeps the Firm competitive.

As today's business environment grows increasingly complex, our clients benefit from the full power of BPM's collective intelligence. The Firm's commitment to being All IN on inclusion remains unwavering. When inclusion drives innovation, everyone wins: our clients, our communities, and our colleagues.

This journey matters, Because People Matter.

in! IN! Committee

Inclusion Now (IN!) Mission: Better Together

To create a diverse and inclusive environment that includes our clients, colleagues, and community; where individual ideas, knowledge, and perspectives are accepted and respected. To create a safe environment for all colleagues to be heard, share their honest opinions, and feel valued – *Because People Matter!*



Lindsay Stevenson
IN! Chair, Chief
Strategy Officer



Moe Asgharnia
Chief Information
Officer



Rich Bellucci
Chief Risk Officer,
Partner, Assurance



Jeff Carrick
Partner, Assurance



Myla Duggans
Senior Manager,
CST



Tony Gales
Partner, Tax



Stacy Litteral
Partner, Advisory



Karla Luna
Partner, Tax



Sarah A. Lynn
Partner, Advisory



Rich McDonnell
Partner, Tax



Wen Mochizuki
Chief Financial
Officer



Kemp Moyer
Partner, Advisory



Elena Owen
Chief of Staff



Dorothea Silva
Partner, Assurance



Katie Strehler
Chief People
Officer



Jim Wallace
Chief Executive
Officer



John Weems
Chief Revenue Officer



Selena Yeung
Partner, Tax

DEIB awards

Awards and rankings continue to be meaningful markers of BPM's people-first culture and our intentional commitment to Diversity, Equity, Inclusion, and Belonging. They reflect leadership in action, reinforce our values, and motivate us to keep building a more inclusive, impactful Firm.

CaICPA

Firm of the Year 2025,
large firm category

Accounting MOVE Project

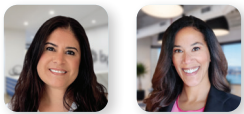
2025 Best CPA Firm for
Women, Best Firm for
Equity Leadership

Fortune

Best Workplaces
in Consulting and
Professional Services

Great Place to Work

Certified



Los Angeles Business Journal

Women of Influence:
Accountants

Karla Luna, Tara Wilson



Forbes

America's Top CPAs

Rosey Flaherty, Julie West



Los Angeles Business Journal

Mentor of the Year

Karla Luna



North Bay Business Journal

40 Under 40

Kendall Kuhn



Los Angeles Business Journal

Top Accountants

Cindy Scholen



LABJ Leaders of Influence

Minority CPAs

Tony Gales



Los Angeles Times

2025 Inspirational Women
Awards Nominee

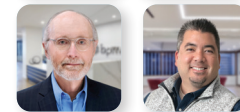
Elizabeth Dodson



Accountancy Age

35 Under 35

Nick Whitehead



Forbes

Best in State CPAs

**Meredith Johnson, Lindsay
Stevenson, Tara Wilson, Curt
Anderson, Daniel Figueredo**

BPM by the numbers

BPM's focus on cultivating an inclusive and supportive culture has enabled our Firm to attract and retain diverse talent from around the globe.



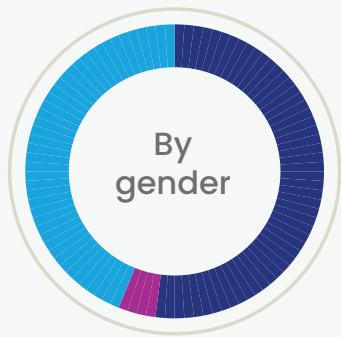
1,293+

Colleagues

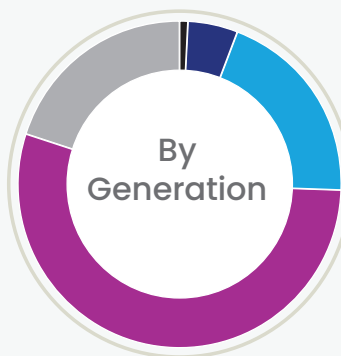


8

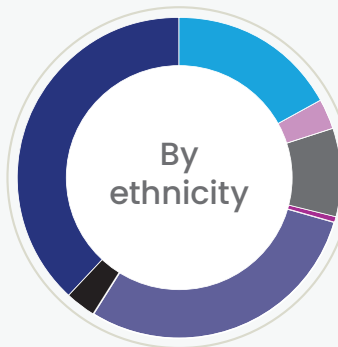
Countries¹ - Canada, India, Latvia, Philippines, Portugal, South Africa, United Kingdom, United States



	Women	Men	Not specified/declined to answer ²
Firmwide	673	563	57
Manager	107	82	6
Sr. Manager	41	49	1
Director	65	54	2
Managing Director	13	12	0
Partner and Executive	27	57	1



Silent generation (1928-1945)	1%
Baby Boomers (1946-1964)	5%
Generation X (1965-1980)	20%
Millennials (1981-1996)	55%
Generation Z (1997-2021)	20%



Asian	17%
Black or African American	3%
Hispanic	9%
Native Hawaiian or Other Pacific Islander	.5%
Not specified ³	29.5%
Two or more races	3%
White	38%

¹Data as of October 31, 2025

²BPM does not collect ethnicity or gender data for every colleague outside the U.S.

When Voices Matter:

Engagement Survey Insights on Inclusion

Each year, colleagues are invited to participate in an engagement survey that measures the level of connection, motivation, and commitment they feel about their work environment.

On the survey, we track an Inclusion score. In 2025, our score was 79% — up 2 points from our previous survey. That score is an aggregate score based on the responses to these questions:



Psychological Safety

This year marked a pivotal moment in our inclusion journey with the launch of our Psychological Safety Champions network. We've trained approximately 60 colleagues across every Practice Group to become skilled facilitators of psychological safety, creating a web of support that reaches into every corner of our Firm.

What makes this program truly powerful isn't just the training, it's the ongoing community our Champions have built together. They gather regularly to share real-world experiences, troubleshoot challenges, and develop new approaches to fostering inclusion in their teams. These conversations have become a laboratory for innovation, where Champions test ideas, learn from successes and setbacks, and collectively raise the bar on what psychological safety looks like at BPM.

The ripple effect is undeniable. When colleagues see their peers actively creating spaces where every voice matters, it gives them permission to speak up, contribute boldly, and take the kind of thoughtful risks that lead to breakthrough thinking.

[Our Champions aren't just advocates—they're culture architects, building the foundation that allows inclusion to drive innovation across our Firm.](#)

Colleague Resource Groups

Our Colleague Resource Groups (CRGs) create intentional space for our diverse communities to share their lived experiences, support one another, and educate allies at work and in life.



**Asian American
& Pacific Islander**

Colleague Resource Group

MISSION: To celebrate our Asian American Pacific Islander (AAPI) heritage through education, inclusion, and communication by increasing our visibility through spotlighting our achievements and contributing to our social and business communities.

HIGHLIGHT: The Asian American & Pacific Islander (AAPI) CRG hosted a guest speaker from Stop Asian Hate who joined the Firm virtually to discuss ways to provide meaningful support to AAPI colleagues and communities across the United States.



Black

Colleague Resource Group

MISSION: To drive the recruitment, growth, development, and retention of Black colleagues in all areas of the Firm. To provide BPM with a critical perspective on issues facing the Black community through awareness and colleague engagement.

HIGHLIGHT: The Black CRG encouraged Firm colleagues around the world to learn about Juneteenth and support their Black communities by reimbursing up to \$25 per colleague who used the funds to support Black businesses and artists.



Disabilities

Colleague Resource Group

MISSION: To promote the opportunities persons with disabilities can provide to BPM and our community by empowering colleagues with access, inclusion, independence, and visibility.

HIGHLIGHT: The Disabilities CRG co-hosted an event with the WIN CRG during Women's History Month to help colleagues and allies understand the complexities of hormones and tips for staying healthy.



MISSION: To inspire and empower BPM's Hispanic, Latino, and Latinx colleagues to bring their genuine selves to work, support one another, and cultivate leaders in the community!

HIGHLIGHT: The Hispanic & Latinx CRG organized a Latina Leaders panel in celebration of Hispanic Heritage Month to spotlight the successful career journeys of underrepresented BPM leaders.



MISSION: To welcome everyone, regardless of beliefs. From people associated with a specific religion to those who identify as atheist or agnostic, we intend to be a bridge focused on our similarities, creating space for education and care through life's times of joy and challenge.

HIGHLIGHT: The Interfaith CRG welcomed Michael Pappas, the Executive Director of the San Francisco Interfaith Council, to speak virtually on how when communities of different faiths work together, they can make positive impacts in their communities.



MISSION: To celebrate who we are, as LGBTQIA+ colleagues and their allies, by embracing those who want to be their whole selves at work, at home, and in a safe and non-judgmental space.

HIGHLIGHT: The LGBTQIA+ CRG threw a virtual Drag Bingo event to celebrate Pride Month, where a performer from Ru Paul's Drag Race hosted the games and performed magic tricks while also sharing their personal story.



MISSION: To create a supportive village for those who support others by raising awareness, sharing experiences, and providing resources.

HIGHLIGHT: The Parents and Caregivers CRG hosted Dr. Amber Thorton during Mental Health Awareness Month to provide members with tips on how to raise mentally healthy kids.



MISSION: To inspire, encourage, empower, and connect women to succeed together in work and life. To create an inclusive and equal environment for women colleagues of all ages and levels to feel supported.

HIGHLIGHT: The Women's Initiative Now! (WIN!) encouraged women and allies to prioritize their physical health by hosting a wellness challenge in March and awarding the top three movers and shakers.



The Momentum Continues

In conversations with colleagues this year, across offices and screens, I've been struck by something remarkable: the energy that builds when people feel their perspectives truly matter. That's the power of being "All IN" on inclusion, and it's been the defining force behind our most innovative moments this year.

I truly believe that inclusion isn't a destination we arrive at; it's the engine that drives us forward. I've watched our Psychological Safety Champions grow into confident advocates, creating more supportive environments where ideas can flourish. I've seen our Colleague Resource Groups deepen their connections while bringing fresh perspectives to our work and our teams.

What excites me most is how our colleagues have embraced this "All IN" mindset. They're not waiting for permission to innovate—they're stepping into spaces where their unique experiences become competitive advantages. When someone feels genuinely included, they don't just contribute; they create. They don't just participate; they pioneer.

The beauty of being "All IN" on inclusion is that it's contagious. Every time a colleague sees their idea valued, every time a team leverages diverse thinking to solve a complex challenge, every time we celebrate the innovation that emerges from our differences, we strengthen the cycle that makes BPM a place where people don't just belong, they thrive.

Looking ahead, I'm energized by the momentum we've built. Our foundation of psychological safety is solid, our CRG Executive Sponsors and Champions are leading with confidence, and our culture of belonging is becoming the launchpad for the kind of transformative thinking our clients need and deserve.

This is what happens when we commit to being "All IN"—inclusion doesn't just drive innovation, it becomes innovation. And that's exactly where we're headed.

A handwritten signature in black ink that reads 'Lindsay'.

Lindsay Stevenson

Chief Strategy Officer
IN! Committee Chair



bpm.com

©2026 BPM. All Rights Reserved.

This publication contains information in summary form and is intended for general guidance only. It is not intended to be a substitute for detailed research or the exercise of professional judgment. Neither BPM nor any other member of the BPM firm can accept any responsibility for loss brought to any person acting or refraining from action as a result of any material in this publication. On any specific matter, reference should be made to the appropriate advisor.