

2023 ANNUAL REPORT

Taking Action: Diversity, Equity, and Inclusion at KSM



A Note on Behalf of INSPIRE

This past year has been one of pivotal and necessary change and growth for both KSM and INSPIRE, the firm's diversity, equity, and inclusion (DEI) committee. We have gotten to the point in our DEI journey where we need to expand from focusing purely on the educational aspects of DEI to moving toward the transformational aspects of DEI. I believe that we are moving leaps and bounds ahead of the past toward a future that is more inclusive and intentional. We couldn't do any of this work without Doneisha Posey who, through Optimist Business Solutions, helped formulate our DEI action plan, and now through our current partnership with Black Onyx Management dedicates her time and expertise to working with KSM to help make us all better.

I truly believe that this next year will be one of transformation, and I'm excited for what's to come. Doneisha is helping the entire INSPIRE committee be focused, strategic, and accountable. We continue to try to be as transparent and communicative as possible to help keep people inside and outside of KSM informed of what we have done in the past as well as where we want to go as we look to the future. We also continue to be transparent and open in sharing our employee data—you'll see that we've expanded this section of the report this year (see pages 11-14). However, the data is not perfect—one of our goals for the coming year is to update our employee data to acknowledge the many dimensions of diversity. Having a better understanding of our workforce makeup will help to ensure that KSM is meeting the needs of all our employees.

This report includes some of the critical steps that have been taken to help move the needle, including the formulation of KSM's talent strategy, looking at how and where KSM spends time and money in order to be impactful and focused, and bringing in expert speakers who enable us all to learn and grow together. I'm so proud of the progress KSM has made.

I'd like to thank all of our KSM employees for their commitment and dedication to the firm and this important cultural shift. I like to think of this work as something that is integral to our culture and therefore woven through all that we do. It's not an "initiative"—it's a way of approaching the world and the people we work with every day.

KATHERINE MALARSKY

KSM Partner and INSPIRE Lead

*I believe that
we are moving
leaps and
bounds ahead of the past
toward a future that is
more inclusive and
intentional.*



A Message From Our CEO

When talking about culture, there's a phrase our people hear me say a lot: "We want KSM to be a place where everyone can be the best version of themselves." In a competitive hiring environment where phrases like "our people are our greatest asset" get tossed around liberally and sometimes with an air of cynicism, I worry our earnest commitment to developing our people to be their best selves might get lost in the noise. But it's a principle I believe in to my core.

When my predecessor David Resnick signed the CEO Action for Diversity & Inclusion Pledge in 2019, it was a different world. It was before the COVID pandemic, before the tragic, senseless killings of Ahmaud Arbery, Breonna Taylor, and George Floyd, before the divisive 2020 presidential election, and before the widescale introduction of Gen Z into the workplace. With such an influx of societal change in a short period of time, it felt appropriate for us to take a step back and think about what KSM's commitment to DEI means.

Simply put, our sense of urgency remains steadfast. Because for KSM to be a place where our people can be the best version of themselves, the first order of business is creating a safe space for the past, present, and future expressions of each of us. Never has that imperative been more relevant than today.

In 2022, we underwent a comprehensive assessment of our DEI profile under the expert tutelage of diversity thought leader Doneisha Posey. This process showed real progress in key areas. But it also reinforced the recognition that much still needs to be accomplished. Our efforts will never be perfect or fully complete, but our mentality must be unrelenting in the pursuit of meaningful results.

Doneisha's work resonated deeply within the hearts and minds of KSM, including within those of the executive leadership team—so much so, that we invited Doneisha to stay with us for all of 2023 as our DEI coach-in-residence. The challenges Doneisha has laid before us are daunting and thought-provoking, and exactly the call to action we need to continue to build on the progress we've started.

As we often say about our direction as a firm, our compass leads to a horizon, not a destination. We are just getting started.

TIM COOK

KSM CEO & President

Our DEI efforts will never be perfect or fully complete, but our mentality must be unrelenting in the pursuit of meaningful results.



WHY DIVERSITY, EQUITY, AND INCLUSION MATTER AT KSM



In a quickly changing world, a strong focus on diversity, equity, and inclusion attracts and helps retain the top talent.



Diversity of perspective drives innovation. Inclusion and belonging fuel teamwork, collaboration, and productivity.



Diversity, equity, and inclusion enable KSM to leverage the best talents of our employees and ensure the right people are on engagements and being consulted, leading to better outcomes.



KSM aspires to be a place where our people can be the best versions of themselves, and creating a workplace where everyone feels seen, heard, respected, and valued for who they are is the right thing to do.



OUR MISSION

INSPIRE's mission is to improve KSM's success in attracting, retaining, and developing talented individuals of all backgrounds, and to ensure that everyone has the opportunity to achieve their full potential.



“INSPIRE's DEI work allows everyone, with their differing backgrounds and experiences, to feel like they belong and can be their true, authentic self every day. I am excited to be a part of INSPIRE's work as it means that we can understand how to work better and truly reflect the communities that we are a part of.

ZACH LEPPERD
Human Resources

KSM's DEI Journey

In a rapidly changing world, it's important that KSM continues to take action and evolve to attract the best talent and find the best solutions for our clients.



2016:

Business case is laid out for women's initiative at KSM.



Fall 2017:

Unconscious bias training is implemented.



July 2019:

INSPIRE publishes first annual diversity and inclusion report.



2022:

First employee resource group forms. KSM undertakes comprehensive DEI assessment and commits to action plan.



Summer 2017:

INSPIRE forms, focuses on women in the workplace.



Jan. 2019:

Managing partner signs CEO Action Pledge.



May 2020:

KSM publishes "Statement on Racial Justice." INSPIRE expands focus on diversity and inclusion to include equity and organizes four-part series on racial equity, including a client panel.



2023:

KSM hires consultant Doneisha Posey to help advance DEI action plan; develops and implements KSM talent strategy plan.

Being involved in INSPIRE has allowed me to combine my passion for learning with my drive to create spaces where everyone feels respected, valued, heard, and seen with my professional career path. I enjoy being a part of the push forward toward inclusion.

CINDY MAYFIELD, Production/Facilities



Making an Impact

Doneisha Posey, vice president of Black Onyx Management, DEI thought leader, and change maker, is working with KSM throughout 2023 to help with the continued advancement of our work in the diversity, equity, and inclusion (DEI) space. Prior to this year-long engagement, Doneisha helped us finalize our DEI assessment and draft the subsequent action plan. (See the action plan on page 7.)

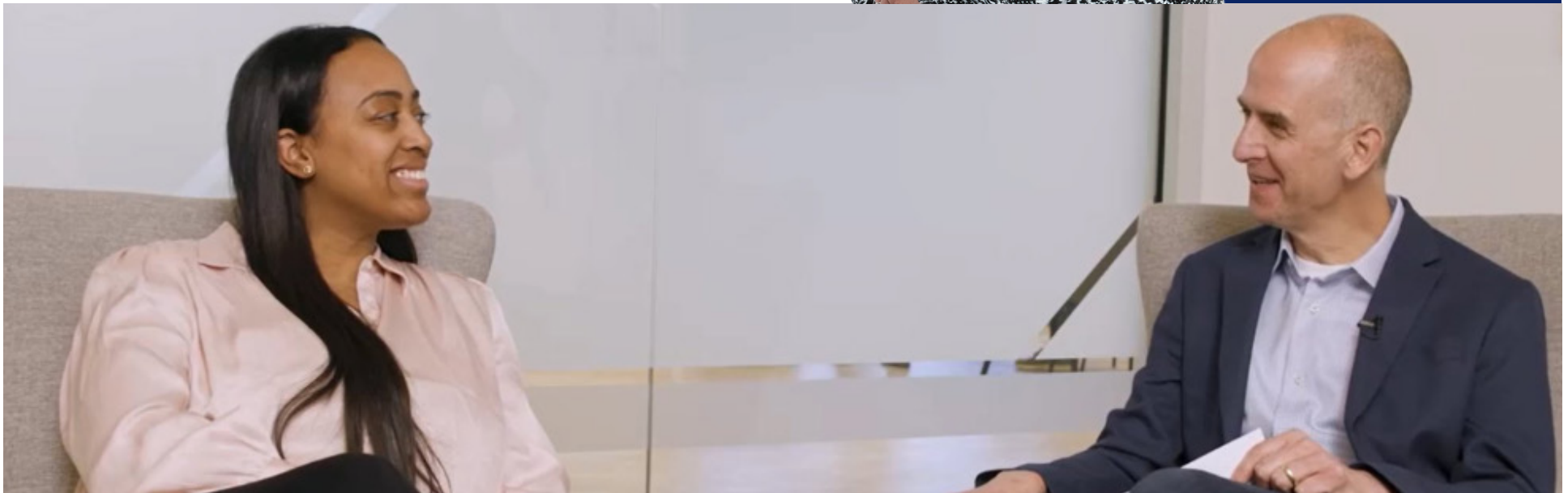
In her consulting role, Doneisha is helping the firm to carry out the action plan, including creating a formalized talent strategy plan, focused through a DEI lens, that will help to develop a broader talent pipeline, create unique coaching opportunities in support of our employees, develop mentorship and leadership opportunities, and evaluate and improve our interview practices. (Read more about this on page 9.)

Wanting to be fully embedded in our workplace culture, Doneisha has been onsite at our Indianapolis office every Tuesday and has met with teams of employees across the firm. She also serves as a sounding board for individual employees who want to discuss issues related to DEI in the workplace. In just the first half of 2023, she's had a big impact on furthering KSM's DEI efforts.



KSM has a great culture, and we want to ensure everyone – no matter their location, title, or background – is fully integrated into that culture and feels a sense of belonging here at KSM.

DONEISHA POSEY
DEI consultant



DEI Action Plan

This action plan is a two-year plan to help us achieve an inclusive workplace, workspace, and community. It provides a shared direction and commitment for the firm to create a culture of diversity, equity, and inclusion because our collective differences make us better – at advising our clients, developing our employees, and serving our communities.

KSM has committed to the following:

- Including underrepresented voices in the hierarchy of power and authority
- Integrating diversity, equity, and inclusion in the organization and decision making
- Attracting and recruiting diverse talent
- Minimizing biases in the hiring process
- Ensuring diversity, equity, and inclusion are reflected in workflows, governance, and partnerships
- Improving policies so they are transparent and clear
- Ensuring KSM is culturally aware and responsive

The plan comprises four key goals and identifies the priorities and actions we will take.

IMMEDIATE PRIORITIES		
GOAL	ACTIONS	BY WHEN
1. Determine KSM's systemic barriers to truly creating a diverse and inclusive workforce and culture and determine a strategy for how to approach removing those barriers.	1.A. Create communication plan for diversity, equity, and inclusion that includes policies and expectations.	Ongoing
	1.B. Create/update DEI conduct in the workplace policy to ensure expectations in the workplace are clear.	Completed June 28, 2022
	1.C. Update existing policies (add anti-discrimination/anti-retaliation, which specifically addresses how to navigate racial discrimination).	Completed June 28, 2022
	1.D. Audit internal policies to align with DEI value statement.	Completed May 24, 2022
	1.E. Conduct interviews of important stakeholders to identify employee perspectives on KSM around DEI.	Completed Dec. 2022
2. Create benchmarks and best practices for how to help develop a culture that allows people to bring their full selves to work.	2.A. Define initial DEI metrics and methods for collection and communication to ensure accountability and continuous improvement in meeting the diversity commitment.	Completed Dec. 2022
	2.B. Communicate DEI-related policies to new hires.	Ongoing
	2.C. Existing employees will be retrained on policies every year, with first training starting Jan. 2023.	Annually

TRANSFORMATIONAL PRIORITIES

KSM will work on transformational goals to ensure that we have a holistic approach that clearly connects our actions with our targeted outcomes that will come to fruition over time.

GOAL	ACTIONS	BY WHEN
3. Harness the power of INSPIRE to create diversity leaders and champions across all levels/departments to help institutionalize DEI at KSM.	3.A. KSM team will meet to discuss goal/action steps.	Completed Oct. 31, 2022
	3.B. Define INSPIRE and communicate what INSPIRE does (and doesn't do).	Completed Oct. 31, 2022
	3.C. Determine interest of involvement in DEI; create additional leaders and champions of DEI to utilize new voices.	Completed Nov. 10, 2022
4. Build cohesive and effective teams: Bring people along from all walks of understanding and get them to where they need to be so we are better as both an organization and as individual teams to enhance our employee experience and our communities.	4.A. Create a formal plan on how to minimize biases when reviewing resumes.	Completed Sept. 30, 2022
	4.B. Establish DEI competencies for staff. Competencies include training, knowledge, and experience.	Rollout to be determined
	4.C. Create internal employee recruitment, retention, and promotional pathways for attracting and retaining diverse applicants.	End of Q3 2023
	4.D. Identify a tool to assess our physical and digital workspaces for providing an inclusive and affirming environment.	Completed Sept. 30, 2022



KSM desires to make everyone feel like they belong no matter who they are. The programs set up the space to be open and honest as well as encourage each other to think differently. It communicates that we always want to grow, to learn, and to be open to new ideas.

RACHEL DISPENNETT
Business Advisory Group



Talent Strategy: Transformation Through Cohesive, Effective Teams

As outlined in Goal 4 of KSM's DEI action plan, one transformational priority for the firm is to build cohesive and effective teams that include people from all walks of understanding. To that end, KSM has developed a DEI talent strategy with the following goals.



TALENT ACQUISITION AND RECRUITMENT

Ensure talent acquisition practices consistently provide equal opportunity and strive to close representation gaps at all levels.

Strategy 1.1: Build Diverse Talent Pool – Apprenticeship Program

Create an apprenticeship program to attract and develop a diverse pool of talented individuals while providing them with hands-on training and mentorship. Through this apprenticeship program, KSM aims to bridge the skills gap, promote diversity, and foster an inclusive work environment.

Strategy 1.2: Inclusive Hiring Process

Ensure that all qualified KSM candidates, regardless of their background, ethnicity, gender, sexual orientation, age, or any other personal characteristic, have an equal opportunity to apply for and obtain a job. An inclusive hiring process aims to remove biases and barriers that may prevent certain individuals or groups from being considered for employment or advancing in their careers.

Strategy 1.3: Employee Engagement in Recruiting

Actively involve current employees in the recruitment process to enhance diversity, equity, and inclusion in talent acquisition. By empowering employees as brand ambassadors and advocates, KSM seeks to attract diverse candidates, foster a welcoming culture, and ensure a more representative and inclusive workforce.



CAREER DEVELOPMENT

Maintain a diverse leadership pipeline including a framework for holding managers accountable for actively promoting career development and advancement opportunities for their employees.

Strategy 2.1: Cultivate an Inclusive Leadership Pipeline

Develop a leadership pipeline that reflects diversity and inclusion at all levels of the organization. By focusing on leadership development, KSM aims to create an inclusive and equitable workplace where individuals from all backgrounds have equal access to career advancement opportunities.

Strategy 2.2: Advance Careers With Equity

Implement a structured and transparent career development process that encourages employees to set and achieve their career goals while ensuring that managers actively support and promote their growth.



Accounting apprentice Daniel Camacho (center) with members of KSM's Real Estate Services Group.



INCLUSIVE ENVIRONMENT

Foster a work environment without barriers to opportunity, where all employees feel welcomed, valued, respected, and engaged, and can effectively participate and bring their unique talents, skills, and perspectives.

Strategy 3.1: Employee Resource Groups

Establish and support employee resource groups that represent various demographics and interests, providing a platform for employees to connect, share experiences, and contribute to a more inclusive workplace.

Strategy 3.2: Inclusive Communication and Language

Implement guidelines for inclusive communication, promoting the use of inclusive language and ensuring that all employees feel respected and valued.

Strategy 3.3: Climate Surveys

Conduct regular climate surveys to gauge employee perceptions of the workplace environment, seeking feedback on inclusivity, job satisfaction, and opportunities for improvement.



ECONOMIC OPPORTUNITY

Identify barriers that underserved communities and individuals may face in taking advantage of KSM's procurement and contracting opportunities.

Strategy 4.1: Supplier Diversity in the Procurement Process

Create a structured process within KSM's procurement procedures that actively promotes and supports diverse suppliers, including those from underserved communities. By proactively seeking out and engaging diverse businesses, KSM aims to remove barriers and increase economic opportunities for underrepresented entrepreneurs.

REAL-WORLD EXPERIENCE THROUGH APPRENTICESHIP

KSM has already had success with apprenticeship programs. Through EmployIndy's Modern Apprenticeship program, Ben Davis High School student Daniel Camacho apprenticed with KSM's Real Estate Services Group for two years. He is currently pursuing an accounting degree at Marian University.

Providence Cristo Rey High School students Marco Garcia and Delance Stevenson joined KSM for the 2022/2023 school year, during which they gained both technical and soft skills working side by side with members of the IT department.



Providence Cristo Rey students Marco Garcia (far left) and Delance Stevenson (far right) with KSM's Johnathan Rubin and Karen Hill.

Recruiting Pipeline Programs

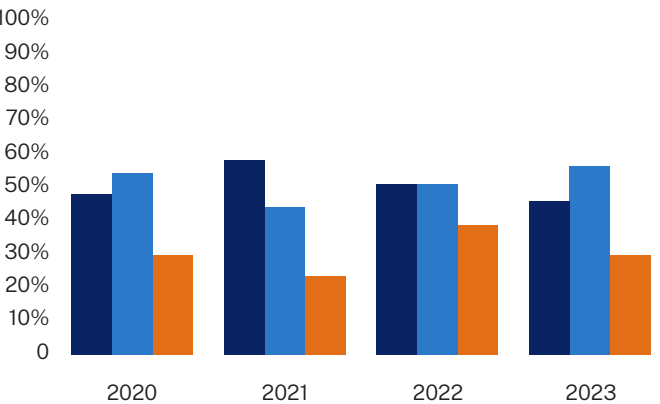
The efforts of our talent acquisition team to attract early-career candidates from underrepresented racial and ethnic groups are reflected in KSM’s recruiting pipeline programs.

Males
 Females
 Underrepresented Racial/Ethnic Groups



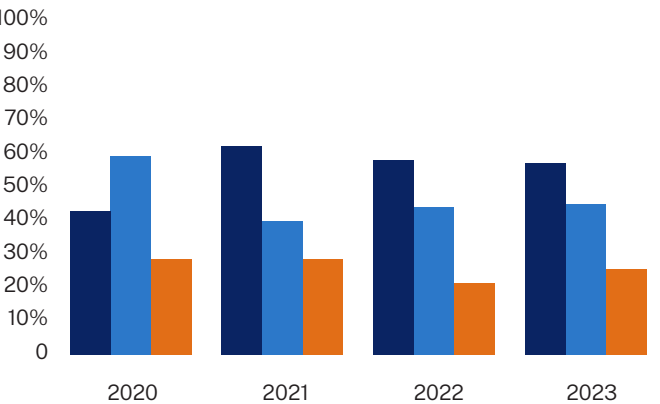
FOCUS ON YOU

Focus on You is KSM’s program for internship candidates.



GATEWAYS

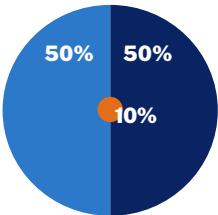
Gateways is KSM’s program for college sophomores and juniors who want to explore a career in public accounting.



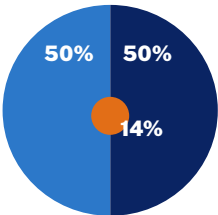
There are many dimensions to diversity, and race/ethnicity and gender are just two of them. One of KSM’s goals is to update our employee data to better reflect the full diversity of our workforce and implement best practices to continually update and transparently report this data.

IN 2023, THE NUMBER OF SCHOOLS FROM WHICH KSM HIRED INTERNS INCREASED FROM 15 TO 20.

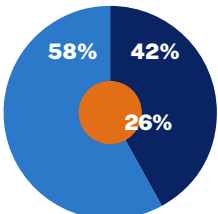
SPRING 2022 INTERNS



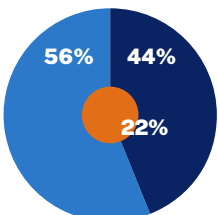
SUMMER 2022 INTERNS



SPRING 2023 INTERNS

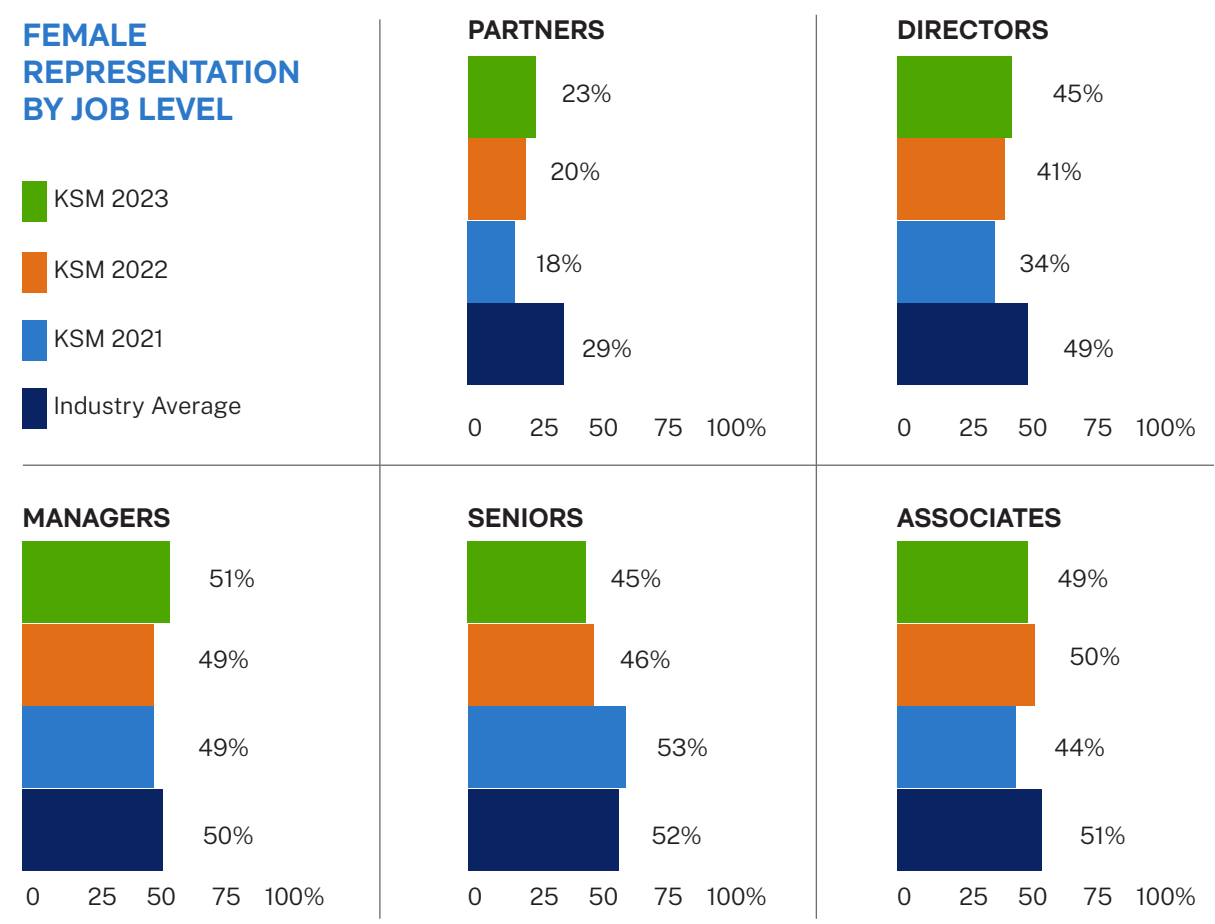
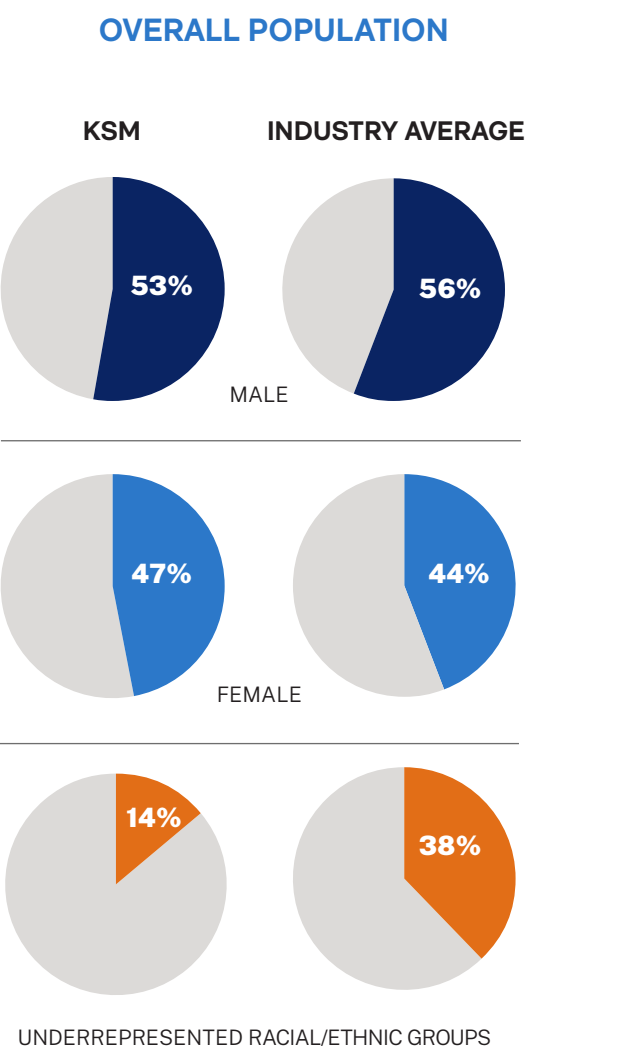


SUMMER 2023 INTERNS



Representation at KSM

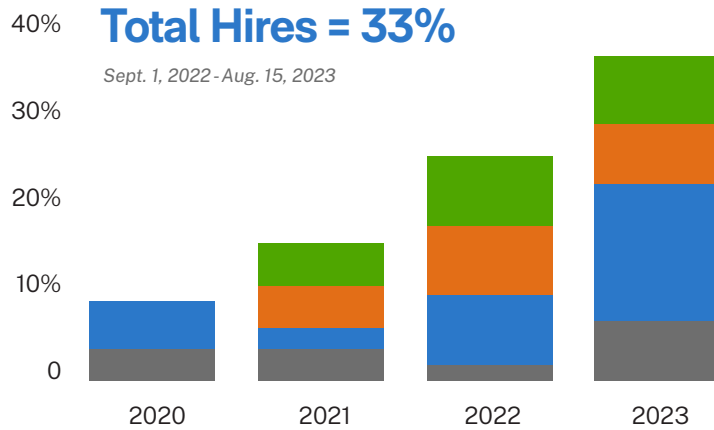
Historically, representation of those who do not identify as white has been low across the public accounting profession, and while our firm demographics reflect this low representation, those in underrepresented racial and ethnic groups made up 34% of our new hires since Sept. 1, 2022. We share key firm statistics here in full transparency.



HIRING BY GENDER/UNDERREPRESENTED RACIAL AND ETHNIC GROUPS

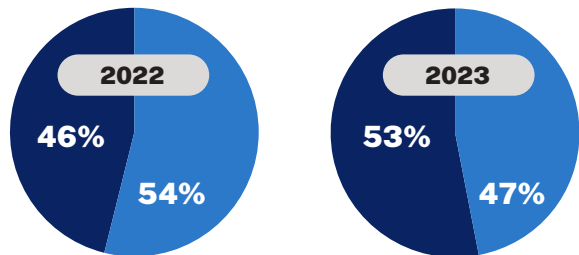
UNDERREPRESENTED RACIAL/ETHNIC GROUPS

■ Hispanic or Latinx
 ■ Black or African American
 ■ Asian
 ■ Other



GENDER

■ Male
 ■ Female

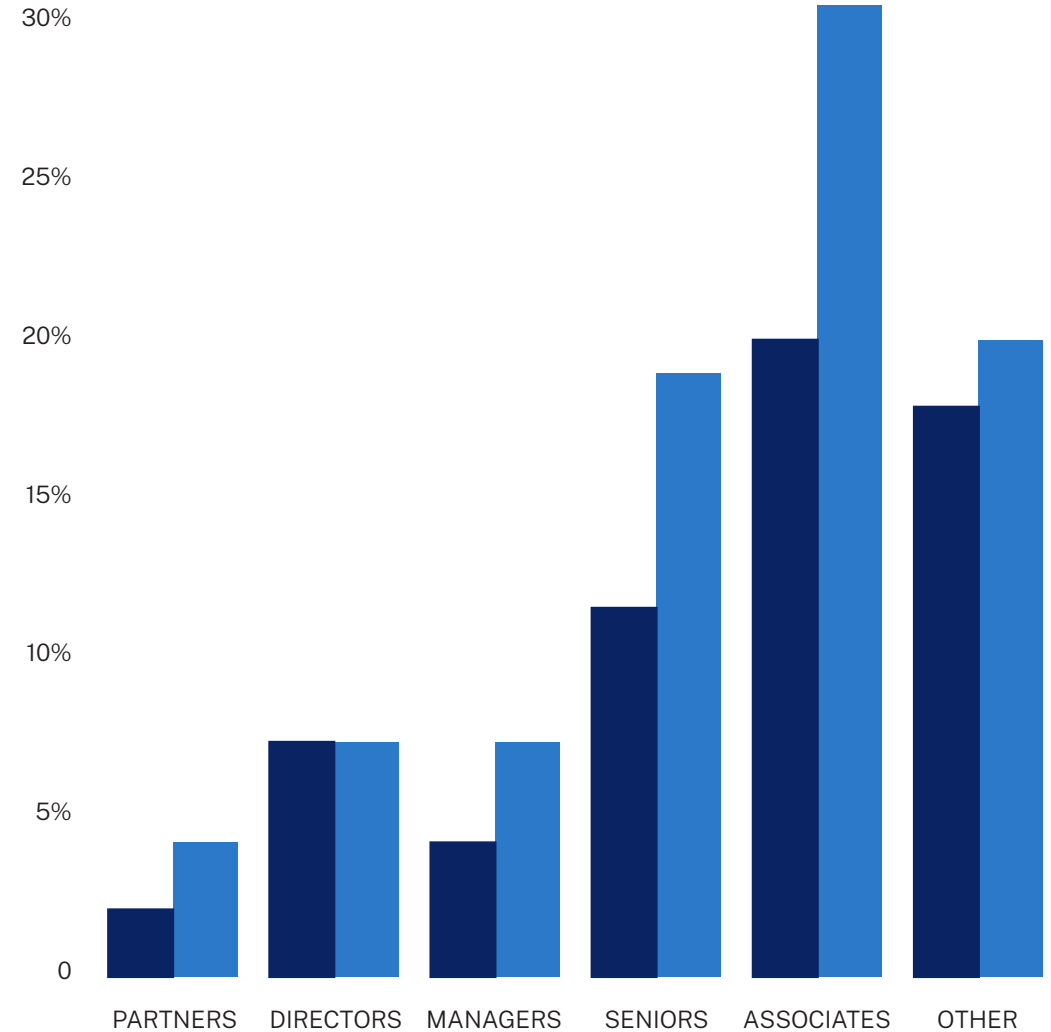


There are many dimensions to diversity, and race/ethnicity and gender are just two of them. One of KSM's goals is to update our employee data to better reflect the full diversity of our workforce and implement best practices to continually update and transparently report this data.

UNDERREPRESENTED RACIAL/ETHNIC GROUPS BY JOB LEVEL AT KSM

As of Aug. 15, 2023

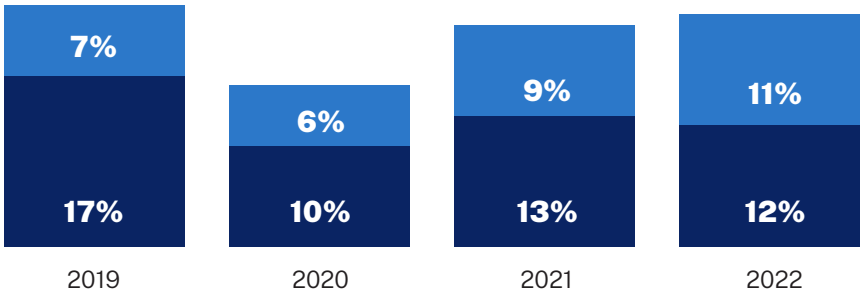
■ 2022
 ■ 2023



Turnover and Promotions at KSM

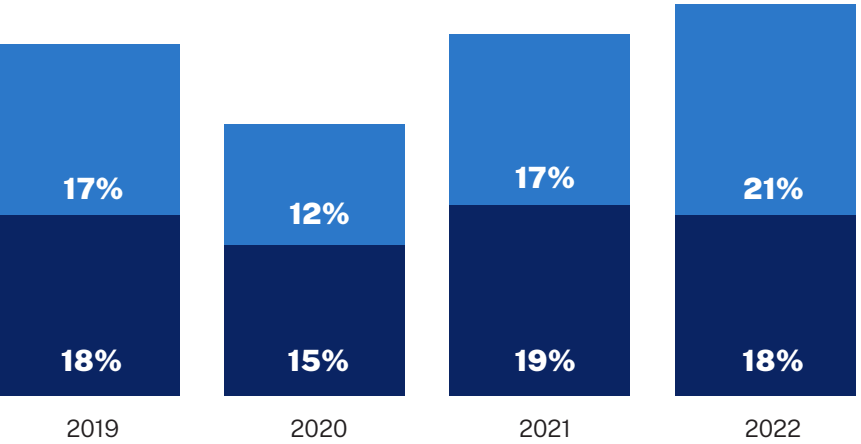
MALE/FEMALE TURNOVER BY CALENDAR YEAR

Male Female

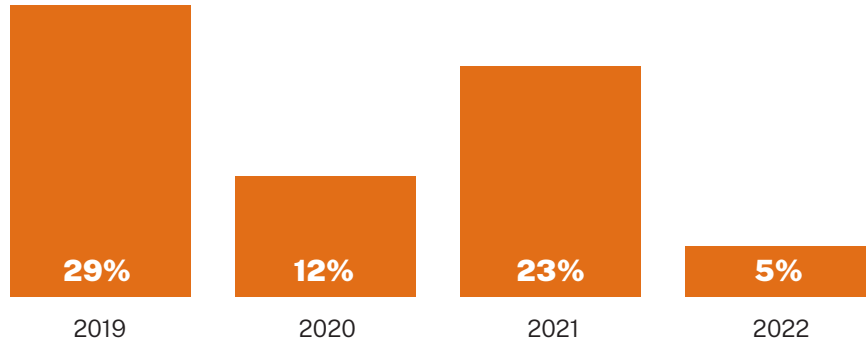


MALE/FEMALE PROMOTIONS BY CALENDAR YEAR

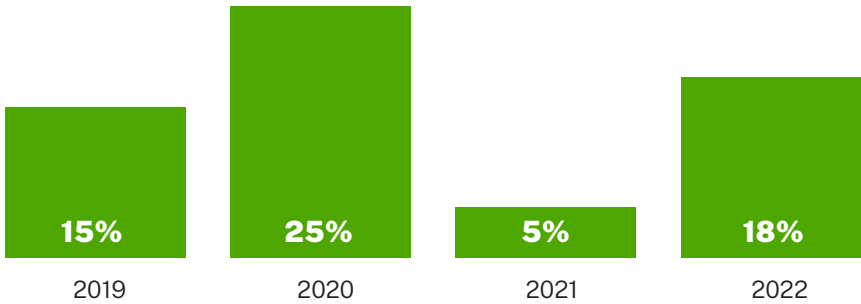
Male Female



UNDERREPRESENTED RACIAL/ETHNIC GROUPS TURNOVER BY CALENDAR YEAR

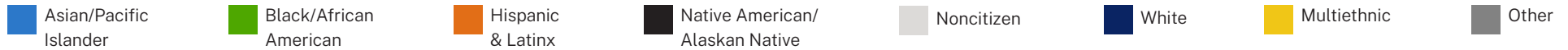


UNDERREPRESENTED RACIAL/ETHNIC GROUPS PROMOTIONS BY CALENDAR YEAR



There are many dimensions to diversity, and race/ethnicity and gender are just two of them. One of KSM's goals is to update our employee data to better reflect the full diversity of our workforce and implement best practices to continually update and transparently report this data.

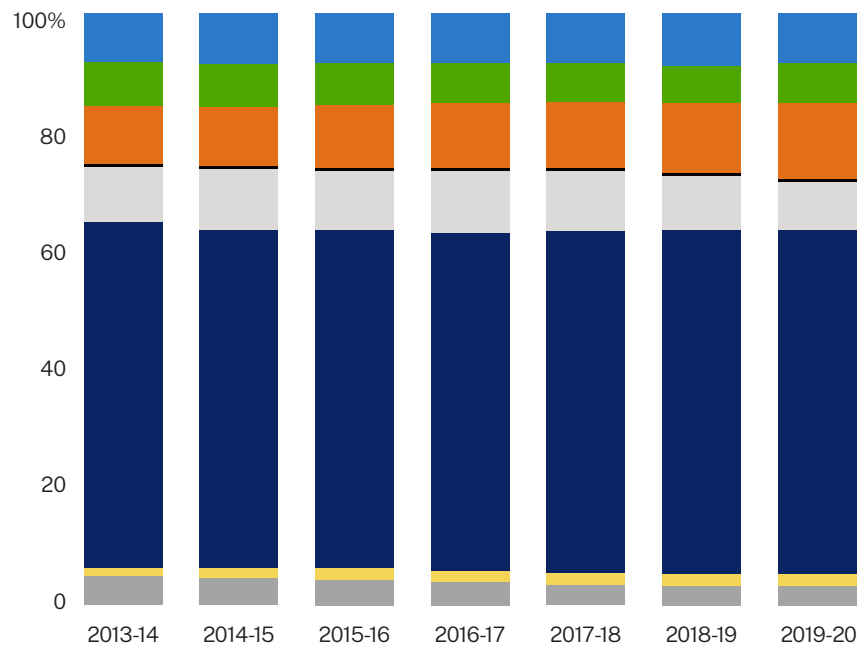
Race/Ethnicity Trends in Accounting



NEW BACHELOR'S AND MASTER'S OF ACCOUNTING GRADUATES

By Race/Ethnicity | 2013-2020 *Due to rounding, data may not equal 100%.*

For its 2021 Trends Report, the AICPA changed its method of data collection. See page 6 of the [2021 Trends Report](#) for more details.

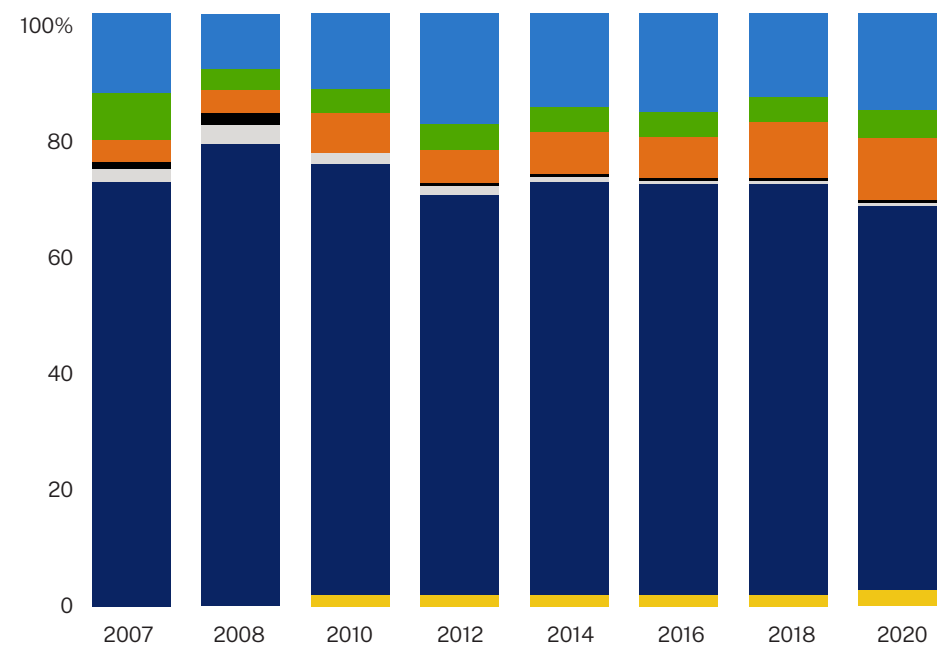


Source: [AICPA 2021 Trends Report](#)

New Bachelor's and Master's of Accounting Graduates HIRED INTO ACCOUNTING AND FINANCE FUNCTIONS OF U.S. CPA FIRMS

By Race/Ethnicity | 2007-2020 *Due to rounding, data may not equal 100%.*

In 2020, hiring of new graduates from underrepresented racial/ethnic groups into accounting/finance positions of U.S. CPA firms increased by almost five percentage points.



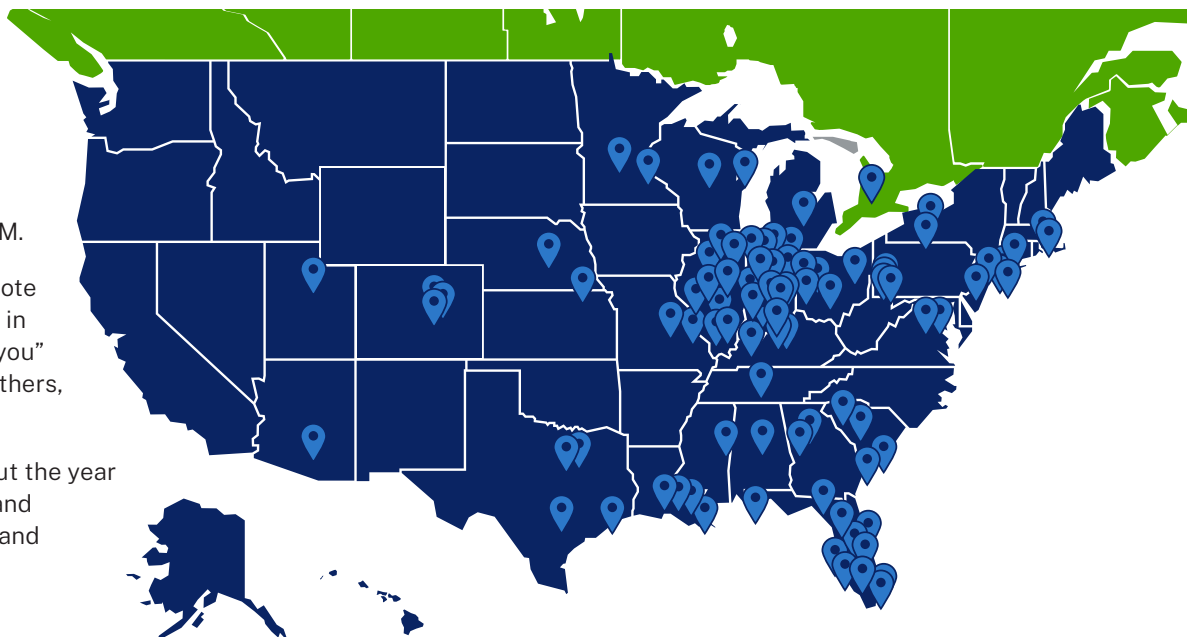
Fostering a Sense of Belonging

CONTINUALLY IMPROVING THE REMOTE EXPERIENCE

KSM is committed to hiring, supporting, and empowering the success of remote employees, and our fully remote workforce continues to grow and thrive.

Support is provided to our remote KSMers in a variety of ways:

- **Onboarding:** Each newly hired remote employee is matched with an experienced employee to help them acclimate to KSM.
- **Virtual connection, socializing, and networking:** KSM's remote employee resource group provides connection opportunities in the form of coffee chats, remote office hours, "get-to-know-you" panels with in-office employees, virtual parties and get-togethers, asynchronous games, and more.
- **In-person events:** KSM sponsors in-person events throughout the year including training, annual social gatherings for each office, and workgroup events that foster relationships between remote and in-office colleagues.
- **Training and development:** Most training and professional development opportunities provide a virtual option to ensure remote employees are developing technically and continuing to build their network. For the few trainings that must take place at a KSM office, remote employees are given notice with time to plan for any family accommodations. KSM has also streamlined the travel booking process to ensure efficient travel reimbursement to remote employees.
- **Busy season support:** During busy season, members of the remote employee resource group receive care packages, and all remote employees receive a busy season meal per diem reimbursement to match busy season meals provided to on-site employees.
- **Home office stipend:** New in 2023, remote employees received a stipend to help cover some of the costs of maintaining a home office.



**90 remote employees in
27 states and Canada**

46%
**increase in
fully remote
employees**

(July 2022 – June 2023)

22.5%
**of 2023's
promotees
were remote
employees**



CONNECTING KSM'S EARLY CAREER PROFESSIONALS

SURGE is KSM's internal early career professional group. Launched in 2017, SURGE is focused on assisting KSM's early career professionals in three pillars:

- External networking
- Internal networking
- Personal and professional development

As the firm and the accounting profession continue to evolve, the SURGE leadership committee is focused on providing events like service opportunities, social gatherings, networking opportunities internally and externally, as well as additional professional development training and classes. SURGE strives to connect KSM offices to form a strong bond across all KSM locations and build relationships with other local early career professional groups.

This past year, SURGE organized the following:

- Corn hole tournament
- KSM service line panel discussion
- Networking happy hour (hosted with Operations)
- March Madness kickoff party
- "Leveling Up With LinkedIn" professional development workshop



PRACTICING MALE ALLYSHIP

During 2023, KSM partnered with Kim Graham Lee of Integrating Women Leaders (IWL) for quarterly sessions of internal education, training, and discussion about how males can better advocate for, and be better allies to, women and other underrepresented groups. Leveraging IWL's groundbreaking research around male allyship has been an invaluable jumping off point for the group, with two of the key takeaways from the research being:

- 1 The different perceptions between men and women about the typical effectiveness of male allyship efforts
- 2 The prevalence of microaggressions being experienced in the workplace

A small group of 12 male leaders participated in the quarterly sessions, with the intention of developing a baseline of understanding and learning best practices in order to roll out the programming more broadly in 2024 and beyond. Key learnings have included:

- Gaining a greater sensitivity to microaggressions experienced by others
- Performing one-on-one listening exercises with female colleagues to learn first-hand experiences
- Hearing from female colleagues during joint sessions to ensure their real-life perspectives were included in group discussions

The programming from IWL has provided an accessible way for more men to join this important conversation, and while we're still in the early stages of formalizing a male allies group, it has been incredibly encouraging to see the male ally momentum being formed in real-time.



Growing, Developing, and Inspiring Conversation

This list encompasses events and training we've held, sponsored, or implemented July 2022 through June 2023.

NETWORKING

Event: Eat Cake and Be Merry

The women of KSM hosted a holiday open house luncheon at The Cake Bake Shop in Carmel, IN, and invited business women across central Indiana for an afternoon of appetizers, desserts, conversation, and networking. (Dec. 2022)

RECOGNITION

Creating More Equitable Workplaces

The Community Foundation of Greater Fort Wayne's Women's Fund recognized KSM for leading the way in supporting women in the workplace, including offering supportive benefits; practicing inclusive recruitment and hiring; and exercising equitable retention, promotion, and advancement. (March 2023)

Empowering Young Adults

KSM was accepted as a nominee for the annual Indianapolis Mayor's Celebration of Diversity awards in the Apprenticeship Employer of the Year category. (April 2023)

DEVELOPING LEADERS

2022 Indiana CPA Society Women's Leadership Conference

Attendees: Jessica Boicourt and Stephanie Dunn

2022 AICPA Women's Global Leadership Conference

Attendees: Kristen Bush, Deloris Dunk-Vickers, Emma Ewing, Megan Hudson, Karen Lewis, and Sarah Webber

2023 Indy Chamber Women in Business Retreat

Attendees: Taylor Leslie and Brittany Super

2023 Reaching Out MBA's Out Women in Business Conference

Attendee: Shanice Grieser

2023 PrimeGlobal Women's Leadership Summit

Attendees: Deloris Dunk-Vickers, Amy Lehrman, and Kari Mills



KSM women and their guests enjoyed an afternoon of networking and cake at the Eat Cake and Be Merry event.



INSPIRE's DEI work lets all of KSM and those looking from the outside in know that they are seen and heard. I think that's a pretty powerful message to send.

SHANICE GRIESER

Business Advisory Group



KSM CEO Tim Cook kicked off the Integrating Women Leaders Summit, which featured speakers Stedman Graham and Linda Clemons.

BUILDING AWARENESS

Webinar: “LGBTQ+ Issues and Allyship”

Guest speaker David Gifford-Robinson educated participants on terminology and issues surrounding the LGBTQ+ community in order to be a better ally. (Aug. 2022)

Webinar: “Code Switching: Bringing Your True Self to Every Conversation”

Author, veteran, and “leadership enthusiast” Chris Molina discussed the origins of code switching, how to identify code switching, and how to be more accepting and open to people as they bring their diverse cultures to the table. (Dec. 2022)

Training: Unconscious Bias in the Workplace

To enable employees to work towards inclusion by becoming more aware of hidden biases and taking steps to reduce the effects of biases on others, KSM implemented a required two-part training series on unconscious bias for all employees. (Through Dec. 2022)

Webinar: “Ramadan and an Inclusive Workplace”

Rima Shahid, executive director of Women4Change, helped KSMers learn more about the holy month of Ramadan and how we can be more inclusive of our Muslim employees who observe Ramadan. (March 2023)

Webinar: “Faux Freedom & Federal Holidays: The Story of Juneteenth”

Indiana storyteller Anthony Murdock II, JD (aka Murdock) shared with KSMers the origin story of Juneteenth, the implications of its federal recognition, and ways to actively, positively, and constructively contribute to the holiday's growing legacy. (June 2023)

Event: Indiana Avenue and Local Black History

In celebration of Juneteenth, central Indiana KSMers joined local historian Sampson Levingston of Through2Eyes to learn more about the history of downtown Indianapolis' Indiana Avenue, a Black cultural and commercial hub in its prime. (June 2023)

SHARING EXPERIENCES

INSPIRED Conversation: “Cross-racial Relationship Building”

Award-winning author Kimberlee Williams led a conversation to help KSMers learn how to intentionally and thoughtfully be in community with colleagues of different races. (Nov. 2022)

INSPIRE Blog

Several KSMers shared their personal experiences related to diversity, equity, and inclusion through INSPIRE blogs posted on KSM's intranet. A big thank you to Gabby Davis, Stephanie Dunn, John Estridge, Benjamin Floreancig, Shanice Grieser, Katherine Malarsky, and Sarah Webber for sharing their perspectives with vulnerability and insight!

Accountables Book Club

The Accountables book club discusses books on both business and DEI topics. Recent books include “How Great Women Lead” by Bonnie St. John and Darcy Deane and “Dear White Woman, Please Come Home” by Kimberlee Yolanda Williams. It was an honor to have Ms. Williams to join in on our discussion of her moving book!

OUTWARD SUPPORT

ADVERTISER

“Business Cares – Diversity, Equity & Inclusion,” Indianapolis Business Journal

“Black History Matters,” Indianapolis Recorder

PARTNER EMPLOYER

EmployIndy Modern Apprenticeship Program
Providence Cristo Rey High School

SPONSOR

Best Buddies	Integrating Women Leaders Foundation
Child Advocates	JCC Indianapolis
CICOA	Noble
Dress for Success Indianapolis	Pass the Torch for Women Foundation
Edna Martin Christian Center	RISE Circle City Leaders Program
Executive Women in Finance	The Arc of Indiana
Executive Women in Healthcare	Women & Hi Tech Association
Girls Inc.	Women in Transactions (WiT)
Girls on the Run Central Indiana	Women's Fund of Central Indiana
Girl Scouts of Central Indiana	YWCA Northeast Indiana
Helene G. Simon Hillel Center at Indiana University	



KSMers celebrated International Women's Day at the Pass the Torch for Women breakfast.

PARTNER ADVISORY BOARD

Ashley Christie
Tim Cook
Lisa Curry
Erin Eberly
Jamie Ellis
John Estridge
Andie Friedman
Randy Hooper
Katherine Malarsky
Jim Nestor
Scott Price
Jeff Warner

EXECUTIVE COMMITTEE

Allison Allen
Ashley Christie
Rachel Clark
Stephanie Dunn
John Estridge
Andie Friedman
Karen Hill
Katherine Malarksy
Kaylene Riemen
Lauren Violi



**Interested in getting involved?
Questions or comments
regarding INSPIRE?**

Please feel free to reach out
to anyone on the committee,
or contact us via email at
inspire@ksmcpa.com.



CONTACT US

Please feel free to reach out to anyone on the committee,
or contact us via email: inspire@ksmcpa.com.

