



Metropolitan Group

the power of voice

Creating a Multicultural Workplace

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Our Credo

As a company committed to equity, we know that diverse backgrounds, experiences and cultures strengthen our work and our workplace. We strive to create a more multicultural workplace through greater recognition, understanding and appreciation of a broad range of differences among individuals and groups within society and to incorporate a multicultural perspective in our work. We achieve this through recruitment and retention of diverse staff, vendors and of-counsel experts, and by encouraging regular multicultural development of MG team members.

This multicultural approach is more encompassing than the concept of diversity. Too often diversity emphasizes the visible differences between individuals, primarily based on race and gender, and is characterized by numbers rather than an appreciation for and an understanding of cultural context and an appreciation of differences. Our multicultural approach strives to support equity and inclusion at the personal and interpersonal levels as well as at the institutional and cultural levels.

At Metropolitan Group, we value such differences as age, gender identity, race, ethnicity, religion, sexual orientation, geographic background, national origin, educational attainment, physical and/or mental ability, socio-economic status and family status. We also value differences in work style and approach to decision-making.

We strive for diversity at all levels within our organization. We encourage our team to acknowledge these differences among ourselves and with others, and to maintain an awareness of the impact that these differences can have on our work and that of our clients.

Multiculturalism as a Core Organizational Value

- We see the critical need for organizations and programs that engage, reflect and are representative of the communities they serve. We proactively seek out clients that work in diverse areas of our community and with diverse cultural groups.
- We were founded as and are focused on social justice work as a core impact priority. A significant portion of our work for clients directly addresses and seeks to improve outcomes and amplify the power and voice of communities experiencing disparities.
- We consider the incorporation of a multicultural perspective as the foundation of every project.

Our Goals

Our goals for a multicultural workplace fall into three categories: 1) recruitment and retention, 2) staff multicultural development, and 3) application of a multicultural lens to all client work.

Specifically, our goals are as follows:

1. Recruitment and Retention of Diverse Staff

Within our firm, we have a goal to surpass the percentage of people of color entering the U.S. workforce, currently 36 percent, and to achieve and maintain diversity figures that are representative of the total population of people of color in the U.S., currently at 30 percent. We are committed to recruiting more professional staff of color to our senior levels and to hiring and promoting female team members. In addition, we have identified the need to increase representation from persons with disabilities and veterans.

2. Multicultural Development of Staff

We are committed to providing ongoing opportunities for all MG staff to participate in multicultural development as a company and by office. The Multicultural Engagement practice plan identifies a variety of ongoing skill building and professional development opportunities.

3. Application of a Multicultural Lens

We believe that all social change work is stronger and achieves sustainable impact when a multicultural approach is applied to our work. By applying a multicultural perspective to actionable social impact strategies in strategic communication, resource development and organizational development, we increase relevancy and engagement of all stakeholders, develop long-term relationships and increase results.

MG Current Picture

Team Composition

Metropolitan Group's team represents a broad diversity of backgrounds, beliefs, cultures, perspectives, abilities and experiences at all levels:

- New hires in the last year: 12 hires total: 92 percent female: 50 percent people of color
- Age ranges from 22 to 60
- Various geographic origins, rural and urban
- Diverse socioeconomic backgrounds
- A variety of educational and professional attainment, and work experience
- Female staff members currently account for 69 percent of our staff; the national figure of women entering the workforce is 47 percent.
- Our companywide percentage representing racial and ethnic diversity is currently 31 percent. (People of color make up 21 percent of our industry and 36 percent of the US labor force).
- LGBTQ people represent eleven percent of staff; the national figure of LGBTQ people in the workforce is six percent.
- Eight percent of staff members are foreign nationals and/or naturalized citizens.
- Management Team (Senior Director and above): 19 percent people of color; 50 percent female

- Executive Team: 23 percent people of color and 62 percent female
- Ownership: 5 principal owners (two are female; 1 Latina). Decisions are made by consensus with each partner voting equally.

Periodic training and learning opportunities for staff

MG has a commitment to provide training to staff in multicultural awareness and communication through individual professional development plans, use of individual professional development budgets and through periodic all-staff workshops. Our 2016 retreat included an all-staff training, conducted by an internationally known facilitator who focuses on unique programs that encourage individuals and their process of personal transformation through cross cultural communication, group consensus and organization inclusion.

We will continue to provide all-company training opportunities and to encourage staff at all levels to utilize their professional development budgets to take classes and seminars that build their multicultural capacity both in their own lives and in our work.

Application of a multicultural lens to our work

In 2016 Metropolitan Group utilized a multicultural engagement approach in all stakeholder engagement, strategy development, narrative development and organizational development projects. We also developed a thought leadership piece to assist the field, *Building Equity Through Multicultural Engagement*.

In 2016, we made significant progress, however we have not fully achieved our goals and recognize the work that remains to be done. We are particularly focused on improving internal systems and processes and creating a more inclusive work environment.