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DIVERSITY, EQUITY & INCLUSION

Embracing Diversity, Equity and Inclusion is a Competitive Advantage

Compiled by Miles Z. Epstein
Editor, COMMERCE

To assess how some firms are using diversity, equity and inclusion as a competitive advantage—a key driver of opportunities—*COMMERCE* asked some of New Jersey's leading companies and organizations to discuss their outreach, and how it allows them to deliver value to their workforces and clients.



Marcum LLP

By Rachael Gibson,
*Director, Diversity, Equity
& Inclusion*

Marcum continues to lean further into our DEI values, as associates across the firm play a pivotal role in ensuring that DEI transcends initiatives and instead becomes a lens through which we do our work. Close to 2,000 associates attended DEI-related trainings and firmwide “Courageous Conversations” in 2021. Our nine associate resource groups (ARGs) implemented signature programming, highlighting important issues impacting various communities within the firm, including regional conversations to support our AAPI associates following the uptick in violence against AAPI communities across the United States in 2021. Marcum also launched a Diversity Scholarship Fund that provides \$5,000 scholarships to accounting students from underrepresented backgrounds. In addition, Marcum’s 2021 class of promoted partners was the most diverse in Marcum’s history. Marcum will continue to implement efforts that ensure our firm is not only diverse, but one where all associates feel a strong sense of belonging and associates from underrepresented groups see pathways to leadership.

