



2022 ANNUAL PROGRAM REPORT

bergankdv

a letter from the council

hello

The BerganKDV DEI Council is pleased to present this second annual #Perspective Program Report. Our intent is to provide a summary of the activities, opportunities, and progress toward firm goals around diversity, equity, inclusion, and belonging during the 2022 fiscal year.

We've said before that DEI is a journey, not a destination, and we've encountered some detours on that journey this year. Key changes in council membership provided the opportunity for pause to evaluate our efforts and results thus far and inform our path forward. Amidst that pause, the decision was made to create a senior-level role focused exclusively on DEI. The council has been working closely with leadership to fill this vital position, and we are eager to partner with whomever fills this role as we work together to reach our firm's vision.

We as a collective BerganKDV community believe in the power of this DEI work, not only because we know that it is an investment that will help us thrive as a team and proudly represent the communities in which we serve in both the job and business markets in the years to come. We realize that when people can bring their whole, authentic selves to work, we get a diversity of thought and perspective that fuels the innovation to drive our firm to even greater success.

We want to take this opportunity to recognize the support and dedication of the many team members across the firm who've contributed their time, energy, and passion toward this important part of our firm's future. We couldn't have come this far without you.

Onward,

Your DEI Council

core program focus

overview

Our #Perspective program's focus is to create and foster a culture of Diversity, Equity, and Inclusion that enables us to attract and retain great talent, hold open dialog to improve teamwork, and ultimately result in a differentiated experience for our clients.

DIVERSITY // EQUITY // INCLUSION

council members

DAWN CLARK

IAN O'BRIEN

MATT COSGRIFF

MARY MILAM

CRYSTAL FORD

ROBIN NELSON

HEATHER GUNDERSON

MARIE PRIMUS

SHARON HANSEN

SHELLY BARKES



#PERSPECTIVE

program metrics

scorecard

Last year, we began to track key data around team member information and hiring to measure the ROI and progress toward our DEI goals. The charts below provide a snapshot of that progress.

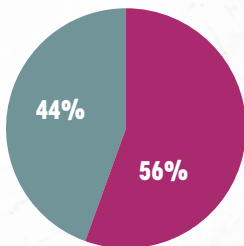
The biggest news here is that we reached our goal set in 2021 to increase our non-white applicant pool to 30%. This was accomplished through the strategic efforts of our recruiting team, who identified and sourced candidates from diverse schools, networks, and organizations, built relationships, and engaged in and hosted events and activities to successfully reach a more diverse applicant population. Many team members across the organization helped represent our firm at many of these events and we could not have achieved this goal without them.

The intention of this goal was not to fill any specific hiring quotas but rather to expand our pipeline to include a more diverse range of candidates. Diverse talent means diverse perspectives, which leads to better problem solving and increased performance overall.

GENDER BREAKDOWN

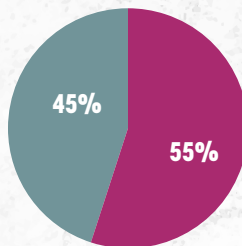
FIRM-WIDE

FEMALE 44% | MALE 56%



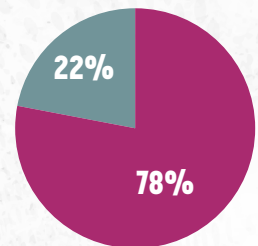
MANAGER

FEMALE 45% | MALE 55%



SHAREHOLDER

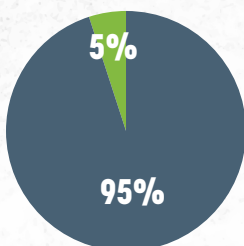
FEMALE 22% | MALE 78%



RACIAL BREAKDOWN

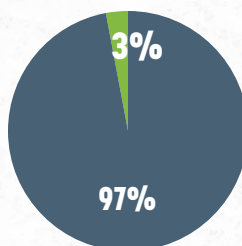
FIRM-WIDE

WHITE 95% | NON-WHITE 5%



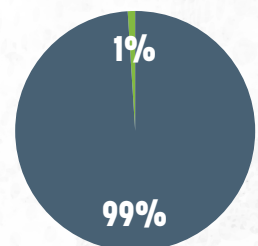
MANAGER

WHITE 97% | NON-WHITE 3%



SHAREHOLDER

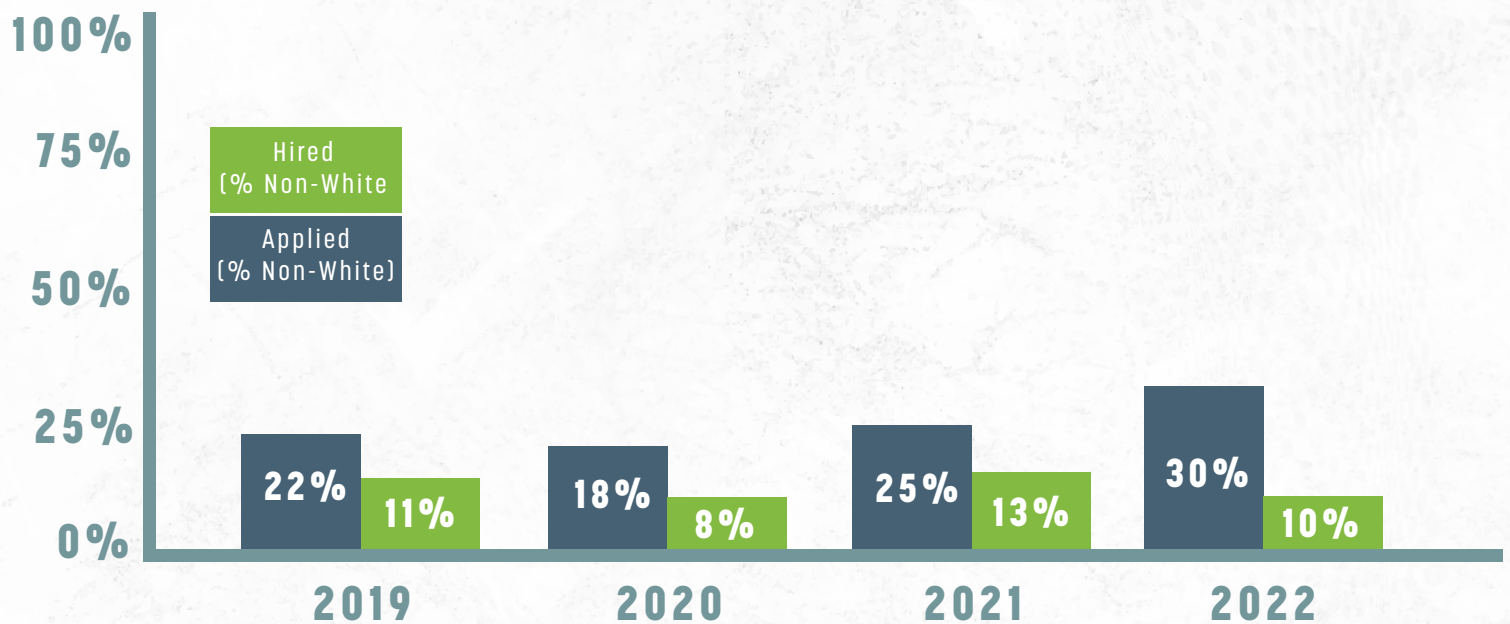
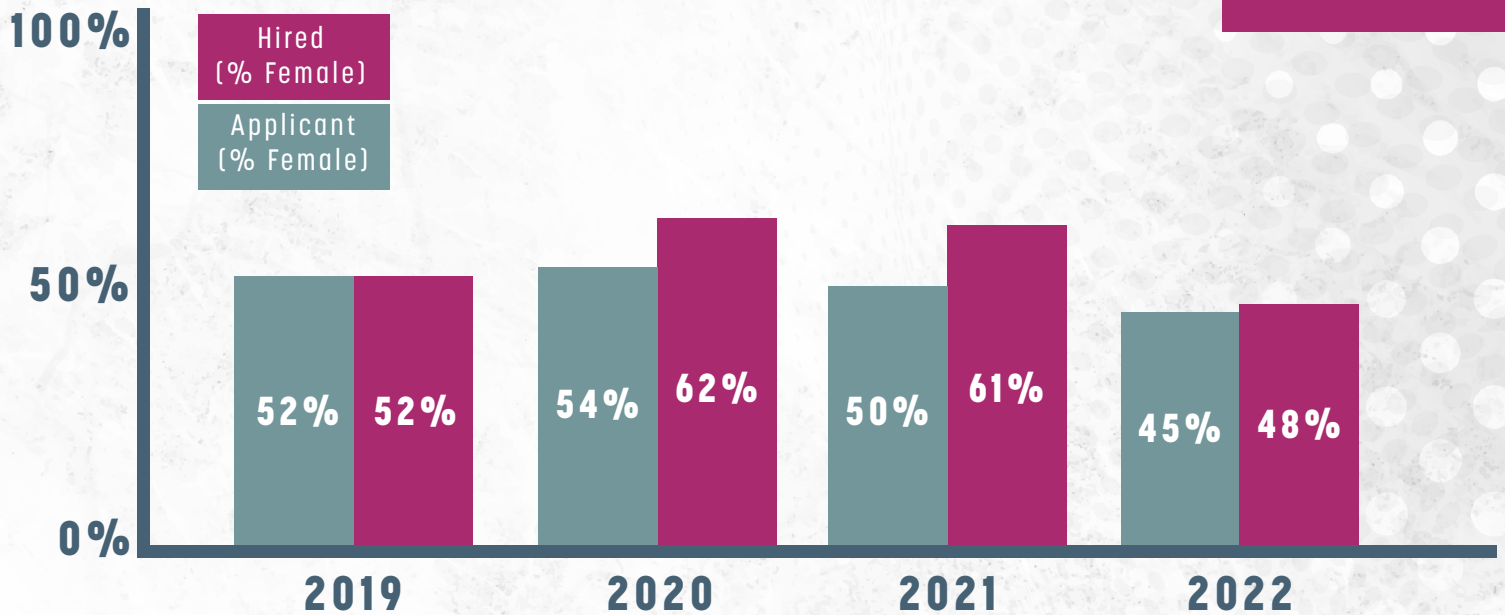
WHITE 99% | NON-WHITE 1%



#PERSPECTIVE

program metrics

scorecard



program metrics

pulse survey

We also ran a pulse survey to measure changes in attitudes and engagement surrounding diversity, equity, inclusion, and belonging at BerganKDV. In this survey, we measured firmwide changes in sentiment in key areas against our annual engagement survey findings, as well as captured baseline data with new questions related to inclusion and belonging.

KEY FINDINGS:

Overall, levels of inclusion and belonging are high, with roughly 84% of respondents feeling respected, cared for, and comfortable speaking up and sharing ideas.

Alignment with firm values increased by 12%, as did the belief that DEI should be a top priority at the firm, which increased by 11%.

Team members reported that their ability to build training into their schedules decreased by 10%.

Pride in the progress we're making on issues related to fairness, diversity, and inclusion dipped 4%, and the feeling that leaders at the firm are approachable regarding those issues decreased 7%.

Please note that only 50% of team members participated in this survey, compared to 75% of the firm answering the comparative questions via the annual engagement survey. While this skews the findings somewhat, we feel that the data represents general trends and can be used to help inform the policies, practices, programs, and initiatives that promote a safe, inclusive, and growth-oriented culture at our firm moving forward. We will continue to do this important work.

program highlights

Though fewer than in the previous fiscal year, opportunities to learn and connect continued in 2022.

DEI-related training:

Religion in the Workplace (recorded)
Black History in the Workplace (video)

#Perspective Book Club conversations:

The Devil's Highway (book)
Inside Out (movie)
Dakota War (podcast)
Nickel & Dimed (book)

In March, we spotlighted women-owned businesses that are valued clients of BerganKDV in celebration of Women's History Month.

DEI

COMMUNITY OPPORTUNITIES

The Parent Connection Circle, a Virtual Community to provide support, resources, and connection for working parents here at BerganKDV, launched in 2022. This group of parent co-workers meets for an hour on the fourth Tuesday of each month. Visit the TEAMS channel or email DEI@bergankdv.com for more information or to add the recurring meeting to your calendar.

The DEI Council began partnering with Junior Achievement (JA), a national nonprofit organization that inspires and prepares young people for success through education in finance and entrepreneurship. The goals of this initiative were to engage with the communities we serve, provide volunteer services where we can be most helpful, and encourage young people to consider a career in entrepreneurship and financial services. This facilitates exposure to our brand and creates a new pool of potential BerganKDV recruits in diverse communities.

OTHER INITIATIVES

As we navigated priorities throughout the year we were unable to complete the following goals in FY2022:

Scholarship program
Sponsorship program

We plan to re-evaluate these programs when our new DEI leader comes on board.

MOVING FORWARD

For our team members who have expressed interest in joining the council and anyone wanting more DEI information and programming, we thank you for your patience. We are optimistic and excited about all the wonderful work we will do together to strengthen the fabric of our firm. Stay tuned for more updates, and please contact DEI@bergankdv.com with any questions.

#PERSPECTIVE



ALL BELONG HERE

together, let's build an inclusive future.

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