

Inclusion and Diversity Policy

William Blair

William Blair prioritizes and cultivates a workplace where inclusion is at the heart of our culture and business because we believe that bringing together colleagues with diverse experiences, backgrounds, and perspectives is essential for growth and innovation.

We focus on building our inclusive, high-performing culture by seeking and retaining talented individuals who embrace and nurture diversity, helping all to thrive. Executive leadership, led by our CHRO, partner to ensure our inclusion strategies are incorporated into all elements of our talent processes and are aligned with our overall business and talent strategies, as well as the firm's mission, vision, and values.

An important part of our inclusive culture also entails partnering with our employee-led Alliances to empower colleagues to celebrate and advance inclusion and diversity within our workplace and throughout our communities.