



Association for Corporate Growth

**Association for Corporate Growth (ACG) Diversity, Equity and Inclusion Task Force
DEI Policy Statement
January 15, 2021
Approved – February 24, 2021**

Driving middle-market growth is the mission of the Association for Corporate Growth®. The middle market can only flourish when all people have equal access to opportunities available across its ecosystem. Knowing the criticality of diversity to its mission, ACG welcomes all people, regardless of gender identity, age, sexual orientation, ethnicity, religion, veteran status, or educational and socio-economic backgrounds. ACG will never tolerate any form of bias and discrimination and will stand firm against exclusionary practices that enable such. ACG will lead, inspire and partner with its members, sponsors and collaborators to encourage middle-market companies to take intentional actions to accelerate greater diversity, equity and inclusion that drives business growth.

ACG recognizes:

- A wealth of research shows that diversity in board leadership and management teams improves business results, from increasing corporate profitability, returns on investments and workplace health and productivity.
- An urgent need to recruit, hire, mentor and promote traditionally underrepresented groups in the middle market ecosystem.
- To honor its mission, enhance its membership and positively affect its members, member firms, and related service professions, ACG must be a catalyst to educate and facilitate advancing workforce and leadership diversity.
- ACG must bolster investment in women and minority-owned businesses in the middle market.

ACG commits to the vision of a diverse, equitable and inclusive middle-market by:

- Engaging its future workforce: ACG will build awareness about middle-market job opportunities by creating career pathways to those jobs and supporting recruiting initiatives that include non-traditional schools and groups focused on diverse and underrepresented candidates for private equity firms and other financial services.
- Educating its stakeholders: ACG will aggressively share knowledge about the return on DEI investments by establishing value-added programs, policies and procedures for its members that equity and foster inclusion, bringing more awareness and appreciation for the value to the broader middle market.
- Empowering its leaders: ACG will intentionally cultivate diverse leadership within all levels of ACG, representing society in its entirety. This effort will ensure multiple viewpoints are expressed and will inspire its next generation of leaders to pay it forward.

ACG's commitment requires it to:

1. Create an inclusive environment where every member's voice is welcomed, encouraged and aptly represented in ACG's strategic decisions.

2. Provide educational content to build awareness in members that reduces bias, inspires and spur members to take intentional action towards greater equity and inclusion.
3. Empower ACG members and sponsors to champion diversity, equity and inclusion.
4. Leverage ACG media channels to educate, engage and amplify DEI leadership in the middle market ecosystem.
5. Recognize and celebrate members for their extraordinary DEI contributions.
6. Advocate for greater access to private capital for women and minority-owned businesses, especially those who work in communities with historically little outside investment.
7. Ensure equal access to ACG volunteer leadership opportunities and empower volunteer leaders to intentionally and actively advance inclusive practices throughout the middle market ecosystem.

Since 1954, an unbroken stream of middle-market leaders met the challenges of their time and forged solutions. Today is no different. This commitment – to both long and short-term solutions – drives diversity, equity and inclusion honors ACG’s mission of actively contributing to a robust middle market whose economic impact is unparalleled. These actions ensure the middle market stays a segment of the economy where young professionals of all backgrounds can seek, find and pursue lifelong, rewarding careers.