



Canada's Best
Diversity
Employers **2008**

PRESENTED BY  **Financial Group**

KPMG LLP

Employer Description

KPMG LLP is a leading accounting and professional services firm, providing auditing, tax and financial advisory services to businesses across Canada. With roots in Canada dating back to 1840, KPMG is one of the nation's oldest accounting firms and the country's leading auditor in terms of market share, posting revenues of \$984 million last year.

KPMG is the Canadian member of Switzerland-based KPMG International, which has over 113,000 employees at offices in over 140 countries. In Canada, KPMG has over 5,100 full-time employees at over 30 offices across the country.

Established: 1840 **Full-Time Employees:** 5165 **Employees who are women:** 57% **Of managers:** 44% **Employees who are visible minorities:** 26% **Of managers:** 19%

KPMG LLP was selected as one of Canada's Best Diversity Employers (2008) for:

- ▶ operating a [Pride@KPMG](#) network, to recruit and retain LGBT employees
- ▶ managing an extensive Diversity in the Workplace web-based training program
- ▶ recently creating an employee network group for employees who are parents of special needs children
- ▶ developing a course on communication in a diverse workplace for managers, which is held once every month on an ongoing basis
- ▶ introducing a Director of Diversity role to focus on the advancement of women and visible minorities, and combat workplace homophobia

Supporting LGBT Employees

In 2005, KPMG established the [Pride@KPMG](#) employee resource group to support LGBT employees at the firm. The group, which began as an informal gathering of LGBT employees, has now grown into a company-wide initiative with active members in several offices across Canada. [Pride@KPMG](#) distributes newsletters every quarter to notify members of networking and social events, and to share their experiences of working within the firm. The group also acts as a support network for employees who are working through the challenges of coming-out to their colleagues, friends and families.

"Joining [Pride@kpmg](#) gave me the courage to be more open in the workplace, and in fact, to come out to my family. Knowing that there was a network of similar people within my firm has encouraged me to be open about who I am, which helps me to be honest and open in my work."

**- Melanie Gamsby, Senior Accountant at KPMG's
London, Ontario Office**

To ensure that KPMG continues to develop and enhance their workplace diversity goals, the company recently created full-time National Director of Diversity position. The Director's job includes: overseeing the firm's overall, long-term diversity strategy; focusing on the advancement of women and visible minorities at the firm; educating all employees on diversity and inclusiveness issues; and continuing to develop a welcoming workplace environment for LGBT employees.

"Having an employee network for the LGBT community, such as Pride@kpmg, was a huge help for me coming out at work. It's a scary process and having the support and coaching of others who have 'been there and done that' is extremely comforting."

- Chris Post, Partner in KPMG's Calgary, AB office

"It is difficult to know how an employer's diversity policy translates into support should an issue arise. Knowing that Pride@KPMG exists and that the firm fully stands behind it demonstrates that there is substance to the policy, and helps to alleviate some of the stress that can go along with being out in the office."

- Corey Rosen, Senior Manager for KPMG's International Executive Services