



Diversity, Equity, & Inclusion

2022 Impact Report

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A Message from Sanjeev Tirath & LaShaun Solomon

Our commitment to be Intentionally Inclusive is ensuring all people are provided with equal opportunity so that organizations and its people can realize their full potential. This includes partnering with clients to help achieve their workforce diversity goals and developing diverse tech talent through our GenSpark program.

In 2022, we furthered our commitment to diversity, equity, inclusion, and community with the establishment of our DEI Practice. Our DEI Practice is building upon our intentionally inclusive efforts around diversity recruiting, employee and contingent staffing engagement, and community impact across the entire company portfolio: Pyramid Consulting – Staffing, Celsior Technologies, ScaleUp, and GenSpark.

We are intentionally putting DE&I into action through programs, initiatives, and partnerships that include:

Corporate Initiative focused on increasing diverse representation amongst our employees, tracking our delivery of diverse talent to clients, and creating a sense of belonging for our employees and consultants with the staffing industry's 1st Employee Resource Group program – Belong:IN.

Business Imperative with unique diversity first programs such as GenSpark, which is upskilling diverse talent in tech for jobs of the future.

We Recruit:IN by equipping our recruiters with the skillset, knowledge, and technology to effectively source qualified diverse talent and build a more inclusive workforce.

Community Impact supporting and investing in nonprofit organizations that are positively impacting a more equitable and inclusive world.

INTENTIONALLY INCLUSIVE™



Sanjeev Tirath
Co-Founder & CEO
Pyramid Consulting, Inc.



LaShaun Solomon
Head of DE&I Partnership
Development & Strategy
Pyramid Consulting, Inc.

Corporate Initiative

People are our business, and we are committed to advancing an **inclusive workplace** by offering all our employees & consultants' **opportunities to grow** and further their careers.

According to the U.S. Government Accountability Report, Contingent Workers account for 40% of all workers in the US! The rising trend of contingent labor is a global phenomenon, but due to the transient nature of their work, most of them don't get to enjoy the benefits of joining work employee resource groups.

As a next step in our Intentionally Inclusive journey, we have redefined the gold standard in contingent employee care and launched Belong:IN – the staffing industry's first ERG program focused on contingent workers! The Belong:IN program provides our consultants and corporate employees with resource groups and opportunities to connect with other like-minded individuals while encouraging a sense of belonging.

Working and living in a global society requires the ability to create interactions and relationships with all people across different cultures and backgrounds from oneself.



We are committed to **providing safe spaces** and resources for our employees to engage in **genuine conversations** about social injustice and we remain unwavering in our stance against violence, racism, discrimination, and hatred of any kind.

CEO **ACT!ON** FOR DIVERSITY & INCLUSION

Our CEO, Sanjeev Tirath answered the call from CEO Action for Diversity & Inclusion™ to join other CEOs in pledging to drive measurable action and meaningful change in advancing diversity, equity, and inclusion in the workplace. The **CEO Action for Diversity & Inclusion™** aims to rally the business community to advance diversity and inclusion within the workplace and is the largest CEO-driven business commitment to advance diversity and inclusion.

In our efforts to support, retain, and advance existing diverse talent, especially at the senior level, Pyramid employees are participating in the CEO Actions new mentoring initiative, which seeks to accelerate the development of diverse leaders through C-suite led mentoring circles. Through this initiative, we have the collective ability to develop our people and their capabilities, ultimately driving greater representation in leadership within the business community.



Pyramid Consulting has been supporting economic and workforce development right here in Atlanta for over 26 years. There is still much more to do to address systemic racism, immobility, and inequity for persons of color.

We joined **The Metro Atlanta Chamber ATL Action for Racial Equity** in honoring the region's civil rights history and embodying the urgency of now to join other businesses across the community to take bold actions that will accelerate racial equity. Pyramid Consulting's Senior Executive Leaders met with local DE&I Leaders to present and discuss best practices for recruiting diverse talent.



Business Imperative

In 2019 Pyramid Consulting launched GenSpark with the vision to **accelerate equity** in the workplace and in society by lighting up pathways to career success for individuals from all backgrounds.

Our mission is to **close the talent gap** by upskilling a diverse candidate pool of GenSparkers to recast the workforce for our clients.



“I am wildly passionate about sparking career bridges for others. In 2022, we will be graduating 500 GenSparkers and recasting a diverse technology workforce, increasing opportunities for economic stability and breaking cycles of generational poverty.”

Namita Tirath
CEO, GenSpark

Co-Founder, EVP &
Chief Customer Officer,
Pyramid Consulting



04 |

93%

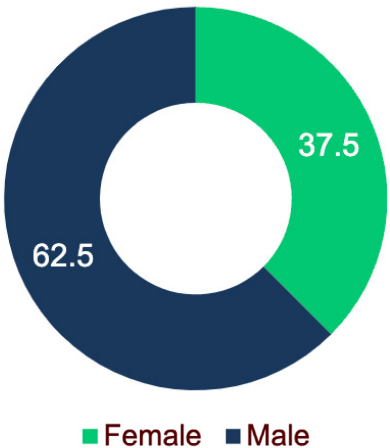
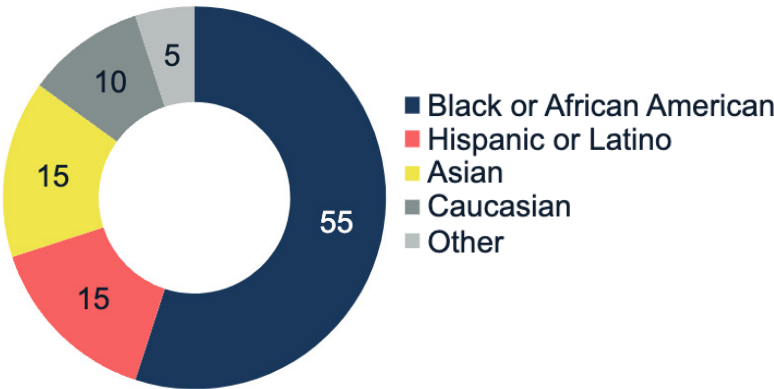
retention rate with corporate clients

90%

of GenSparkers convert or are eligible to convert to FTE with our corporate clients

75%

of GenSparkers are from underrepresented groups



From Our GenSparkers

"...Not only was the training reiterating the fundamentals of C#, it was also asking me to engage with those topics by coding the solutions and playing with certain functionality of a concept.



Ger Vang
Jr. Developer at
Cognizant

"...At GenSpark, I didn't just learn and solidify Java, Quality Assurance, and Software Development concepts; I gained other skills such as communication, interview skills, and self-managed timeframes.



Kara R. Peoples
System Test Analyst at
Accenture

"...At GenSpark, I didn't just learn Java; I gained other skills in communication and interview skills. All those skills in combination made all the difference for my career reboot..."



Carmen Smith
Java Full Stack Developer at
Fannie Mae

"...The Java Full-stack development training was comprehensive for acquiring technical skills like Sprint Boot, Angular and MySQL. Mock interviews provided positive guidance for technical and soft-skill development."



Roopa Tallak
Java Microservices Developer
at Accenture

How We Recruit:IN

Pyramid Consulting is the **talent provider** that can help companies put diversity into action. Our Recruit:IN methodology helps clients **build a more diverse and inclusive workforce** and improve staffing performance at the same time.

What We Deliver

80%

increase of diverse representation
in talent pools



“In order to make progress on representation, companies need to collect more data on the demographics and experience of their workforce and use it transparently to help drive leader awareness and action, as well as provide accountability to their employees.”

DEI in 2022: Key Trends and Findings

Culture Amp

August 2022

Community Impact

Our global team of “Pyramidians” work tirelessly to deliver the best talent, services, and solutions to our clients, while also dedicating time and energy to **give back to the communities where we do business.**



Hispanic IT Executive Council (HITEC) is a premier global executive leadership organization that connects and inspires influential Hispanic technology executives while developing the next generation of leaders.

Our partnership with this organization has expanded for over a decade and has been a meaningful organization to the company for talent attraction and community engagement.



Inspirededu helps underserved youth develop the skills needed for education and career success through technology based learning tools and engagement activities with their families, communities, and schools.

Pyramid Consulting is a proud multi-year exclusive presenting sponsor and committed to helping expand equity, drive digital inclusion, and increase digital literacy for families, communities, and schools in the Greater Atlanta Area.



The Technology Association of Georgia's (TAG) mission is to connect, promote, influence, and educate Georgia's technology ecosystem to advance the innovation economy.

In 2022, we partnered with the TAG DEI Society to offer a first of its kind scholarship to provide free passes to the TAG Georgia Technology Summit to extend access and opportunity to those in job transition and college students.

Pyramid Cares



Giving Aid Where It's Needed

Are you ready to be Intentionally Inclusive?

- ▶ Staffing & Recruiting Technology Solutions for leading global markets
[Access Top Talent](#)

- ▶ Accelerate your career at Fortune 500 & 1000 companies
[Exciting Work Opportunities](#)

- ▶ Take your career to the next level with tech training and placement services
[Genspark](#)

www.pyramidci.com

Questions about this report?
Contact Intentionally.Inclusive@pyramidci.com

