

Diversity, Equity, Inclusion and Belonging (DEIB)

Unispace Group

Overview

“Together, we can build a future of work where everyone belongs, by design.” – Steve Quick, Global CEO

Unispace Group is a diverse community of more than 800 thinkers, creators and innovators spanning 28 countries worldwide. Our passion for people fuels our mission to create spaces that spark brilliance in those who use them. Together, as one team, we craft experiences that foster connections, cultivate belonging, and drive success for some of the world's most impactful organizations.

We believe embedding DEIB principles in everything we do is both a privilege and a responsibility. We acknowledge the progress made by others and we are humbled to join them as we continue our DEIB journey.

We are dedicated to driving transformative change within our organization, in our industry, with our clients and in the communities where we operate. Our focus is creating an environment where our teams understand, respect and embrace inclusion and one in which our people feel valued and empowered.

Furthermore, we recognize the immense impact we can achieve by partnering directly with our clients, helping them identify and attain their DEIB goals. Through our unified approach to strategy, design, and construction, we are uniquely positioned to help our clients convey their stories, embody their brands and drive cultural change through physical spaces and immersive experiences.

Inclusive hiring and culture

Unispace is an equal-opportunity employer focused on recruiting, hiring, developing, and advancing the best candidate for every role. We are committed to providing a work environment free of discrimination—whether explicit or implicit—based on race, nationality, gender, gender identity, age, disability, religious belief, sexual orientation, marital status, family status or economic status.

- We believe in cultivating an inclusive workplace where individual perspectives, identities, backgrounds, and experiences are valued; one where we are united towards our shared goals.
- We're on a journey but also recognize that our people are on their own professional and personal journeys too.
- Our all-employee Inclusivity Diagnostic survey helps us understand the characteristics of our people, and how they feel we're tracking with DEIB initiatives that meet their, and our business', need
- Proactively and regularly review our policies and benefits – how they compare to the market, and how we can implement more flexible, fair and inclusive compensation strategy.
- We are focused on taking action.

Our values

Care deeply.

We are dedicated to each other, our clients, and the world around us. We create spaces where everyone can belong.

Build trust.

Our partnerships with our clients and our people are built on respect, quality, understanding and commitment to success.

Take action.

We're thinkers, change makers, and doers. We act fast and deliver on our promises.

Bring our best.

Our clients deserve the best from us, and likewise, we deserve the best from each other. We bring creativity, excitement, and excellence to every project.

One team.

We work together in partnership to deliver outstanding experiences and results for our clients and our people.

Industry commitment

Everyone has a history and the power to shape their future. As we continue our journey of shaping the future of DEIB at Unispace, we remain humbled by the significant progress of other businesses in our sector and beyond. We also know we need help doing this work and recognize that we can be more successful if we work together.

Our CEO, Steve Quick, is a proud signatory of the [CEO Action for Diversity and Inclusion](#). Steve joins over 2,400 other CEOs across 85+ industries who are driven by the belief that meaningful collaboration can lead to lasting change. With businesses anchored in almost every community, we have the opportunity— and responsibility—to play a significant role in accelerating progress on the most pressing issues facing the world.

As a member of CEO Action for Diversity and Inclusion, we agree to the following:

- Cultivate environments that support open dialogue on complex— and often difficult—conversations around Diversity, Equity, Inclusion and Belonging
- Establish and support Employee Resource Groups
- Continue to build and grow our Supplier Diversity Program
- Implement and expand unconscious bias education and training
- Share most effective DEIB programs/initiatives — as well as those that have been unsuccessful
- Engage boards of directors when developing and evaluating DEIB strategies

Embedding DEIB in our business

Our Five Pillar Plan

Workforce

Attracting and retaining the best talent who shares our vision and purpose. We strive to have a workforce that mirrors the diverse communities we are part of. We aim to provide an environment where they feel acknowledged, heard, valued, and empowered to excel in their roles and on their teams.

We believe in creating a more equitable workplace for everyone. This involves integrating various training, processes, and best practices. Key initiatives include unconscious bias and psychological safety training, an annual ID survey, career development programs. We understand that family leave, access to health and wellness services, flexible working, etc. are critical considerations for our people.

Workplace

DEIB principles should be embedded into everything we do. From our day-to-day operations to leadership opportunities to community building and client projects, we are actively shaping our workplace and working to influence workplace culture around the globe.

Just as we consider our clients' stories while crafting their spaces, we also hold our employees' stories in high regard. Our Employee Resource Groups (ERGs) allow employees to listen, engage, connect and organize:

- Women@Unispace (W@U)
- Parents & Caregivers@Unispace (PAC@U)

Supplier diversity

We have established partnerships and alliances with key agencies and organizations which enable us to identify, engage, and collaborate with certified diverse vendors and suppliers. Not only do these partnerships support our Supplier Diversity objectives internally, but they help us meet the needs, expectations and aspirations of our clients. With proper focus, we can create access and opportunity beyond our existing vendor base. We know this makes us more innovative, more nimble and more competitive.

Our partnerships include:

The Americas	ANZ	EMEA
WBENC (Women’s Business Enterprise National Council)	WeConnect International	WeConnect International
NGLCC (National LGBT Chamber of Commerce)	Supply Nation	MSDUK (Minority Supplier Development United Kingdom)
NMSDC (National Minority Supplier Development Council)	Amotai	
DisabilityIN		
WeConnect International		
MWBE Unite		

Community engagement

We are excited to collaborate with our local and global communities to build and grow meaningful relationships that will drive positive impact.

We must always lead with curiosity to better understand the concerns and passions of our people. That understanding will allow us to use our position, our power and our resources to better serve the unique needs and goals of community organizations.

Industry peer-to-peer, client ecosystem

We want to seize this moment of transformation in human history. Thought partnership is essential and we actively collaborate with clients, partners, and industry peers to drive important conversations and the progress we envision. We are committed to sharing what we know and learning what we don’t.

Across the Unispace Group, we are proud to continue our journey toward a more diverse, equitable and inclusive future. Together, we can build a future of work where everyone belongs, by design.