

Diversity, Equity, Inclusion and Accessibility

At InVision we believe in being good people—in business, and in life. Our mantra, “Be great. Do good. Have fun.” embodies who we are and what we strive for every day. We’re committed to building a diverse team of dedicated, creative people who aspire to deliver impactful solutions that change our communities and our clients’ businesses in meaningful ways.

We’re working to become our industry’s model for excellence in diversity, equity, inclusion and accessibility.

We’re committed to enriching our teams with more diverse talent, and we want to provide clients with diverse teams who represent their audiences.

We’re building a more connected culture so that 100% of our employees feel that they belong, are valued and have an equitable path for success.

Here are a few of our agency’s goals...



FOR OUR

Future

We aim to grow the diversity of our agency from 21% to 30% by pursuing a more diverse candidate base.

- Rethink our hiring process to ensure more equity and diversity.
- Ensure job postings are cast more widely to attract a broader base of applicants.
- Actively seek applicants from underrepresented populations for open positions moving forward.

72% of our agency is female

57% of leadership is female



FOR OUR

Staff

Create opportunities for authentic conversations between our employees.

- Continue employee-led activities like our book clubs, mei and discussion groups.
- Provide training and support for all employees, including unconscious bias training and listening circles.
- This year IVC invested 350+ hours into these internal programs and offered 460+ paid hours for employees to contribute to a cause or self-educate on the topic of racial injustice.



FOR OUR

Clients

Inspire and support clients’ unique paths as they work towards their DEIA+ goals.

- Create inclusive experiences designed to address diverse audience needs and perspectives.
- Enhance our resource databases with more diverse hosts, artists, emcees, musicians, freelancers, vendors and other hired talent.



FOR OUR

Community

Grow our agency programs to strengthen connections with BIPOC students and other members of our community.

- Build upon our mentorship program with California College of the Arts, and develop similar mentorship programs with other institutions with large BIPOC communities.
- Actively support minority-owned, local businesses through internal promotion.
- Continue to support employees’ involvement in social justice causes.
- Year to date, InVision sponsored 100+ volunteer hours and through company matching donated \$21,000 to contribute to the ongoing movement for racial equity.



FOR OUR

Industry

Drive and model change in the experiential and marketing communications industry.

- Increase our support of minority-owned businesses through IVC’s new Supplier Diversity Program.
- Form a multi-agency collective to create accountability and drive changes across our industry that support a more diverse and inclusive culture.