



Committed to a Culture of Inclusion and Diversity

BAIRD'S ASSOCIATE RESOURCE GROUPS



MOVING THE NEEDLE

Increasing diversity is more than simply hiring new faces.

A key area of Baird's focus has been encouraging people with diverse backgrounds to pursue careers in the financial industry – growing the talent pool overall so we benefit Baird and the community.

Associate Resource Groups

Driving Baird's activity and business goals in areas where our associates have professional and personal interests, Associate Resource Groups were developed at the request of associates in 2009 and are run by the associates themselves. Today these groups have more than 1,000 active members, demonstrating that the best outcomes result when people with different backgrounds and perspectives work together toward common goals.

Women in the Workforce

ASCEND creates and supports a competitive work environment at Baird that attracts and retains women at all levels of the firm.

Community Involvement

BAIRD GIVES BACK seeks to deepen the involvement of associates in volunteer opportunities and build Baird's brand as a valuable corporate citizen worldwide.

Environmental Sustainability

ECO fosters environmental responsibility by building awareness and offering education in areas where Baird can create and improve sustainable practices.

Veterans

PATRIOT supports members of the U.S. military, veterans and their families to help grow their careers, share their experiences and become thought leaders.

Cultural Diversity

PRISM provides associates of underrepresented ethnicities with support, resources and opportunities for professional growth and development.

Next-Gen

PULSE explores the needs and trends of Baird's next-gen associates through networking, professional development and community involvement.

LGBT+

SPECTRUM addresses the needs and interests of our lesbian, gay, bisexual and transgender employees, as well as the unique business and recruiting opportunities in the broader community.

To learn more about our Associate Resource Groups and Baird's efforts on inclusion and diversity, visit bairdcareers.com/who-we-are.

