

Diversity, Equity, & Inclusion

CULTIVATING A CULTURE OF RESPECT & INCLUSION

We are committed to providing a work environment that embraces and respects each individual regardless of race, gender, religion, age, sexual orientation, or disability.

Our CEO and managing partner, Vicken Haleblian, has signed the [CEO Action for Diversity & Inclusion Pledge](#). He joins over 2,200 CEOs across the nation that have pledged their support, collective voices, and actions to promote a more diverse and inclusive workplace where access to opportunities is available to all.

HCVT's Diversity, Equity, & Inclusion Committee develops goals and specific action plans that support social and racial justice internally and externally. Our current areas of focus include, training—including firm-wide programs on implicit bias—external and internal communications, community outreach and impact, and developing every member of our team.

As a firm, and as members of our communities, we are listening. We are learning. And we are committed to being part of the way forward.

OUR DEI JOURNEY

DEI (Diversity, Equity and Inclusion) is one of our core values. Since we launched our DEI initiative in 2020, our approach has evolved to meet the changing needs of our people and the broader community. This year, we're sharing our first Diversity, Equity and Inclusion Report, which illustrates our DEI journey, including demographic information about our team and insights into the firm's community service and Women @ HCVT committees.

[Access the HCVT Diversity, Equity, & Inclusion Report here.](#)

WOMEN @ HCVT

The women of HCVT are a dynamic and diverse group of professionals. We are accountants, tax advisors, business managers, and mergers & acquisition professionals. We are professionals from IT, HR, recruiting, training, marketing, and operations & administration. We are also mothers, wives & partners, daughters, sisters, immigrants, artists, bakers, Girl Scout troop leaders, room moms, team moms, musicians, animal lovers, and weekend warriors.

HCVT launched its women's initiative in 2015 to empower, promote, and retain the women of HCVT. Through office and firm-wide events, we explore topics like work-life integration, networking, executive sponsorship and mentorship, leadership, the path to partner, and more.

Together, as we collaborate, share lessons learned, and best practices, our workplace is a supportive environment that fosters the development of well-rounded individuals, each with unique gifts and contributions to the firm, their families, and communities.

"Working Together to Recruit, Retain, Promote and Empower"
Women@HCVT