

Pressing into diversity, equity and inclusion through data



Valerie Rannestad

Regional Director,
HR Operations –
North America



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DE&I Manager –
North America



Fred Woody







Area Manager and
BIPOC ERG
Partner Sponsor



Sharilyn Erickson

Payroll Manager

Quick facts

-  **Company:** Environmental Resources Management (ERM)
-  **Headquarters:** Malvern, Pennsylvania
-  **Industry:** Sustainability Consulting
-  **Employees:** 7,800
-  **Award:** ADP® Meeting of the Minds 2023 Client Award for Humanity at Work
-  **ADP products featured in this story:** ADP Enterprise HR®, ADP SmartCompliance®

A culture of empowerment, passion and purpose

Katherine: The cornerstone of ERM's culture is our purpose: To shape a sustainable future with the world's leading organizations. We're united in our shared values — accountability, client focus, empowerment, transparency and care for our people.


Fred: Focusing on these key things, collaborating with each other, realizing our different perspectives and being accountable to each other results in novel solutions for our clients.

As the largest global sustainability consultancy, ERM partners with the world's leading organizations to create innovative solutions to sustainability challenges. Their goal is to unlock commercial opportunities that meet the needs of today while preserving opportunities for future generations. Learn how ADP partners with ERM to help enable their comprehensive approach to diversity, equity and inclusion (DE&I).

Learn more about Environmental Resources Management (ERM) at [erm.com](https://www.erm.com)



Always Designing
for People®



ADP runs our payroll and benefits, and they provide guidance and expertise in determining best practices to ensure our employees get exactly what they need. This helps us because we are constantly making changes to our benefits. Plus, ADP's comprehensive reporting allows us to make even-handed decisions across our workforce without discrimination or bias.

Valerie Rannestad
Regional Director,
HR Operations – North America

Cultivating a diverse workforce

Katherine: Diversity is an essential part of how we do business. I'm responsible for ensuring a diverse workforce representing the communities where we live and work. It's also my responsibility to make sure our processes are free from bias and provide equal access to projects and career advancement.

We have six employee resource groups: our Black, Indigenous, and People of Color Employee Resource Group (BIPOC ERG), Women's Employee Resource Group, one for working parents and careers, one for the LGBTQ+ community, one for people with disabilities and one for veterans. Anybody can join, allowing people to share experiences, gain support and learn from each other.

Recently, we launched the Include program, which offers unique leadership training designed to cultivate an inclusive culture. By creating space for our employees to be their full selves at work and contribute in unique and meaningful ways, we're delivering better solutions for our clients.

ADP data helps ensure parity

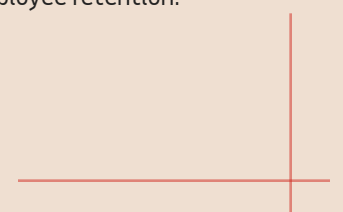
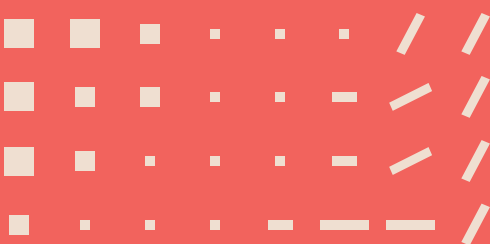
Sharilyn: We use [ADP Enterprise HR](#) version six for payroll. When we acquire different companies, ADP makes it easy to pay our new hires quickly and correctly, and pull compensation data to ensure employees are being paid fairly.

Fred: Some of our biggest goals concerning DE&I center on hiring and retention.

Katherine: We often look at the makeup of our new hires, promotions and talent pipeline and perform a robust pay equity review to ensure no gaps. We also look at bonuses and performance reviews by gender, race and ethnicity to help ensure we're succeeding or to identify issues we need to tackle.

Valerie: ADP runs our payroll and benefits, and they provide guidance and expertise in determining best practices to ensure our employees get exactly what they need. This helps us because we are constantly making changes to our benefits. Plus, ADP's comprehensive reporting allows us to make even-handed decisions across our workforce without discrimination or bias.

Thanks to our partnership with ADP, we help ensure our employees are paid correctly. It's also great that ADP helps us help our employees accurately understand their take-home pay, which is essential to employee retention.



ADP helps us stay compliant

Valerie: We use [ADP SmartCompliance](#), and it's the ideal solution for us, given our complex network of companies and all the compliance requirements of the many states we're in. During the pandemic, ADP helped us understand and manage the tax changes that came out. That was huge for us.

Sharilyn: The system also makes setting up pay groups with employees in multiple states easy, which has helped us immensely during acquisitions because of our nationwide reach. It makes it easy to respond to agency notices, especially if a tax is due or there is an overpayment. We can even compare taxes year over year.

Empowering employees with self-service

Valerie: From the start, we empower new hires with MyADP and the [ADP Mobile](#) app, allowing them to check pay information without contacting payroll or HR for any of their data.

Sharilyn: Our employees love being in control of their information. Logging into MyADP is simple and allows them direct access to their Forms W-2 and pay statements. They can easily print their documents if they need proof of income when applying for a car loan or renting an apartment. If they move, they can update their information in the app, which flows directly to the payroll system.

Fred: As a consultant, I work with my staff and clients regularly, so I'm not sitting at my desk. I love that even when I'm not in front of my laptop, I have a tool I can pull out at any time and check my personal information. That's very valuable to me.

Partnering with ADP

Fred: We like to partner with other companies that have a cutting-edge approach to innovation. We work for leading organizations in the world, and they expect no less than the best. Having a company like ADP, which understands our business and wants to partner with us on that journey, is vital.

Valerie: ERM found a great partner in ADP. They're flexible, quick to respond and understand our varied business needs. They've provided us with valuable insights and best practices to stay compliant and up to date on ever-changing state and local regulations. We move fast and are constantly expanding our business through new acquisitions. This brings payroll challenges requiring an expedited response to ensure our onboarding process is as seamless as possible. ADP has given us the resources and guidance necessary to meet our often time-sensitive goals.

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Area Manager and
BIPOC ERG Partner Sponsor

Advice to others looking to advance DE&I

Fred: My advice to other organizations looking to advance their DE&I objectives is to be authentic, bold and courageous. The first step is often the hardest, but if you take that first step, the next step is going to be a little bit easier.

Katherine: It takes time to develop a strong DE&I culture and to see the results come to life. Be patient, be persistent and be curious. If the results aren't what you want them to be, delve into it, identify the barriers and create solutions with the key stakeholders in the business.

On winning the Humanity at Work award

Fred: We've had an all-in approach to DE&I and achieving our company goals. Winning the Humanity at Work award validates our efforts as a team and further solidifies the fact that we're on the right path and doing the right things.

Katherine: I'm so proud that we've won the Humanity at Work award. Everybody in the company is aligned in this, and it shows that we have put actions in place that allow us to deliver the results.

Sharilyn: ERM won the Humanity at Work award because our culture, values and mission speak to humanity in every sense.

Create a diverse workforce with ADP

Get the tools you need to empower your teams through inclusion.



Enterprise HR: ADP Enterprise HR provides outsourced enterprise payroll and HR, plus customization, insights and seamless integration with ADP products.



ADP SmartCompliance: ADP SmartCompliance helps minimize the impact of time-consuming and costly human capital management (HCM) compliance tasks, no matter what payroll system you're using.



ADP Mobile Solutions: ADP Mobile Solutions provide secure and convenient HR and payroll data and tools for simple, anytime access across devices.

