

D Custom Diversity & Inclusion Statement

D Custom supports industry efforts to promote equal opportunities in marketing and advertising. As an agency, we are committed to supporting diversity and equality in our workplace, in our industry, and in our communities.

We believe that D Custom's mission of producing great marketing and happy clients is only achievable when diverse voices and talents are included, amplified, and empowered. We support equal rights and opportunities for women, people of color, LGBTQ+ persons, veterans, and disabled persons.

There is more work we need to do to ensure we are contributing to diversity and inclusion in our workplace. This is what we do today.

Our Workplace

Our professional network represents a community of individuals from all backgrounds committed to working together to create positive change.

- Over **50%** of our leadership team are women.
- Over **75%** of our staff are women.
- We are recognized as a small business.

Outreach & Education

D Magazine Partners hosts a number of events as part of its mission to help make Dallas an even better place.

- D Magazine hosts an annual Woman Maker's event celebrating female entrepreneurs.
- D CEO hosts an annual Diversity, Inclusion, and Impact Symposium featuring key executives and thought leaders to discuss pressing topics and conversations that are happening across our country, addressing systemic racism, diversity, inclusion, and belonging in the workplace.

Pro Bono Work

D Custom shares D Magazine Partners' mission of making Dallas an even better place.

Our communities are important to us and we are committed to using our creative talents to give back, educate, and celebrate. As such, we dedicate a portion of our time and resources to pro bono work that promotes equality in our city.

We currently support the following institutions and plan to expand on these efforts.

Center for Racial Justice in Education

CRJE provides in-depth training sessions and support to teach educators to disrupt and dismantle racism wherever children learn. [Learn about our work with CRJE here.](#)

The Wilkinson Center

The Wilkinson Center's mission is to transform the lives of Dallas families by helping them overcome poverty-related challenges — including food insecurity, lack of education, economic instability, and unemployment — with dignity and respect. [Learn about our work with the Wilkinson Center here.](#)

Our Vision

D Custom plans to expand on and improve these efforts. We know that progress will not happen overnight, but we are committed to doing the work required to become a more diverse and inclusive company, one that reflects the communities we serve and that amplifies and empowers all talents and voices. Stay tuned for more information on how we plan to move forward together.