



Craig Taylor, founder and CEO, Iapetus Holdings

COURTESY

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Why is diversity important and how does it impact your clients or business?

Our diverse lens is a huge competitive advantage for Iapetus. Not only is it good for our business to be diverse – the numbers reflect it – it’s also a reflection of who we are as a nation. We are not just diverse in terms of ethnicity, gender, etc., we also come from different backgrounds and have distinct areas of expertise, which provides a much more robust lens. It impacts our clients in the sense that we mitigate risks for them from every angle.

With Iapetus’ strong values toward innovation and forward-thinking, diversity is essential. By enabling a wider lens, diverse individuals with varying backgrounds and experiences make for better problem solving and innovative thinking. This high regard for diversity strengthens our client servicing and company as a whole.

What advice would you give to boost and sustain diversity in your organization? The advice we give to boost and sustain diversity in our organization is to apply blind hiring practices, to enforce a culture of safety and respect for all employees, regardless of their characteristics, and to value entrepreneurial thought and meritocracy at every level from every employee. We have a culture of inclusion where innovation and agility are encouraged, and all ideas are welcome. Diverse thinking is a huge advantage in our company to come up with solutions and new areas of opportunity.

We create career development pathways for all employees based on their career goals, interests, and skillset as opposed to a one-size-fits all approach. Development looks different for everyone, and we have the luxury of charting unique paths since our organization is growing.

What are the most rewarding and challenging aspects of including diversity in your business? The most rewarding aspects of including diversity in our organization are the business advantages of reflecting the communities we work in. Most importantly, because we are hired to solve complex issues, our diverse lens provides us with holistic solutions we otherwise would not have come up with. Some of the most challenging aspects of including diversity hinge on the fact that certain hiring pools in the country are demographically restricted, which makes hiring a diverse work force somewhat more challenging.

What accomplishments in the field of diversity and inclusion are you most proud of? I am most proud of the fact that we have instilled an open corporate culture. Ideas are welcome and encouraged from everyone, and every single employee is a witness that we invest in their future, and we believe in their potential. All our employees have a significant amount of autonomy in their positions and given our size, an important impact on the company. The fact that our headquarters leadership team is 63% diverse is a result of our philosophy – we are not about checking boxes.