



Press Release

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Rockefeller Bexley Issues the Review of its Workforce Diversity Initiative

The modern workforce is more diverse than it has ever been. For Rockefeller Bexley diversity is more than just hiring a diverse staff. Employees must also feel welcomed and on equal footing with everyone else. In fact, policies of inclusiveness encourage further diversification because an inclusive workforce feeling inviting rather than intimidating to minority workers.

Rockefeller Bexley retained a corporate staff opinion canvassing firm focused on determining our company's current state of diversity satisfaction amongst current employees. The results were quite good and we are proud of how our workers opined on the state of their work environment.

Very satisfied was the overwhelming response with some very constructive suggestions.

In order for Rockefeller Bexley to make sure that our workplace feels welcoming to all and does not send the wrong sub-textual messages, we continue to incorporating these following five strategies to encourage creating an inclusive and diverse work environment:

We Start With a Look at the Numbers

Many companies do not understand that they have a diversity problem because they have not considered it. Recognize that while no single company will have perfect representation within its ranks, plenty of uneven situations occur without people realizing it. For instance, over a quarter of workers in the tech sector are of Asian descent or directly emigrated from Asian countries, but fewer than one in five are managers and just 14 percent have executive positions. At our SG headquarters, we find other national origin workers may have the same concerns that Asian tech workers have in silicon valley. It may also be the same concerns with wester workers posted here in Asia.

With a profile of your company's current diversity situation, you can highlight gaps in representation and determine ways to present equal opportunities for everyone,

including equitable pay and opportunities for advancement. Remember that discrimination is not just about nationality or skin color but can also include gender identity, sexual orientation, religion, political affiliation, disability status, military status and more.

Set a Positive Example

We encourage Managers to set a positive example and establish model behaviors. Try to reinforce the idea that each employee's identity is not defined by one quality but rather by their own values interests. Consider perspectives different than your own, and give a voice to everyone, not just those who present their opinion most readily. Fostering interest in everyone's opinions and highlighting employees as people, not groups, can go a long way towards cultivating inclusive attitudes at all levels of the organization.

RBP Employees are Supportive to All Employees

Part of breaking down artificial barriers is coming to understand each employee. Learn about their interests, passions, strengths and long-term goals outside of work. Leave your door open to employees so they can discuss their thoughts and concerns. Acknowledge the contributions of each employee so that they can feel their efforts are valued. Be flexible about family situations or important events that do not coincide with your typical calendar.

Above all else, RBP Employees are encourage to help other employees serve as part of a support network for their co-workers regardless of background.

We Help Employees Set Personal Goals for Inclusiveness

Employees should be encouraged to actively think about their own behavior and how it might reinforce bias or inequity. They should also be motivated to include everyone in discussions, projects and decision-making.

If need be, you can even make quantifying these actions part of employee evaluations. Criteria can also include participation in training or cultural events.

Be Self-Aware of Common Setbacks When Creating an Inclusive Work Environment

We had initially found that one of the biggest setbacks to inclusiveness is people not evaluating whether their own behavior makes others feel included or marginalized. Many managers may unknowingly give certain tasks only to male staff, for instance, or assume that a certain ethnic group is more adept at a task than others. Always ensure that your criteria for task assignment and advancement opportunities are fair and equitable.

We at Rockefeller Bexley maintain a sense of awareness and questioning the role of possible prejudice in our decision-making, we can actively make our workplace truly feel like a home for everyone and not just some. Our survey results indicate we are doing a good job.

For more information contact us on our web site: www.rockefellerbexley.com

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