



Diversity & Inclusion Advisory Group

Overview: The PA Bankers Association created a Diversity & Inclusion statement and resources for its members located on its new website in May 2020 (research, training, recruiting/supplier diversity resources, self-assessments, etc.). The Diversity & Inclusion statement can be found below. To expand on diversity and inclusion efforts across the organization and the membership, the association is creating a Diversity & Inclusion Advisory Group to support efforts moving forward. The group's purpose, composition and other details are outlined below.

PA Bankers Association's Diversity & Inclusion Statement: The PA Bankers Association will promote a diverse and inclusive culture that encourages, supports and celebrates the diverse voices across our entire organization to fuel innovation and connect us more closely to our members and the communities they serve. PA Bankers is committed to providing diversity and inclusion resources in support of our members so they may meet their own diversity and inclusion goals and effectively serve their customers and local communities.

Purpose: The PA Bankers Association is creating a Diversity & Inclusion Advisory Group to support and advise the board and senior staff:

- Establish a sustainable Diversity and Inclusion initiative for the PA Bankers Association.
- Ensure a diverse and inclusive association board and organization (including board positions this committee will make recommendations for);
- Develop/facilitate diversity and inclusion training for our members (Diversity and Inclusion Conference, diverse/inclusive leadership development efforts, etc.);
- Develop, establish and evaluate potential resources and partnerships that support our members' recruitment, retention and advancement efforts (urban colleges, chambers, disability employment groups, veterans employment groups, young banker mentoring program, etc.);
- Evaluate metrics used to measure diversity & inclusion efforts across the entire organization; and
- other efforts and initiatives as needed.

Composition: The group includes the current chairs (or their designee) of the Women in Banking and Emerging Leaders peer groups, select banker representatives with diverse backgrounds, as well as others from outside of the organization with direct involvement in

diversity and inclusion efforts within their organizations. Each member will serve a term of one year. The staff liaison to the advisory group will be the Senior VP, Finance & Operations. The initial advisory group includes the following individuals:

- Sharifa Anderson, FHLBank Pittsburgh
- Joe Bower, CNB Bank
- Brandy Burnham, AHEDD/DisabilityIN
- Nicole Burrell, Wells Fargo
- Linda Eagle, Global Insights
- Latoya Edmunds, Philadelphia OIC
- Marsha Jones, PNC Bank
- T. Michael Price, First Commonwealth Financial Corporation
- Michelle Rios-Dominguez, C&N Bank
- Evelyn Smalls, United Bank of Philadelphia
- Bernard Tynes, Penn Community Bank (Chair, Emerging Leaders Network)
- James Wang, Asian Bank
- Women in Banking Network Representative **
- LGBTQ – TBD **

** Not yet confirmed.

Meetings/Timeline/Next Steps: The first advisory group meeting will be held in September, with meetings to be held either virtually or in-person, at a frequency determined by the group itself. The group will develop a report to the board for the November meeting, to include their initial review and any recommendations moving forward. The group will begin working through the following topics and may add topics as the conversation develops:

- **Advisory Group Membership, Meetings and Purpose** – Do we have everyone we need (are we missing anyone), meeting frequency (every 2 weeks through November?), reporting, etc.
- **PA Bankers Association Structure** – Staff, Members, Board, Committees (include nominating process – board eligibility)
- **Inventory/Evaluation of PA Bankers D&I Efforts to Date** – D&I statement, resources, training, partnerships (Bankwork\$), etc.
- **Potential Resources for Members** – What do our members need (does this vary by bank size, geography?) What can/should PA Bankers do for its members? (training, ongoing HR/diversity focused peer group exchanges, supplier portal, recruiting assistance, diversity officer support, partnerships with colleges and chambers, minority-owned business assistance fund, etc.)

- **Evaluate Metrics to Measure D&I Efforts Organization-Wide**