

**DIVERSITY  
is a fact.**

**INCLUSION  
is a practice.**

**EQUITY  
is the goal.**



Workforce  
Diversity



Financial  
Education



Community  
& Board  
Engagement



Supplier  
Diversity

While equality means that everyone is treated the same, equity goes one step further by ensuring each of us has the same access to opportunity, networks, resources and supports. Our collective efforts are focused on ensuring our workforce, the businesses in our area and the people in our community can reach their full potential.

Our Bank has a long-standing commitment to diversity and inclusion. Together, we're focused on increasing the diversity of our workforce at all levels in the organization; building an inclusive culture; increasing the number of diverse-owned businesses that participate in procurement activities; enhancing our financial education efforts, with a focus on majority-minority schools, to support informed decision-making; and connecting with people across our District in a variety of ways.

What makes our collective efforts successful is the engagement and accountability of every employee, starting at the top. Our senior leaders promote a diverse and inclusive environment across all elements, and drive progress through System goals and our Fifth District strategic plan as well as through the efforts of D&I champions across our Bank to advance our culture and address issues such as racial equity.

## Our Four Focus Areas

### Workforce Diversity

- Break down barriers and build bridges to racial equity both inside and outside our organization
- Continue momentum of early career hires with the Discover program
- Build a pipeline of diverse talent through recruitment, development and succession, with intentional focus on increasing women in tech and minority officers
- Continue to encourage a culture where our employees can be their full selves each day and make connections with each other

### Financial Education

- Improve access to high-quality financial literacy education for students
- Strategically listen to issues faced by **teachers**, students and parents to better meet their needs. Broaden the reach of "Invest in What's Next: Life After High School" to help students better plan for their post-secondary school options
- Connect with underserved areas of our District

### Supplier Diversity

- Reduce barriers for diverse suppliers through improved engagement in the strategic sourcing process, with specific attention to the inclusion and response of diverse suppliers
- Educate about the importance of supplier diversity, raise awareness around opportunities and expand our reach through our Supplier Diversity Champions program
- Implement comprehensive organizational metrics and goals that help to increase diverse spend

### Community & Board Engagement

- Build deeper relationships with leaders and organizations in our communities so that we can see the big picture of what's happening across the Fifth District, strengthen our economic policy voice and improve our communities
- Engage with our board members to hear their diverse perspectives and better understand our differing communities and local economies



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*Strengthening the economy  
and our communities™*

