Show live captions

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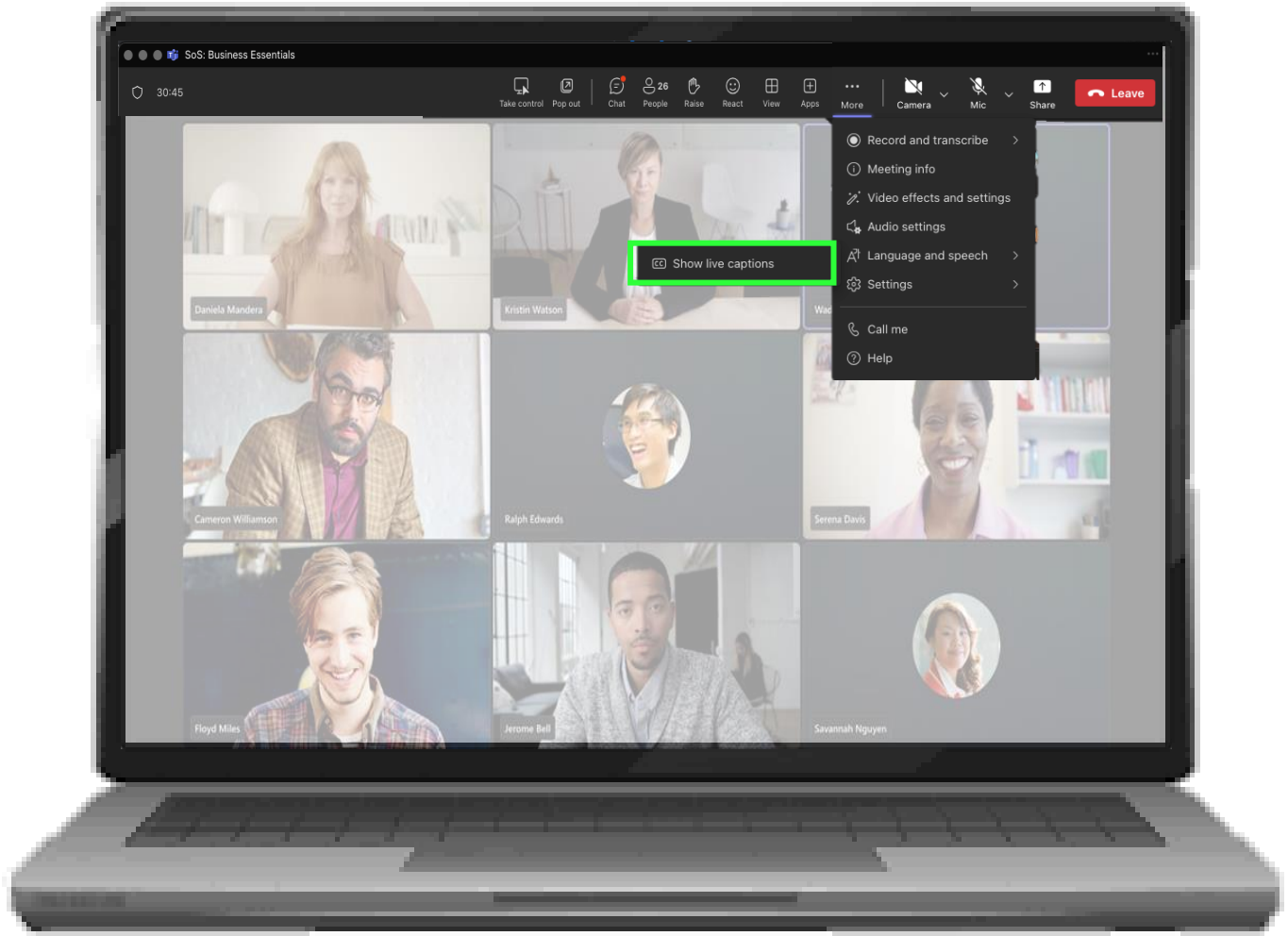

Unified Ally Pledge

I will value the diverse histories, experiences, and attributes of others. I will actively engage in creating inclusive spaces where all voices can be heard and respected. I will use my words and resources to sincerely understand, uplift, and support others. I commit to addressing bias and advocating for equity. I pledge to be an ally.

Allyship in action

- **Seek to learn:** Become a member of at least one BRG that you do not identify with and invite others in your network to join you at BRG events.
- **Use your voice:** Share your allyship story and encourage others to do the same. If you hear biased comments, speak up and commit to promoting respectful dialogue.
- **Give time:** Live your allyship through volunteerism with diverse and inclusive non-profit organizations. You can find opportunities to get involved in the U.S. Bank Community Possible Employee Center.
- **Be steadfast:** Allyship is an ongoing commitment. Make it a practice to celebrate diversity, promote equity, and practice inclusion in your daily life.

Matt Behrens

Senior Product Manager – Business Banking Dotcom

Allyship Lead, Women's BRG

Lead, New Parents Support Group

Ambassador, Diversity, Equity, Inclusion

Bryan Bolton

SVP | Chief Administrative Officer, Consumer and Business Banking Operations

2022 Ally Award Winner

Ally Director, Operations DE&I Council

Management Advisor, St. Louis Proud to Serve BRG

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Engaging All Allies
Moving from Awareness to Advocacy

Jeffery Tobias Halter
President YWomen

Three Business Challenges

1) The Future of Work
2) Barriers Still Exist
3) Actions for Advocates

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Setting Context

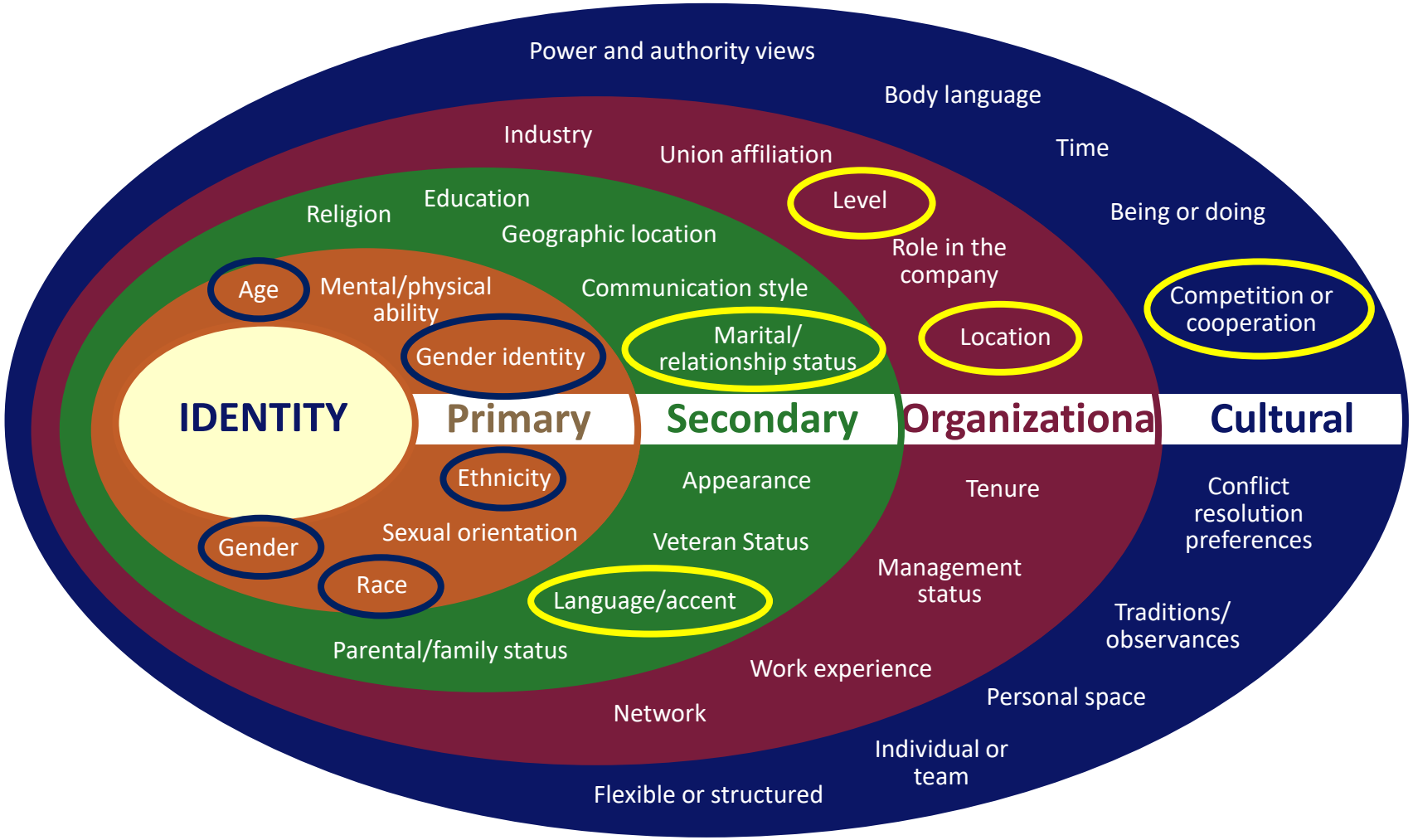
allyship [al-ahy-ship], noun

The status or role of a person who advocates and actively works for the inclusion of a marginalized or under-represented group; not as a member of that group but in solidarity to it's struggle and point of view.

- Allyship does not come with any special rewards
- Allyship often takes place when the marginalized or under-represented group are not present
- Allyship is a verb, requiring visible and vocal action
- Allies utilize their privilege and take actions to drive change
- Allyship is intersectional

Awareness to Action

Intersectionality - All Dimensions of Diversity are Important and Interconnected



Loden and Rosener, Workforce America!

The Leadership Imperative

Move the entire organization to a deeply internalized approach regarding differences, executed with a sense of urgency, to create competitive advantage

Control What You Can Control

Your role
is to influence
Advocacy
within your span
of control

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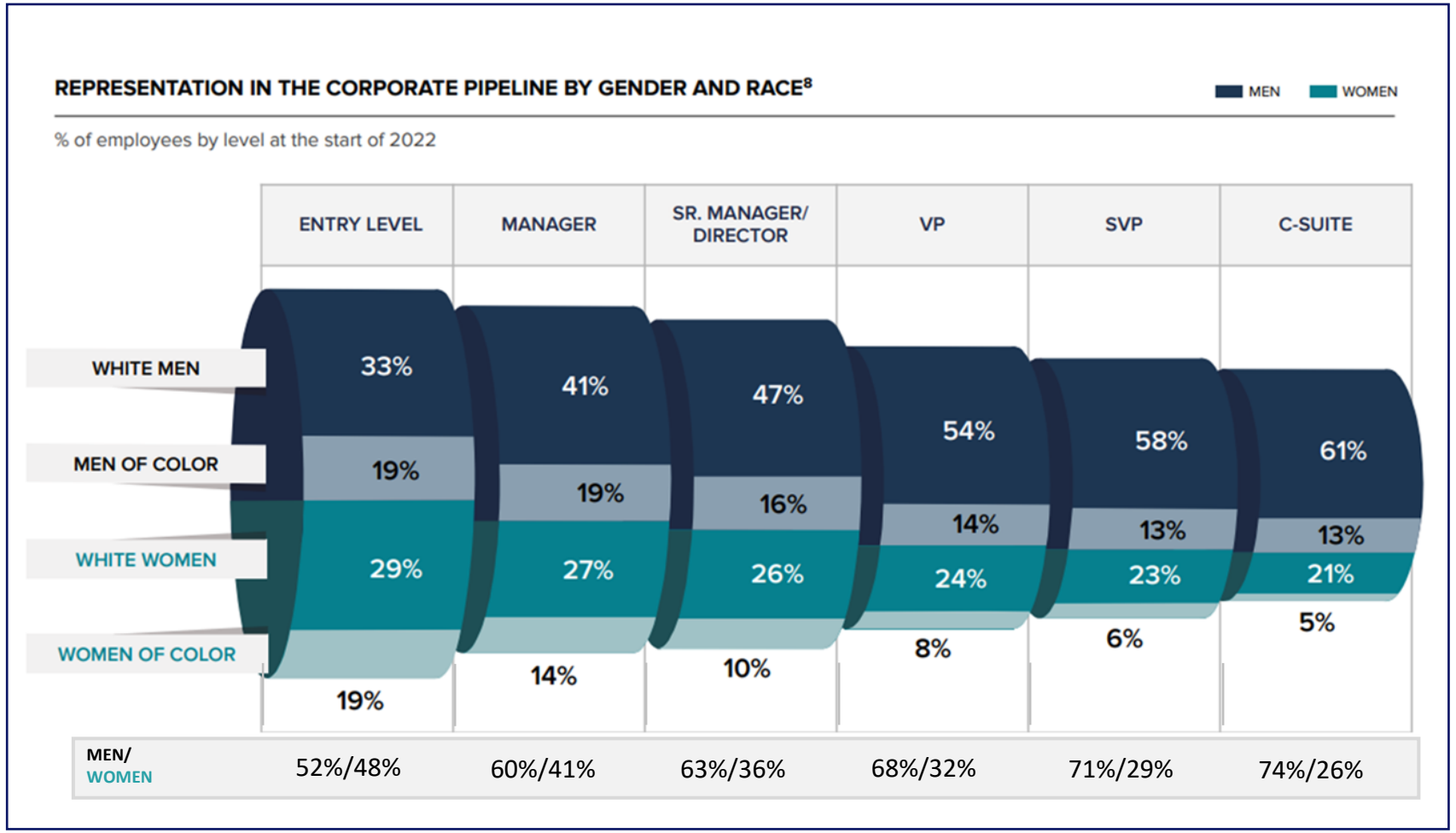
The Future of Work

Awareness to Action

The Pipeline Today



Two Pipeline Issues

- The Broken Rung - Women are left behind from the beginning
  - First-level promotion, for every **100** men
    - **72** Women
    - **58** Black Women
    - **68** Latina Women
- More women leaders are leaving their companies at the highest rate in years
  - For every **one** woman at the director level who gets promoted to the next level, **two** director level women leave

Barriers/The Great Break-Up

- Women at all levels are walking away
- Though just as ambitious as men, they face headwinds that make it harder to advance
  - Microaggressions
  - Having their judgement questioned
  - Being mistaken for someone junior
- Seeing little to no movement of women into Sr. Leadership
- Lots of talk, very little action

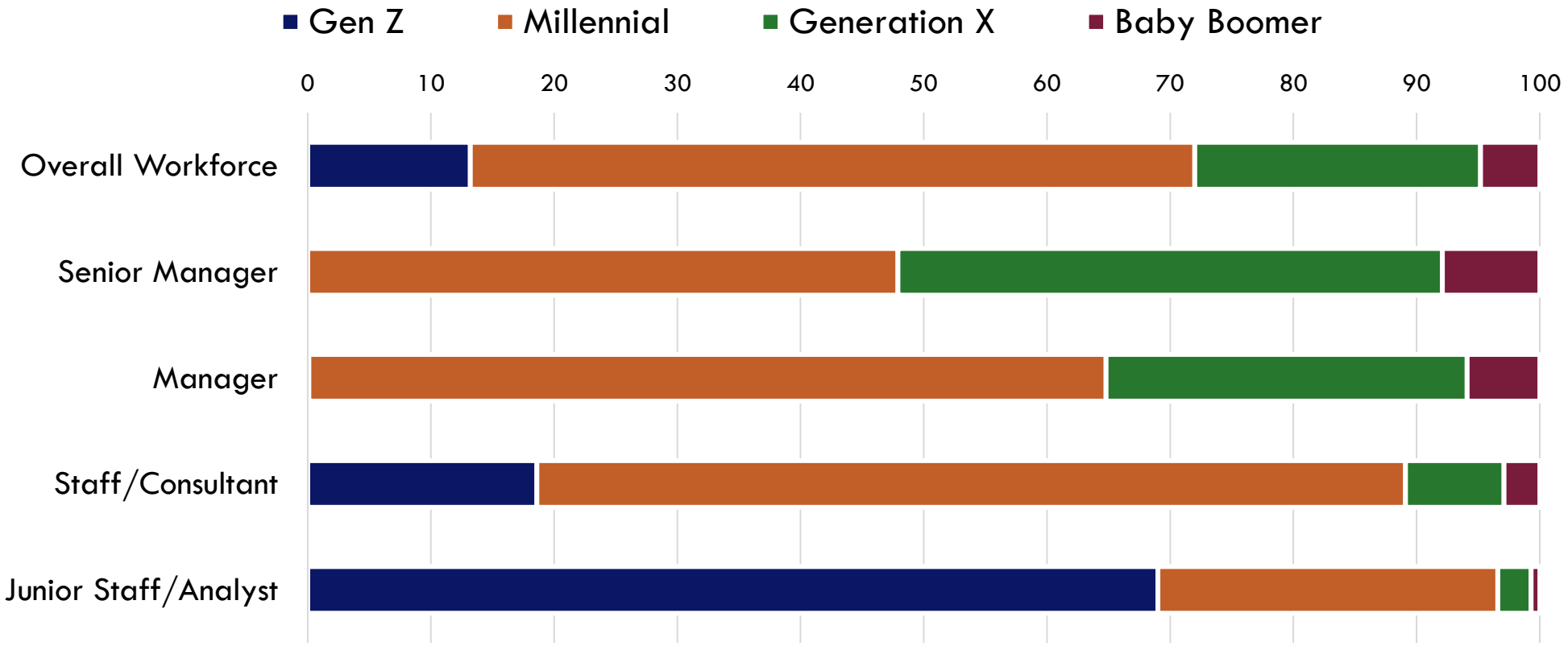
When tops Where!

- More women globally women left their jobs in 2022 due to inflexible hours rather than inflexible location policies.
- **Less than 25%** of women surveyed said they currently have a high degree of flexibility over when and where they work.
- **97%** of women believe asking for flexible hours could hurt their promotion opportunities
- **95%** feel that even if they do get flexibility, their workload won't be adjusted fairly

Awareness to Action

The Great Resignation/The War for Talent

US workforce representation by generation (%)



- Millennials represent 65% of Managers
- Millennials and Gen Z represent 87% of less tenured levels

Awareness to Action

What is the Greatest Challenge for Your Company

- Broken Pipeline Issues
- The Great Break-Up
- When tops Where
- The New War for Talent

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Barriers Still Exist

Barriers Holding Women Back

Women face everyday discrimination

- My expertise/judgement is questioned
- Being addressed in a less than professional manner
- Mistaken for someone at lower level

McKinsey, Women in the Workplace

Barriers Holding Women Back

Microaggressions are a reality - 64%

- Interrupting a woman, talking over her
- Taking more questions from men than women
- Mistaken for someone at lower level
- Expecting women to do the “office work”

McKinsey, Women in the Workplace

Barriers

Women are often the “only” one

- Still common
  - **20%** Women
  - **45%** Women of Color
  - **37%** Men of Color
  - **70%** Gay Men
  - **76%** Lesbian Women
- Experience a higher percentage of microaggressions
- Forced to “cover” at a greater level than the majority

McKinsey, Women in the Workplace

Women of Color Face Even Greater Challenges

- Less than **1 in 3** Black women report that their managers have checked in on racial violence
- Black women are **almost twice as likely** to say they can't bring their whole self to work
- Many say they **prefer working alone** from home to avoid "workplace inequities"

Allyship Commitment is Non-Existent

61% of men and **65%** of women say they are allies for people of color at work

Ally Action	Men	Women
Actively listen to personal stories about bias and mistreatment	32%	52%
Publicly acknowledge and give credit for work and ideas	34%	45%
Actively confront discrimination when I see it	32%	35%
Take a public stand to support racial equality	26%	32%
Mentor or sponsor one or more women of color	8%	12%

Lean-In/McKinsey, Women in the Workplace

What is the Greatest Challenge for Your Company

- Women face everyday discrimination
- Microaggressions are a reality
- Women are often the only one
- Women of Color face even greater challenges

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Action For Advocates

Barriers and Solutions to Advocacy

Barrier
Lack of Empathy
Apathy
Lack of Accountability
Fear

Barriers and Solutions to Advocacy

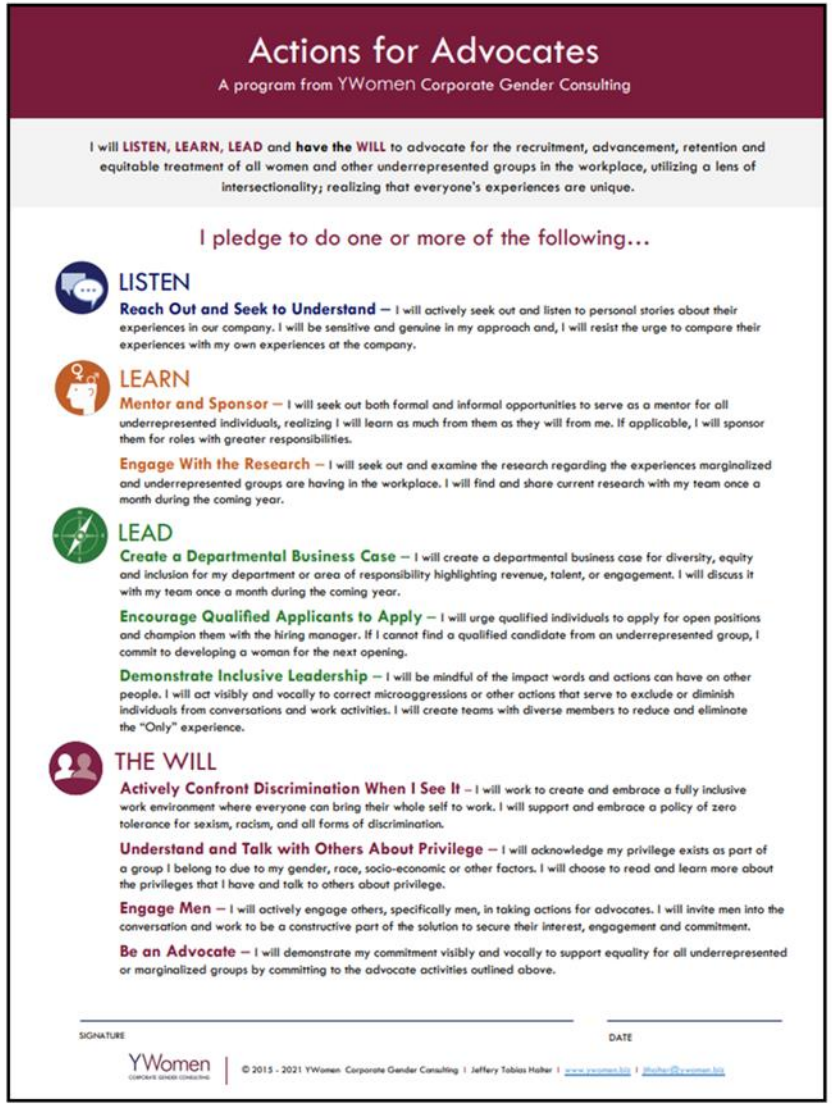
Barrier	Solution	Action
Lack of Empathy	Listen	Have a conversation
Apathy	Learn	Engage in the data
Lack of Accountability	Lead	Control what you can control
Fear	Have the Will	Personal connection

Awareness to Action

Actions for Advocates

- Reach Out and Seek to Understand
- Mentor and Sponsor
- Engage with the Research
- Create a Business Case
- Encourage Qualified Applicants to Apply
- Demonstrate Inclusive Leadership
- Actively Confront Discrimination
- Understand and Talk About Privilege
- Engage Men
- Be an Advocate

Download at www.ywomen.biz



Actions for Advocates

A program from YWomen Corporate Gender Consulting

I will **LISTEN, LEARN, LEAD** and **have the WILL** to advocate for the recruitment, advancement, retention and equitable treatment of all women and other underrepresented groups in the workplace, utilizing a lens of intersectionality; realizing that everyone's experiences are unique.

I pledge to do one or more of the following…

LISTEN

Reach Out and Seek to Understand – I will actively seek out and listen to personal stories about their experiences in our company. I will be sensitive and genuine in my approach and, I will resist the urge to compare their experiences with my own experiences at the company.

LEARN

Mentor and Sponsor – I will seek out both formal and informal opportunities to serve as a mentor for all underrepresented individuals, realizing I will learn as much from them as they will from me. If applicable, I will sponsor them for roles with greater responsibilities.

Engage With the Research – I will seek out and examine the research regarding the experiences marginalized and underrepresented groups are having in the workplace. I will find and share current research with my team once a month during the coming year.

LEAD

Create a Departmental Business Case – I will create a departmental business case for diversity, equity and inclusion for my department or area of responsibility highlighting revenue, talent, or engagement. I will discuss it with my team once a month during the coming year.

Encourage Qualified Applicants to Apply – I will urge qualified individuals to apply for open positions and champion them with the hiring manager. If I cannot find a qualified candidate from an underrepresented group, I commit to developing a woman for the next opening.

Demonstrate Inclusive Leadership – I will be mindful of the impact words and actions can have on other people. I will act visibly and vocally to correct microaggressions or other actions that serve to exclude or diminish individuals from conversations and work activities. I will create teams with diverse members to reduce and eliminate the "Only" experience.

THE WILL

Actively Confront Discrimination When I See It – I will work to create and embrace a fully inclusive work environment where everyone can bring their whole self to work. I will support and embrace a policy of zero tolerance for sexism, racism, and all forms of discrimination.

Understand and Talk with Others About Privilege – I will acknowledge my privilege exists as part of a group I belong to due to my gender, race, socio-economic or other factors. I will choose to read and learn more about the privileges that I have and talk to others about privilege.

Engage Men – I will actively engage others, specifically men, in taking actions for advocates. I will invite men into the conversation and work to be a constructive part of the solution to secure their interest, engagement and commitment.

Be an Advocate – I will demonstrate my commitment visibly and vocally to support equality for all underrepresented or marginalized groups by committing to the advocate activities outlined above.

SIGNATURE _____ DATE _____

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Action Planning

What three actions can you take when you get back to your company

- Personal
- Departmental
- Organizational

Download a free copy of this presentation/Actions for Advocates at:

www.ywomen.biz

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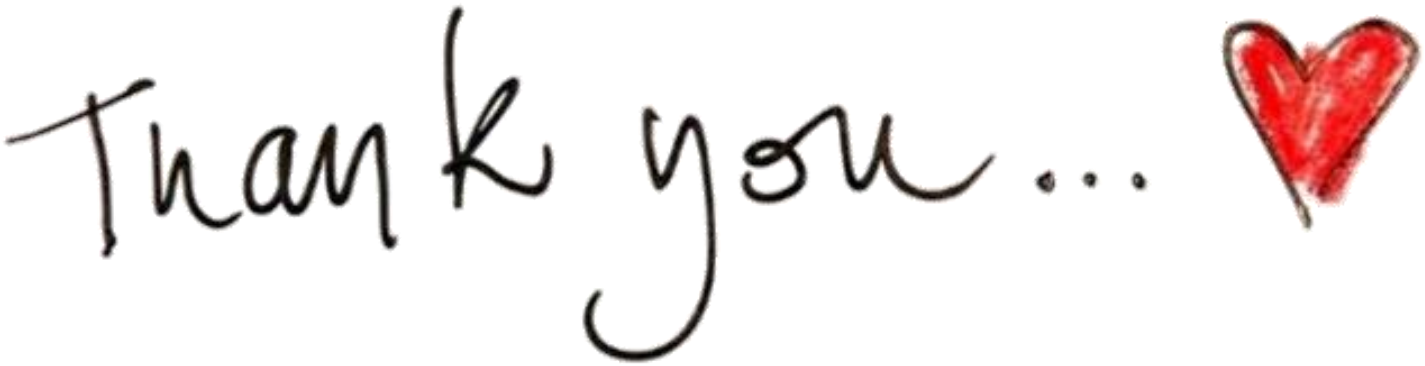
Questions

From the entire Women's BRG…

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