



May 16, 2023 | 2:00 PM - 3:00 PM



Today's Agenda

- Welcome!
- Overview
- Monthly Meetings – Third Tuesday of every month
- Today's Featured Speaker:

Glenn Jackson

Chief Diversity Officer of Diversity Equity & Inclusion for Human Resources
M&T Bank

- Q&A
- Networking Breakout Rooms



Monthly Meeting

3rd Tuesday of the month from 2:00 pm – 3:00 pm

Next Meeting:

Tuesday, June 20th

2:00 – 3:00 pm

Speaker:

Shane Lloyd

Head of Diversity, Inclusion and Belonging

Baker Tilly US, LLP



Today's Featured Speaker

Glenn Jackson, Chief Diversity Officer of Diversity Equity & Inclusion for Human Resources, M&T Bank

M&T Bank



DEI Discussion

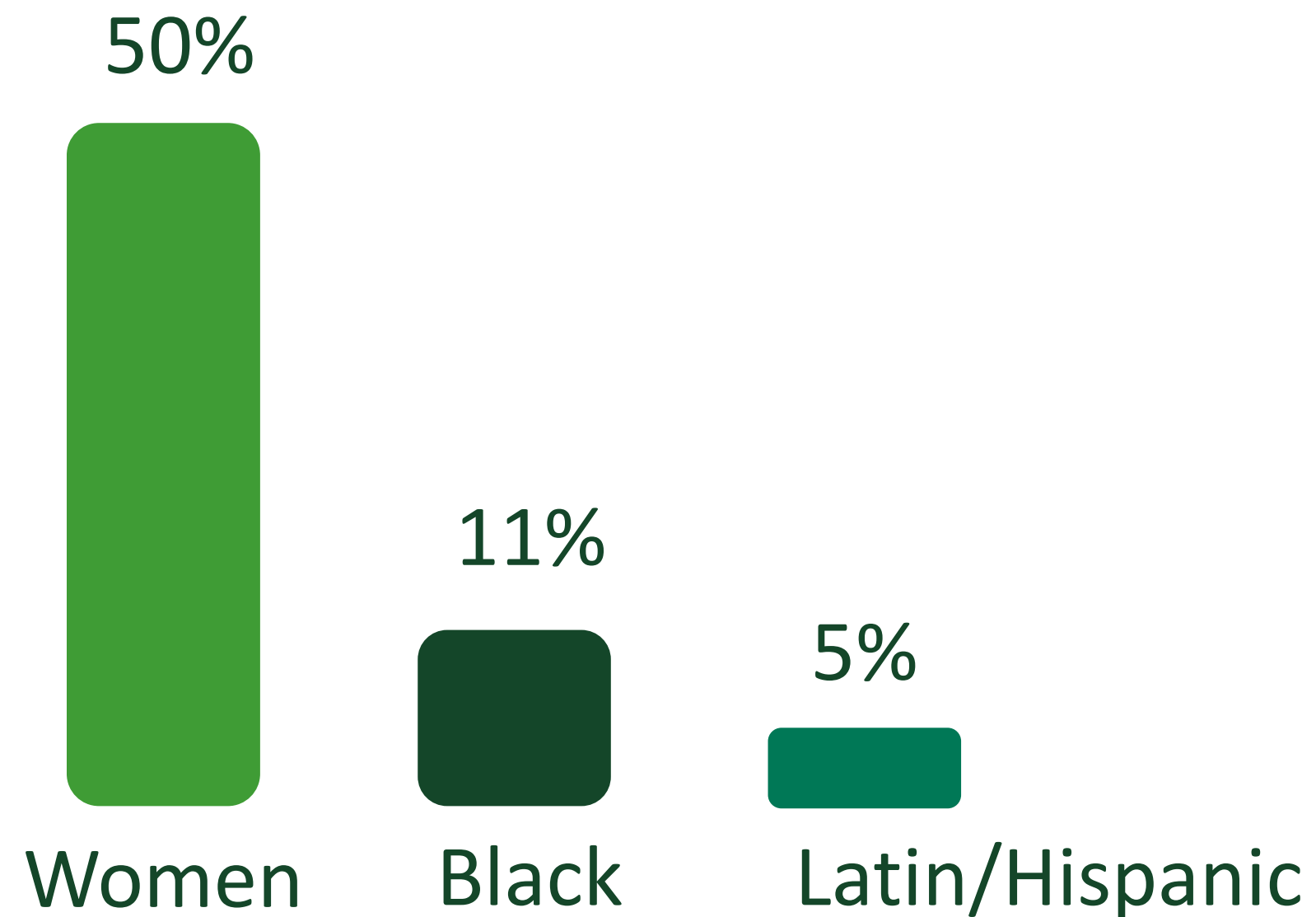


DEI Elevate
AWARENESS | ADVOCACY | ACTION



DEI 2025 Vision and Goals

We will have diverse leadership at all levels, so employees will feel like they truly belong, which will enable us to be the clear bank of choice for our diverse customers in every community where we choose to compete.



Diversity, Equity and Inclusion aligns with the bank's Social Sustainability Strategy. Social sustainability refers to the bank's impact of our policies, actions, products and services on colleagues, customers, and the communities where we operate.

Office of DEI Programs & Initiatives

- **DEI Quarterly Office Hours**
 - Equity, and Inclusion will collaboratively co-facilitate conversation and share insight. Come with the expectation to learn, engage, and share feedback.
- **Equity One Sponsorship Program**
 - Campaign for a cultural shift toward equity; Sponsorship is Action component
 - Inaugural Graduating Class – May 10, 2023
- **Youth Apprenticeship Program**
 - Expand our strategic effort to grow the talent that we need and break down systemic barriers to entry into a career.
- **Employee Journeys**
 - Over the past year, significant progress has been made by the Black, LGBTQ+ and Individuals with Disabilities Journey teams
- **Learning – DEI Curriculum**
 - Learn, Practice, Self-reflect, Commit, Follow-up
- **Risk, Research, Design, Develop (R2D2)**
 - R2D2 is a cross-functional team focused on improving equity across people systems at M&T by combining research, data, and test & learn practices



Employee Resource Groups

M&T Currently Supports 15 Resource Group Charters



- ▶ AARG-African American Resource Group
- ▶ APARG-Asian Pacific America Resource Group
- ▶ DAN- Disability Advocacy Network
- ▶ HOLA-Latino Resource Group
- ▶ iGen-Inter-Generational Employee Networking Group
- ▶ IRRG-Immigrant & Refugee Resource Group - **NEW**
- ▶ IRG-Intrapreneurship Resource Group
- ▶ NARG-Native American Resource Group
- ▶ PRIDE-LGBTQ Resource Group
- ▶ STEM-Science, Technology, Engineering, and Math Resource Group
- ▶ Think Green Resource Group
- ▶ Welcome Resource Group
- ▶ Wellness Resource Group
- ▶ WIN- Women in Networking Resource Group
- ▶ Veterans Resource Group

Safe & Accepting

**M&T Bank
welcomes everyone.**

Discrimination and harassment will not be tolerated. Everyone will be treated with dignity and respect.

This M&T branch is designated a safe & accepting space.

Completed:

Launched on CommunityLive - January

Published in The Weekly News
Communication

Rollout to Branches, Contact Center
& Social Media

[Virtual Background](#) & [Email Signature](#)

Next Steps:

New Course Coming for De-Escalation

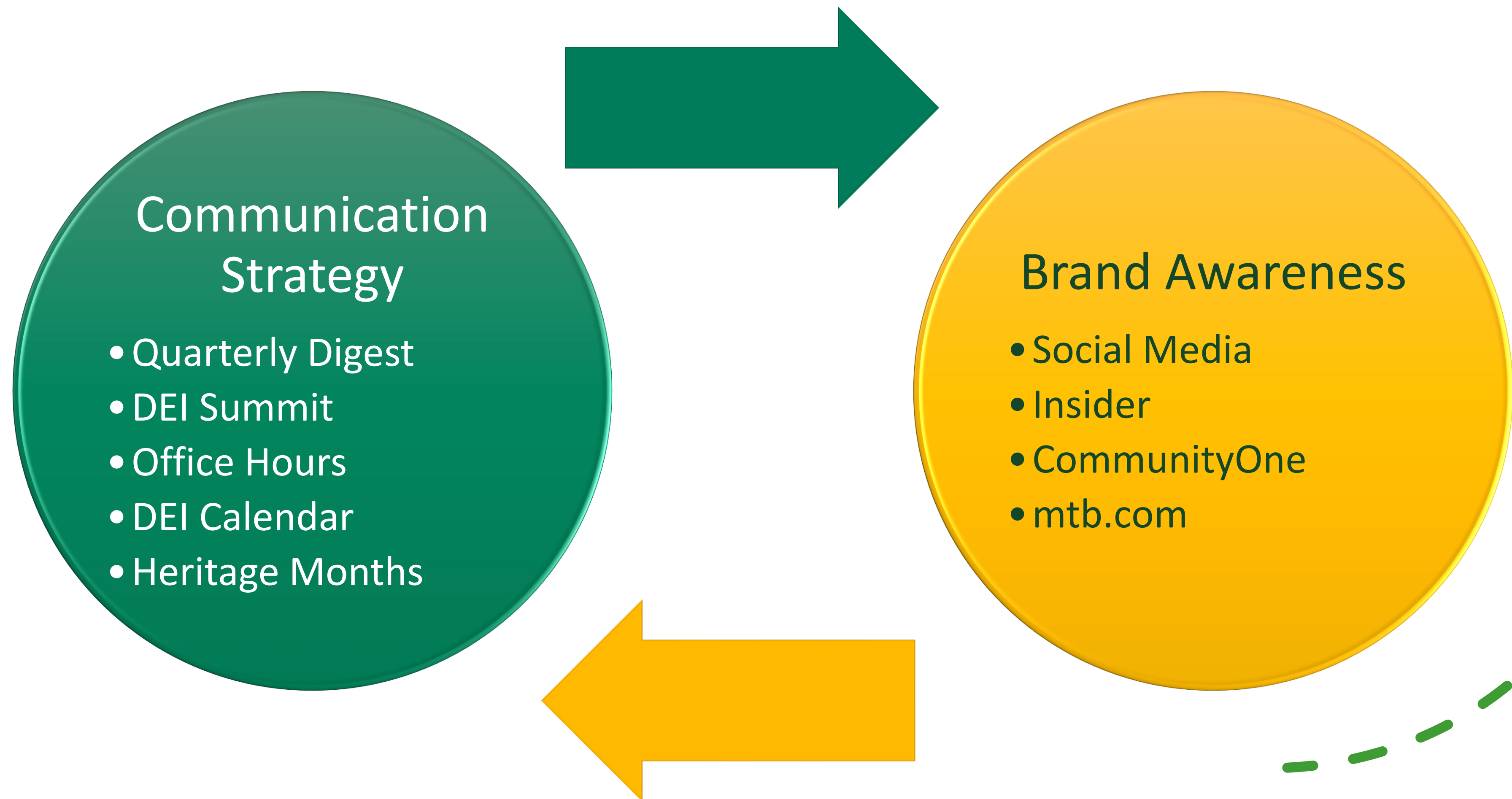
Additional Awareness - Coming Soon!

Launching Security & Safety Lecture Series

[Additional Info for Safe & Accepting Space](#)

Communication & Branding

Internal & External



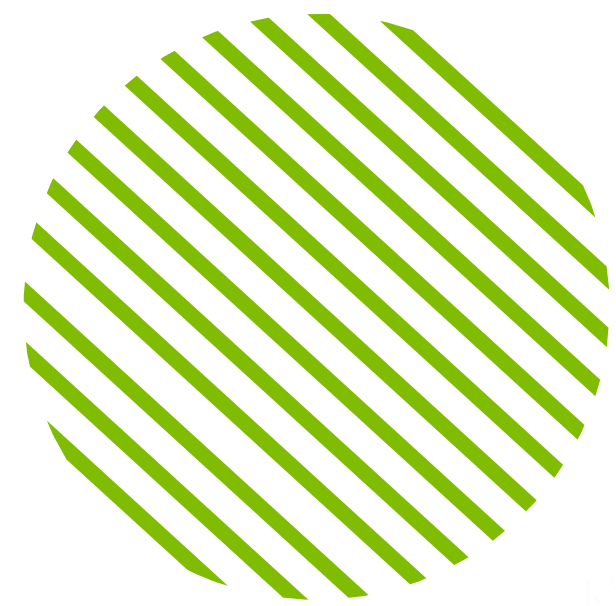
Q&A





Thank you!

DEI Elevate
AWARENESS | ADVOCACY | ACTION



DEI ELEVATE
AWARENESS | ADVOCACY | ACTION



Q&A

If you have any questions, please “raise your hand” or type your question in the chat box.



Breakout Rooms

Suggested conversation starter:

- Introduce yourself
- What is your role at your organization as it relates to DEI?
- What do you see as your biggest challenge in implementing or advancing DEI in your organization?

If you'd like to switch rooms there should be tools at the bottom of your screen to choose a different room (or you can go back to the main room and Homaira can help you.)



Thank you

If you have any questions, please contact Homaira Sherdil:
hsherdil@novachamber.org