

Diversity and Inclusion

Our people make us stronger



Diversity

The word "Diversity" is written in large, colorful letters. Each letter is held up by a hand of a different skin tone, representing a diverse group of people. The colors of the letters are: D (red), i (green), v (blue), e (purple), r (yellow), s (purple), i (green), t (red), y (blue).

inclusion

The word "inclusion" is written in a simple, black, sans-serif font on a piece of brown, textured cardboard. The cardboard is cut into the shape of a speech bubble with a tail pointing towards the bottom right.

Being the "other"



BANK OF AMERICA

MERRILL LYNCH

U.S. TRUST

BANK OF AMERICA
MERRILL LYNCH

What gets in the way? | IMPLICIT BIAS





FLIP
script



the

WORDS MATTER

HOW TO FLIP THE SCRIPT?

PAY ATTENTION

Are your words authentic, thoughtful, and carefully chosen, yet not so stilted as to stifle open discussion?

LEARN FROM OTHERS

Ask your colleagues if they have ever experienced or witnessed biased behavior. What did it look like? What was said?

BE ACCOUNTABLE

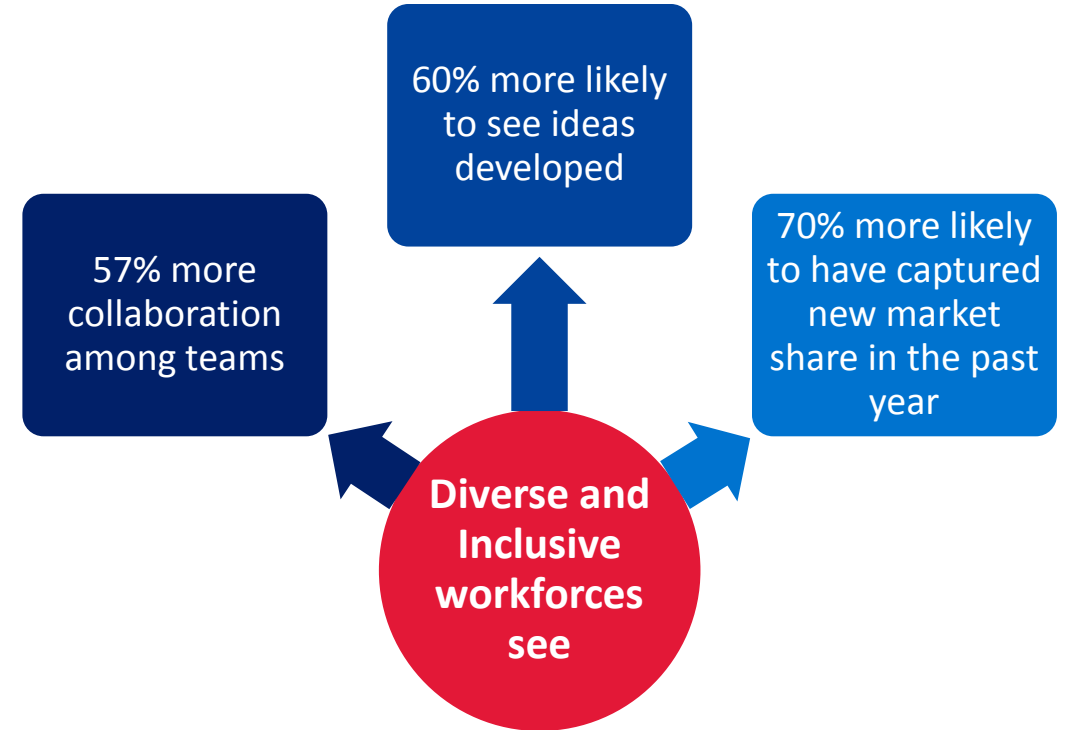
Ask a colleague: "Can I count on your help to give me honest, constructive feedback if I use words that are hurtful or offensive to you, in the moment or later?"





We're stronger when we connect our diverse backgrounds and perspectives to better meet the needs of our customers, clients and communities.

Diversity and Inclusion at Bank of America



Our priorities focus on people, inclusion, and clients and communities

People

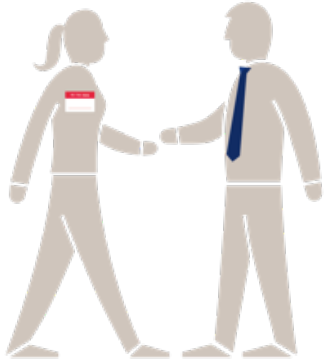
Increase the diversity of our workforce globally, with a focus on mirroring the clients and communities we serve at all levels of leadership.

Inclusion

Realize the power of our people by creating an inclusive workplace where every employee feels respected and valued.

Clients and Communities

Leverage D&I to meet the needs of our clients, communities and employees, fulfill our purpose and drive responsible growth.



Our focus on diversity helps us attract great talent. Our commitment to being inclusive helps us develop and retain great talent, offering our customers and communities unique perspectives to best serve their financial needs.



Employee Networks

By the numbers

11 Employee Networks

240+ Global Chapters

1 in 4 Employee are EN members

100,000+ Memberships & Allies

External Recruitment



Attracting the best and brightest global talent

Professional Development



Promote and encourage professional development

Workplace Culture



Reinforce our inclusive culture

Business Strategy



Integrate with business strategies

Community Involvement



Contribute to our communities around the world

Asian Leadership Network

Black Professional Group

10K+

members and one of our oldest Employee Networks

Disability Advocacy Network

Lesbian, Gay, Bisexual & Transgender Pride

Military Support & Assistance Group

Named one of the **top Employee Resource Groups (ERGs) in the U.S.** by the ERG Council and Awards

50K+ hours employees volunteered to military nonprofits

Multicultural Leadership Network

Hispanic/Latino Organization for Leadership & Advancement

Named the **top Hispanic/Latino Employee Resource Group in the country** by the United States Hispanic Chamber of Commerce

Inter-Generational Employee Network

10,000+

members have joined since 2012, our fastest growing network

Leadership, Education, Advocacy & Development for Women

25,000+

members, our largest Employee Network

Native American Professional Network

\$23B

raised for tribal governments and their enterprises

Parents & Caregivers Network

Our Employee Networks grew **24%** in the past year

83% of all Global D&I award winners are Employee Network members

We have **100,000+** employee network memberships





Courageous Conversations

