



DIVERSITY, EQUITY & INCLUSION INITIATIVE HIGHLIGHTS

The following efforts are a summary of the initiatives from the last year. This list highlights important programs and resources but is not comprehensive of all of the VBA's diversity, equity and inclusion (DEI) efforts.

2022-2024 VBA Strategic Plan & VBA DEI Council

DEI is a focus in many areas of the 2022-2024 VBA Strategic Plan, including partnering with member banks to attract diverse candidates to the workforce; developing training partnerships with DEI-focused organizations; and evaluating current VBA Benefits Corp. offerings to promote and enhance existing and new benefits programs related to DEI initiatives. The VBA DEI Council continues to be a key driver of our DEI efforts, as well as a sounding board for the VBA as we work to support our member banks in this area. Twenty-seven members are a part of the Council.



2021-2022 VBA Women's Mentorship Program & Women in Banking Initiatives

The VBA created the Women's Mentorship Program to assist our member banks with preparing the talented women within their banks for future senior leadership positions. In this program, mentor/mentee pairs participate in a 10-month experience



involving one-on-one interaction and discussion combined with training and regional networking opportunities. The 2021 cohort launched in December and will end with a closing event in September 2022.

13 MENTOR/MENTEE PAIRS FROM NINE BANKS

Additionally, the VBA has continued to actively engage the members of the VBA Executive Women in Banking Peer Group, who serve as advisors for the Women's Mentorship Program and other women's initiatives, including ELEVATE, the quarterly newsletter for women in banking and those who support them. Twelve members are a part of the Peer Group.

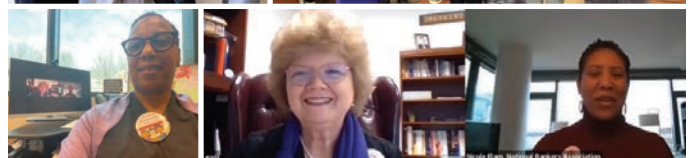


In Recognition of Black History Month, a Conversation About Diversity, Equity & Inclusion in the Banking Industry

In recognition of Black History Month, the VBA hosted a Conversation About Diversity, Equity & Inclusion in the Banking Industry on February 8, 2022. Panelists included Thomas Claiborne, Chesapeake Bank; Denise Counce, TowneBank; Dr. Paul Spradley, Dollar Bank; and was moderated by Tamika Brewer-Johnson, Atlantic Union Bank. During this conversation, our panelists discussed how their banks recognized Black History Month, impactful changes they've seen as a result of their banks' focus on DEI initiatives, how their banks ensure that DEI initiatives remain an ongoing priority, and more. This event was presented in partnership with the VBA DEI Council.

2022 International Women's Day: Fireside Chat with Nicole Elam, National Bankers Association

On March 8, 2022, 140 watch parties with more than 550 participants gathered for a virtual fireside chat with Nicole Elam, National Bankers Association, and Pat Lewis, Chesapeake Bank, in recognition of International Women's Day, a global holiday celebrated annually to commemorate the cultural, political and socioeconomic achievements of women. This event was presented in partnership with the VBA Executive Women in Banking Peer Group.



To learn more about the VBA's DEI efforts, please visit www.vbankers.org/vba-diversity-equity-inclusion-efforts.