

VBA DIVERSITY, EQUITY & INCLUSION EFFORTS

2019-2020

VBA DIVERSITY, EQUITY & INCLUSION COUNCIL

The VBA created a Diversity, Equity and Inclusion Council in 2019 to help guide the creation of DE&I initiatives and programming for member banks. Twenty-four members bankers are a part of the Council. The Council has held three meetings, the first of which took place in March 2019, the second in October 2019 in partnership with the VBA HR and Training Committees, and the third in July 2020. In July 2020, DE&I Council members also participated in a VBA Town Hall on Racial Equality. The Council will continue to meet and be a sounding board for the VBA as we work to support our member banks in their DE&I efforts.



WOMEN'S MENTORSHIP PILOT PROGRAM

This program is a turn-key experience for banks who want to provide senior level employees the opportunity to mentor high-potential women in their own banks. This year, 14 Mentor/Mentee pairs benefited from one-on-one interaction and discussion combined with training and networking opportunities.



VBA EDUCATION AND TRAINING ON DIVERSITY, EQUITY & INCLUSION

The VBA is focused on providing quality DE&I training for VBA member banks in the form of conference sessions, webinars, facilitated conversations and focused events.

- In partnership with the American Bankers Association, we will hold the Diversity, Equity and Inclusion Summit, designed for banks of all sizes and at different stages to participate and gain appropriate knowledge, tools, and resources for their DE&I programs. It will take place November 6 via Zoom.
- In September 2019, we held "Diversity & Inclusion in the Banking Industry," an event for EBL members held jointly with the Risk Management Association Richmond Chapter.
- On July 1, VBA Chairman John Asbury and a panel of DE&I leaders at Virginia banks presented a Virtual Town Hall on Racial Equality.
- We held a joint training in late July on unconscious bias for members of our Marketing, HR and Training Committees.
- We coordinated additional speakers on DE&I topics at our conferences, including:
 - Demystifying Leadership Presence by Danessa Knaupp at VBACONnect 2020
 - The Governor and the Activist by Former Governor Bob McDonnell and Community Organizer Allan-Charles Chipman at VBACONnect 2019
 - Power of Perspectives by Suzanne Cardwell at VBA Women in Banking 2019



RECRUITMENT SOLUTION THROUGH BANKTALENTHQ

VBA's new career center partnership with BankTalentHQ includes access to America's Job Exchange (AJE) to make connecting even easier for your bank. In order to keep diversity and inclusion at the forefront of the recruiting process, America's Job Exchange provides niche diversity sites and community-based recruiting to reach the candidates you need to succeed.



INTERNAL DIVERSITY, EQUITY & INCLUSION EFFORTS AT THE VBA

The VBA is committed to supporting our member banks in their DE&I journeys, and we are equally committed to providing training, opportunities for conversation and continuous evaluation of our business practices.

- VBA staff participated in a training from the Virginia Center for Inclusive Communities (VCIC) on unconscious bias.
- VBA staff have also participated in other forums or served as speakers for events hosted by organizations such as the Federal Reserve System, the Urban Financial Services Coalition and the VCIC.

