

# DIVERSITY, EQUITY AND INCLUSION SURVEY RESULTS

## Where Does Our Membership Stand?

Last fall, we launched our Diversity, Equity & Inclusion (DEI) Advisory Group, which has been working hard to support DEI efforts for our members, the banking industry and the customers/businesses they serve. A key component in being able to make that happen is to find out where our member banks are in their DEI journey. To start the data gathering phase, we sent out a DEI membership survey in January to pulse our members around their DEI initiatives and progress. We received input from 71 banks, and the responses conveyed a great need across our membership for training, resources and policy support. We learned that some of our members have existing DEI programs. Some of those programs are longstanding, while others are fairly new. Regardless of where our members are in their DEI journey, they communicated a need for PA Bankers to support its membership. Below, you will find a few key takeaways from the survey.

We thank everyone who provided feedback by participating in the survey. PA Bankers is shifting into a qualitative research phase in late March by conducting member focus groups. Stay tuned for those results in our next magazine issue.

### TOTAL SURVEY RESPONSES

**71**

Total Responses

**50**

of 71 Responses  
Included Bank Names

**21**

Responses Without  
a Bank Name

### DESIGNATED DIVERSITY OFFICER

**15**

of the 28 banks  
that indicated they  
have an existing  
DEI program: have a designated  
diversity officer (**54%**)

**13**

do not have a  
designated diversity  
officer (**46%**)

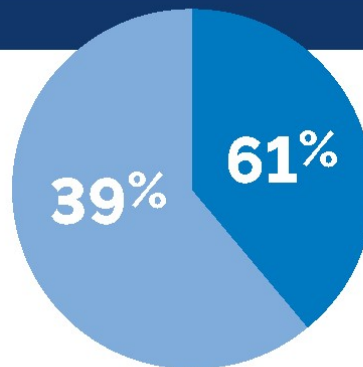
**12**

of the 15 banks  
with a designated  
diversity officer  
indicated DEI is one of that  
individual's responsibilities (**80%**)

### EXISTING DEI PROGRAM

**28 of the 71 r**  
have an existing DEI progr  
(**39%**)

**43 of the 71 responses**  
do not have an existing DEI progr  
(**61%**)



### WHERE DOES DEI RESPONSIBILITY RESIDE WITHIN THE BANK

**11 of 27 responses indicate** the  
responsibility resides in HR (**41%**)

**6 indicated** responsibility resides in the  
C-suite reporting directly to the CEO (**22%**)

**10 indicated** the responsibility lies elsewhere  
(**37%**)

