

### Banks Monitor and Report DEI Efforts/Progress to Board of Directors

**24 of the 27** responses monitor and report to the board (**89%**) **3 of the 27** responses do not monitor/report to the board (**11%**)



### Scorecard or System Used to Measure DEI Efforts

**10 of 26** responses indicate they do use a scorecard/system to measure DEI efforts (**38%**) **16 of the 26** responses indicate they do not use a scorecard/system to measure DEI efforts (**62%**)



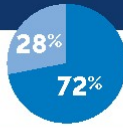
### Use of Employee Resource Groups

**11 of 26** responses indicate they do have employee resource groups (**42%**) **15 of 26** responses indicate they do not have employee resource groups (**58%**)



### Ongoing DEI Training for Employees

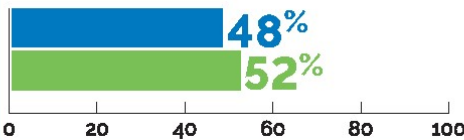
**18 of 25** responses indicate they do have ongoing DEI training for employees (**72%**) **7 of 25** responses indicate they do not have ongoing training for employees (**28%**)



### Diversity Leadership Development or Mentoring Program

**12 of 25 responses** indicate they do have a diversity leadership development or mentoring program (**48%**)

**13 of 25 responses** indicate they do not have a diversity leadership or mentoring program (**52%**)



### Established Partnerships with Local Colleges/Universities or Business Groups/Chambers of Commerce for Recruiting and Supplier Diversity

**47%**

**28 of the 60 r** indicate these partnerships exist

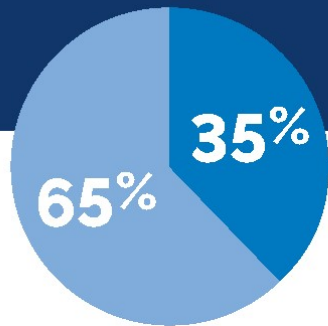
**53%**

**32 of the 60 responses** indicate these do not exist

### RELATIONSHIPS WITH COMMUNITY LEADERS OR ORGANIZATIONS TO EXPAND DEI EFFORTS IN THE LOCAL COMMUNITY

**21 of the 60 responses** have current relationships (**35%**)

**39 of the 60 responses** do not have these relationships (**65%**)



### Banks Ensuring Diversity in Suppliers/Vendors

**34** PEOPLE INDICATE THEY ENSURE DIVERSITY IN SUPPLIERS/VENDORS

### ASSISTANCE PA BANKERS COULD PROVIDE TO SUPPORT BANKS' DEI EFFORTS

**57 responses** – 14 skipped this question

- 67%** Diversity training for employees
- 58%** Recruitment support
- 47%** Supplier diversity
- 40%** Employee resource groups
- 39%** Community organization support
- 39%** Diversity assessments
- 33%** Diversity officer support
- 32%** Partnership development
- 23%** Mentor program development
- 7%** None
- 9%** Other

