

Introducing
our

DEI

A D V I S O R Y G R O U P



SHARIFA ANDERSON, ESQ.
Chief Diversity Officer
Fannie Mae



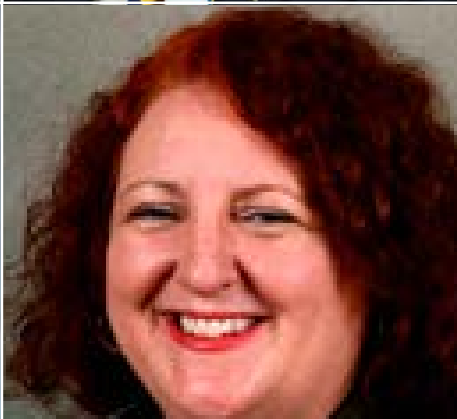
CHARLOTTE BELLAS
Senior Vice President, Learning & Development Leader
First Commonwealth Bank



BRANDY BURNHAM
President & CEO
AHEDD



NICOLE BURRELL
District Manager, Senior Vice President
Wells Fargo Bank



DR. KAREN CARMACK
Senior Vice President & Chief Human Resources Officer
F&M Trust



GINA COLEMAN
Senior Vice President & Chief Diversity Officer
The PNC Financial Services Group



DR. LINDA EAGLE
Founder and President
 Global Bankers Institute



LATOYA EDMOND
Regional Director CareerWork\$
 Philadelphia OIC



WILLIAM GONZALEZ
Executive Vice President,
Business Development
 Quaint Oak Bank



DR. PAUL DAVID SPRADLEY
Vice President of Diversity,
Equity and Inclusion
 Dollar Bank



DR. BERNADETTE TAYLOR
Senior Executive Vice President,
Chief Human Resources Officer
 Fulton Bank



BERNARD TYNES
SVP, Director of Marketing
Strategy & Data Analytics
 Penn Community Bank

The DEI Advisory Group supports and advises the PA Bankers Board and senior staff on:

- Establishing a sustainable DEI initiative for PA Bankers;
- Ensuring a diverse and inclusive association board and organization;
- Developing/facilitating DEI training for our members;
- Developing, expanding and evaluating potential resources and partnerships that support our members' recruitment, retention and advancement efforts;
- Developing supplier diversity partnerships or resources to assist members with their supplier diversity efforts;
- Evaluate metrics used to measure DEI efforts across the entire organization; and
- Other efforts and initiatives as needed.



We asked several of our advisory group members to answer some questions about their involvement in PA Bankers' DEI efforts. See their responses below.

What do you hope to accomplish while on the DEI Advisory Group?

I hope to be able to highlight and amplify equitable and pragmatic solutions that expand workforce opportunities and advance the flow of credit and capital to underserved communities. -**Sharifa Anderson, Esq., Chief Diversity Officer, Fannie Mae**

My hope is that the DEI Advisory group triggers meaningful and lasting short-, mid- and long-term change that impacts the financial services community – from executives and bankers, to customers and communities – and serves as a model of positive change for our association and the industry. - **Bernard Tynes, SVP, Director of Marketing Strategy & Data Analytics, Penn Community Bank**

What is the significance of the DEI Advisory Group to you/your career?

The DEI Advisory group is significant to me because it means that we are a group of people who acknowledge that a problem exists and are willing to put action behind our thoughts and our words. Being a black female leader, it is important for me to use my voice and status to bring awareness to these issues and advocate for those whose voices are not yet being heard. - **Latoya Edmond, Regional Director, CareerWork\$**

How do you like to spend your free time?

In my spare time, I enjoy sledding and biking with my family which includes two young boys. -**Sharifa Anderson, Esq., Chief Diversity Officer, Fannie Mae**

I love modern quilting. When not at work or spending time with family, I'm in my sewing room. - **Dr. Bernadette Taylor, Senior Executive Vice President, Chief Human Resources Officer, Fulton Bank**

My greatest passion is spending time with my family, including our newest addition: daughter Ava Rose. The pandemic has also renewed my passion for community volunteerism, most recently I accepted service on the board of directors for the United Way of Bucks County. Any leftover time is spent studying as I finish up my MBA. - **Bernard Tynes, SVP, Director of Marketing Strategy & Data Analytics, Penn Community Bank**

If you could have dinner with anyone, dead or alive, who would it be?

First and foremost my mother – I would want her to know I learned from all the teaching she provided me. Next would be Opera. - **Nicole Burrell, District Manager, SVP, Wells Fargo Bank**

My grandmother, she was a hoot! - **Dr. Karen Carmack, Senior Vice President & Chief Human Resources Officer, F&M Trust**

DON'T MISS THE INAUGURAL DEI CONFERENCE,
the first of its kind in the PA banking industry, on April 27-28 at the
Hershey Lodge and Convention Center.

VISIT WWW.PABANKERS.COM TO REGISTER.

What is your biggest piece of advice, with regards to DEI, for the banking industry?

Just start the ball rolling. Tap into those in your organization with a passion for it and keep expanding that group. Set some measurable goals, and then go to work with a consistent cadence. Be curious and keep learning as you go. - **Charlotte Bellas, Senior Vice President, Learning & Development Leader, First Commonwealth Bank**

DEI in banking can help us be better and stronger as an industry. When all employees feel valued and respected and are encouraged to bring forward their own unique brand of thought and perspectives, it creates a more positive and innovative work environment, which benefits everyone, including our customers and the communities we serve. - **Dr. Karen Carmack, Senior Vice President & Chief Human Resources Officer, F&M Trust**

Be intentional, supportive and open minded. DE&I adds intrinsic value beyond monetary gain. - **Nicole Burrell, District Manager, SVP | Wells Fargo Bank**

Commit to the journey and don't let up. - **Dr. Bernadette Taylor, Senior Executive Vice President, Chief Human Resources Officer, Fulton Bank**

I would advise my banking colleagues to set aside the polarizing rhetoric surrounding the DEI narrative and focus on the positive impact the initiative can have on company culture, employee engagement, and customer satisfaction. - **William Gonzalez, Executive Vice President, Business Development, Quaint Oak Bank**

What is your favorite quote/mantra and why?

"There is only one way to eat an elephant: a bite at a time." --Desmond Tutu (among others). My first boss shared this bit of wisdom with me years ago, when I was feeling overwhelmed by my first big project, and it stuck. While I would never advocate harming these lovely creatures, I like the metaphor for reminding us that with anything daunting set before us, often the best approach is to start small and chip away at it. This can be a helpful mindset when first implementing a Diversity and Inclusion strategy. Start the journey, keep a consistent focus on it, and measurable progress will come over time. - **Charlotte Bellas, Senior Vice President, Learning & Development Leader, First Commonwealth Bank**

Serenity Prayer: God, grant me the serenity to accept the things I cannot change, the courage to change the things I can, and the wisdom to know the difference. This quote always grounds me and helps me refocus. - **Latoya Edmond, Regional Director, CareerWork\$**

"Amor Fati" – A Love of Fate. No matter what life throws at you, embrace the circumstances. Learn from the situation. Remain positive. Press forward. This is a basic principle that has helped me stay grounded and make the most of my closest relationships. - **William Gonzalez, Executive Vice President, Business Development, Quaint Oak Bank**