

“The Legacy of George Floyd: An Examination of Financial Services Industry Commitments to Economic and Racial Justice”

Testimony of Fabrice Emmanuel Coles, Vice President, Bank Policy Institute
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Subcommittee on Diversity and Inclusion

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Chairwoman Beatty, Ranking Member Wagner, Chairwoman Waters, Ranking Member McHenry and Honorable Members of the Subcommittee, thanks so much for having me here today. I’m honored to appear before you.

My name is Fabrice Coles and I appreciate the invitation to discuss the efforts of the banking industry to address racial inequality. I am a Vice President of Government Affairs at the Bank Policy Institute, a nonpartisan public policy, research and advocacy group representing the nation’s leading banks. BPI members include universal banks, regional banks and the major foreign banks doing business in the United States. Collectively, they employ nearly 2 million Americans, make 68 percent of all loans and nearly half of the nation’s small business loans and serve as an engine for financial innovation and economic growth.

Madame Chair and esteemed Members of this Committee, I have worked with these financial institutions since 2019. I am here today to report that the nation’s banks are rising up to meet the moment, helping reduce racial inequity by leveraging business models, networks and resources to better serve Black communities. Banks are actively engaged across the country in efforts to bring change – especially in the wake of the deadly pandemic and global awakening brought about by the murder of George Floyd.

I have led a working group composed of senior executives at BPI member banks to identify effective and innovative practices in this area. Banks already have built strategies, agreed upon budgets, allocated resources and built teams to execute on this agenda. **Investments** have been made. **Partnerships** have been cemented. **Product innovation** is ongoing. **Philanthropy** is continuing and focused on sustainable results. More than \$50 billion has been committed. Billions have already been disbursed to communities across the country. In short, *progress* has been made, but given the nature of centuries of financial exclusion, *much* more remains to be done.

Banks are pursuing initiatives to drive greater financial inclusion and close racial equity gaps. Like other institutions in our society, financial institutions have sought to reduce racial equity gaps in income, education, housing and wealth with renewed urgency in light of the events of the past several years. Banks must be a part of the solution if there is to be meaningful improvement in outcomes for communities of color. Today our focus is on their efforts to reduce inequality with regard specifically to Black Americans. Many banks have worked to address racial equity concerns within their organizations and their communities for many years, but the events of 2020 – the pandemic’s disproportionate impact on Black communities and the global response to the murder of George Floyd – have spurred fresh thinking, and action.

Banks are taking actions to combat racial equity gaps in the following ways:

- Investments
- Partnerships
- Product innovation and
- Philanthropy.

Investments

BPI member banks know that in order to reverse course on centuries of financial exclusion, it is imperative that banks take the long view and invest in people and organizations that are producing economic growth in communities of color. BPI banks are making capital investments in community development financial institutions (CDFIs) and minority depository institutions (MDIs), investing in the next generation of Black entrepreneurs, and supporting neighborhood revitalization efforts alongside Black-owned investment firms. Banks are investing debt and equity capital but also supplying sweat equity working alongside partners to ensure that these investments bring shared prosperity. Lastly, banks are investing in the future of their own organizations by redoubling their efforts to recruit, retain, empower and promote Black talent.

CDFIs + MDIs

CDFIs and MDIs play pivotal roles in channeling needed financial resources to underserved communities. But due to the economic challenges faced by their customers and their stakeholders in general, these institutions require increased investment. These firms are an especially important delivery mechanism of capital to Black-owned small businesses that have been disproportionately harmed by the pandemic. BPI member banks and MDIs/CDFIs have had relationships for many years, but since 2020, banks have increased their support for these institutions. More than \$1 billion has already been committed to CDFIs and MDIs in 2020 alone, with the largest eight banks committing close to \$10 billion since 2015. Banks are focused on making grants and equity investments aiming to support MDIs' and CDFIs' ability to improve their reach, a significant benefit to the communities they serve. In addition to equity investments and grants, banks are investing alongside these firms in revenue-generating deals and providing technical assistance as needed. Lastly, banks are also investing in the growth of next-generation minority-owned FinTechs that are focused on financial inclusion.

Investments in Black-Owned Businesses: Debt and Equity Capital

Clearly, Black-owned businesses were severely damaged by the pandemic. The road to rebuilding will be long, but banks are working with Black-owned small businesses to provide low-cost loans and equity investments to help entrepreneurs build, grow or rebuild their businesses. Young firms are an especially promising cohort, and Black founders tend to lack access to equity capital, similar to debt capital access disparities, so banks are increasing their investments in equity of early-stage Black-owned ventures. (*For information on small business grants, see "Philanthropy."*) The billions of dollars committed will help drive job retention and creation as the economy reopens after this devastating pandemic.

In addition to these efforts, during the pandemic, BPI member banks supported the recovery. BPI's research also has demonstrated that BPI members' Paycheck Protection Program (PPP) activity had a significant presence in minority communities: 30 percent of the loans originated by the nine largest retail banks went to areas with greater than 50 percent minority population, compared to 23 percent of the loans of smaller banks and nonbank PPP-participating institutions. About 28 percent of loans originated by all banks larger than \$50 billion in assets went to majority-minority neighborhoods.¹

Investments in Diversity and Inclusion

One of the best investments any bank can make is in its own people. As this Committee described in its 2020 report on Diversity and Inclusion, at 44 of the nation's largest banks, there was much more work to be done to increase diversity and inclusion at the highest management levels. Banks had been investing in their performance on key accountability metrics for improvements in diversity and inclusion within the firms prior to the pandemic.

¹ <https://bpi.com/underserved-small-businesses-turned-to-large-banks-for-ppp-loans-during-2020/>

The events of 2020 brought more focus to these efforts, and there are now more diverse C-suite executives, board members and personnel at America's major banks than there were in 2019, the year the Committee started its comprehensive D+I data request. In the past year alone, there have been thousands of new hires and promotions at BPI member banks. Black team members are being recruited and empowered. While there is more work to do, banks are committed to ensuring that the senior levels of the firm look more like America and are dedicating resources to bring about that reality.

Banks are also investing in the diversity of their suppliers, supporting minority-owned businesses while meeting their own needs. Since 2020, banks have expanded the rosters of supplier partners and have plans to further expand this focus with billions of dollars of additional investment activity in diverse suppliers announced.

Partnerships

Banks are scaling the impact of their efforts by partnering to hasten the delivery of broader access and support to Black customers and communities. The banks' partnerships are varied. Banks have been partnering with federal regulators and state and local governments to promote new thinking about how to significantly broaden access to banking services, credit and job creation. They've been working with national organizations to provide increased affordable housing counseling and home purchase support. Banks have joined with non-profit organizations to perform critical policy research related to Black communities or to scale the provision of technical assistance, talent development and technology consultation services to MDIs/CDFIs. They have committed to working with Historically Black Colleges and Universities (HBCUs) to invest in the pipeline of future financial services industry talent. And banks have entered into joint ventures to successfully execute revenue-generating billion-dollar deals with Black-owned broker-dealers and MDIs.

Banks have joined forces with the Office of the Comptroller of the Currency and with various leaders from the MDI sector to promote greater financial inclusion and the reduction of impediments to capital access by Black communities. This initiative, known as Project REACH, aims to improve credit underwriting processes and reduce the ranks of credit invisibles, increase the supply of affordable housing and revitalize MDIs. BPI member banks are also engaged in similar conversations about expanding and sustaining support for MDIs at the Federal Deposit Insurance Corporation. These partnerships can yield important long-term benefits for Black communities as a part of a broader set of partnerships across the country that are producing ecosystems of support for vital economic inclusion, capital access and community development efforts.

In addition to federal government partners, banks are also working in tandem with numerous entities and organizations to boost local impact. They are working with municipal governments and chambers of commerce to promote greater access to credit and job creation and with national civil rights groups on disparate initiatives like affordable housing counseling. As another example, one of BPI's member banks recently partnered with the National Urban League to expand access to transaction accounts. Banks have also joined forces with non-profits to fund research related to Black communities to better serve Black entrepreneurs and to help invest in MDI/CDFI partner-related initiatives.

Importantly, banks are partnering with HBCUs to invest in the pipeline of future financial services industry talent. These partnerships have resulted in investments in academic facilities, in new curricula executed by the banks in direct communication with students, in entrepreneurship competitions resulting in real investments and in increased financial support for finance students to help them defray the costs of their education. Banks are excited about these partnerships in particular because their benefits will accrue to the banks and to the HBCUs for many years to come.

Lastly, banks are engaged with more Black-owned businesses on revenue-generating business deals. These business partnerships have taken the form of loan participations in large financings with MDIs and debt

distribution deals as a part of capital markets syndicated financing with Black-owned broker-dealers. There is an upward trend in business opportunity for both MDIs and Black-owned broker-dealers since the onset of the pandemic, and with more exposure for these firms' products and services, it is expected that these opportunities will contribute to improved financial performance for these firms, further enabling them to better serve their communities in powerful examples of a virtuous cycle produced by directly engaging minority businesses.

Bank Products

Banks are offering more services and expanding credit products for underserved borrowers. The pandemic evinced the need for greater access to transaction accounts, especially as economic activity migrated online and to mobile devices. Banks are greatly expanding their offerings of no-fee, low-minimum-balance accounts to help attract more customers into the banking system, and once they become customers, banks are deepening those relationships by offering bridge loans and small-dollar and special-purpose credit options, support for first-time home buyers and increased small business lending. Beyond these current efforts, banks are also keeping an eye on the future and exploring how AI and alternative data can be leveraged to better understand credit risk in order to decrease the cost of credit products for borrowers who have been underserved in the past.

Bank On Transaction Accounts and Small-Dollar Lending

Banks have expanded their offering of low-fee transaction accounts with features that are attractive to unbanked and underbanked consumers. Many BPI member banks (with more in the pipeline) have designed these products in accord with the standards for "Bank On accounts," a designation of eligible bank accounts by the Cities for Financial Empowerment (CFE) Fund.² Bank On accounts help promote financial inclusion through expanded access to low-cost transaction accounts, products that we have seen are critical to helping customers transact in the modern economy, especially during the pandemic.³ This could be a viable option to help more Black households engage with the banking system to develop deeper customer relationships and to access more affordable and consumer-friendly financial products than those available in the nonbank marketplace.

BPI banks are also working to provide more small-dollar credit products to help customers manage unexpected expenses. These loan products represent safer, more consumer-friendly alternatives to non-bank payday products. BPI banks have started offering small-dollar loans with consumer-friendly features that are also affordable and transparent. With these products in the market, customers have an alternative to small-dollar credit providers in the non-bank sector that could have much higher interest rates. BPI recently secured CFPB approval for a Small-Dollar Loan No-Action Letter template that banks can leverage to fashion their own iteration of small-dollar loan products. BPI research has shown that these products could be highly useful in helping households deal with unexpected expenses and, in conjunction with low-fee transaction accounts, could deepen banking system interactions by the unbanked and underbanked.⁴

Real Estate Investment and Support

Banks have long supported affordable housing development and neighborhood revitalization in hopes of promoting homeownership, but since last summer, banks have augmented their existing efforts with fresh commitments to accelerate the impact, and real estate support represents a significant portion of banks' overall racial equity promotion efforts. Banks are helping first-time Black homeowners purchase their homes with down payment grants, low-interest loans and a helpful array of related programming, such as housing counseling efforts, to make the home-buying process less onerous and costly.

² <https://joinbankon.org/#/resources#bank-on-national-account-standards>

³ <https://bpi.com/bank-on-transaction-accounts-making-traditional-banking-more-inclusive/>

⁴ <https://bpi.com/a-new-path-to-offering-small-dollar-loans/>

In addition to helping individual homeowners, banks are working with diverse developers to ensure that new real estate developments, like affordable rental housing units and new commercial spaces, benefit the future residents but also help recycle capital through communities of color. Banks' focus on affordable housing and commercial development is especially notable in their partnership with CDFIs with a goal of driving greater access to affordable housing supply and financing for underserved borrowers, including Black borrowers.

Philanthropy

The pandemic and a renewed focus on improving outcomes for Black Americans has created an important moment for philanthropy, with a surge in contributions. BPI member banks have pursued strategies that have combined the efforts of business units and the philanthropic organization to optimize and boost results and speed of delivery.

Banks have removed barriers to quick deployment of grant funds and broadened the permissible uses of funds. Some banks reassessed their grantmaking schedules and procedures to streamline the process and expedite payments to meet the massive demand called for by the pandemic and the racial justice moment. Banks have also permitted grantees to leverage the funding in more diverse ways, including for administrative expenses to address issues associated with the pandemic.

Banks are also listening to their employees' recommendations about how to best allocate grant funding, with new types of organizations (such as arts and entertainment providers focused on children's programming) and new leaders (such as those running social justice organizations) emerging as potent partners for change. There has also been a renewed focus on leveraging philanthropy to drive results in key areas of focus like housing and entrepreneurship via down payment assistance and small business support grants.

Advocacy

In addition to actions banks themselves are taking, they have been working to promote policy changes that they believe would improve financial inclusion for underserved communities and help close racial equity gaps.

Engaging Regulators and Congress

Banks have observed tensions among competing regulatory goals of safety and soundness, fair lending, community development and financial inclusion. The complexity of the regime that executes enforcement of laws and regulations across a number of agencies and supervisory teams leads to significant challenges in expanding capital access at scale. Banks are engaging Congress and their regulators in conversations about striking the proper balance to ensure that these frictions do not create unnecessary impediments to the appropriate deployment of capital for Black communities.

Banks are also advocating for reconsideration of the role real estate appraisals play in community development lending. Banks face challenges supporting commercial neighborhood renewal efforts due, in part, to current regulatory standards that may be making it prohibitively difficult to lend to community developers that face low appraisal values for the properties they seek to use as collateral for loans. Consequently, large-scale renewal and reinvestment efforts are hampered, as the costs of improvements exceed the appraised value. This situation also creates a disconnect and tension between potential expanded CRA activity and safety and soundness requirements. Banks have joined other advocates to call for policymakers and regulators to resolve this in a way that manages risk but allows for investment in underserved communities.

Banks have also expanded their advocacy efforts on Capitol Hill in favor of issues that will help close racial wealth gaps and drive equity. For example, banks recently supported a \$1 billion annual budget for the CDFI Fund during the appropriations process in order to better meet the demand for the CDFI sector's products and services. Banks have also joined many other industries in supporting efforts to disclose self-reported identity characteristics of

board members and C-suite officials to shareholders.

Conclusion

Throughout our nation's history, banks have been essential to America's economic growth. While they help drive our prosperity, banks also serve as a mirror for the broader events in society.

When the world watched as George Floyd was murdered, America paused and considered what could be done to improve equity and inclusion. America's banks were a part of that triggered public conscience, and in the year since that tragic event have rededicated efforts to be a driver of brighter days ahead for all American communities.

BPI has submitted to the Subcommittee a living strategy document primarily created for the banks themselves in the midst of last summer's remarkable public conversation about racial justice. We hope it gives the public and the Committee a view into the seriousness of the tactical considerations underway at America's banks to support broad-based economic opportunity. We have included with our testimony an appendix that includes a sampling of some of our members' commitments that we thought would illustrate some of the actions we have outlined here in our testimony.

An honest assessment of the foundation that has been laid leaves me with a parting thought which is that while much has been done, unfortunately much more is left to do. But I can say that I am hopeful, and I hope my testimony gives you grounds for that hope as well.

Thank you for having me here today, and I look forward to taking your questions.

Appendix: Sample of Racial Equity Efforts by BPI Member Banks

This list is a sample compiled by the Bank Policy Institute of our members’ efforts and does not represent a comprehensive list of all BPI member activities. Additionally, categorization of each announcement was determined by BPI.

Member Bank	Effort	Release Date	Category	Resource
Ally	Ally Supports New Affordable Homes In A Historically Black Neighborhood In Charlotte	6/23/2021	Community Development	Read More
	Ally Provides Scholarships With The Congressional Black Caucus Foundation, The Thurgood Marshall College Fund And Other Organizations Supporting Black And Brown Students In An Effort To Fill Opportunity Gaps And Expand Career Options	2/2/2021	Scholarships	Read More
	Ally Launched Moguls In The Making, An Entrepreneur Pitch Competition In Collaboration With The Thurgood Marshall College Fund And The Sean Anderson Foundation, To Offer Students From Historically Black Colleges And Universities (HBCUs) An Opportunity To Develop Vital Skills And To Secure Paid Internships And Full-Time Employment	10/7/2020	Career Development	Read More

Member Bank	Effort	Release Date	Category	Resource
Ally (Contd.)	New Ally Charitable Foundation To Focus On Economic Mobility Foundation To Make \$1.6 Million In Inaugural Grants, Including Support For Minority-Owned Small Businesses	9/24/2020	Grants	Read More
	Statement: Ally's Commitment To Racial Justice And Equity In Our Communities	6/2/2020	Awareness	Read More
American Express	American Express' Coalition To Back Black Businesses Awards Grants To 600 Black-Owned Small Businesses	12/16/2020	Grants	Read More
	American Express Announces Billion-Dollar Action Plan To Promote Racial, Ethnic And Gender Equity For Colleagues, Clients And Communities	10/29/2020	Funding	Read More
	American Express Launches The "Coalition To Back Black Businesses" Grant Program With A \$10 Million Commitment	9/15/2020	Grants	Read More
	American Express Announces Grants In Support Of The Black Community	6/3/2020	Grants	Read More
	Our Commitment To Standing Up For African-American Colleagues And The Black Community	6/3/2020	Support	Read More

Member Bank	Effort	Release Date	Category	Resource
Bank of America	Bank Of America Helps Fuel Black Innovation With Launch Of The Center For Black Entrepreneurship	2/22/2021	Grants	Read More
	Bank Of America Triples Affordable Homeownership Commitment To \$15 Billion	2/3/2021	Grants	Read More
	Bank Of America Announces Investments In 40 Private Funds Focused On Minority Entrepreneurs For Approximately \$150 Million	1/26/2021	Investment	Read More
	World Economic Forum Launches Coalition To Tackle Racism In The Workplace	1/25/2021	Partnership	Read More
	Bank Of America Directed More Than \$13 Million To Native American Communities Hardest Hit By The Coronavirus In 2020	1/14/2021	Investment	Read More
	Top Business Leaders Launch Oneten, Will Create 1 Million Jobs For Black Americans Over 10 Years	12/10/2020	Jobs	Read More
	Virginia Commonwealth University College Of Engineering Partners With Bank Of America To Advance Diversity And Inclusion In STEM	12/10/2020	Grants	Read More

Member Bank	Effort	Release Date	Category	Resource
Bank of America (Contd.)	Bank Of America Gives 21 Higher Education Institutions \$1 Million Each As Part Of Recently Announced \$25 Million Jobs Initiative	11/19/2020	Commitments	Read More
	Bank Of America Announces 10 Completed Equity Investments In Minority Depository Institutions And Community Development Financial Institution Banks	10/26/2020	Investment	Read More
	Bank Of America Issues \$2 Billion Equality Progress Sustainability Bond	9/25/2020	Investment	Read More
	Bank Of America Takes Steps To Increase Representation Of Diverse Asset Managers Across The Industry	9/2/2020	Workplace Diversity	Read More
	Bank Of America Directs \$300 Million Of Its \$1 Billion, Four-Year Commitment To Advance Racial Equality And Economic Opportunity	9/8/2020	Investment	Read More
	Bank Of America Announces Partnership With iHeartMedia To Bring First-Of-Its-Kind National Audio News Service To The Black Community	6/30/2020	Partnership	Read More

Member Bank	Effort	Release Date	Category	Resource
Barclays	Barclays Celebrates Addition of Juneteenth as a US Federal Holiday	6/19/2021	Observance	Read More
	Barclays Is Helping To Close The Literacy Gap For Low Income Students Disproportionately Impacted By COVID-19	6/1/2021	Partnership	Read More
	Barclays Commits \$1 Million To United Way of Delaware To Provide Free Resources To Black And Minority Small Businesses In Underserved Communities	5/15/2021	Entrepreneurship	Read More
	Barclays Global Supplier Diversity Showcase Presents The Showcase Series, Designed To Announce Our Third-Party Future Demand For The Purpose Of Crowdsourcing Potential Diverse Supplies To Compete For Our Business	3/24/2021	Entrepreneurship	Read More
	Barclays Names First-Ever Chief Diversity Officer, Ray Dempsey.	3/19/2021	Workplace Diversity	Read More
	Barclays Supports Social Innovators Developing Solutions To Tackle Racial Injustice	1/20/2021	Partnership	Read More

Member Bank	Effort	Release Date	Category	Resource
Barclays (Contd.)	Barclays In Partnership With The NFL Created A Social Justice Points Redemption Program Allowing Card Members To Donate Their Rewards To Social Justice Programs Such As The Martin Luther King Center For Change And The National Urban League	1/1/2021	Partnership	Read More
	Colleagues Share What Black History Month Means To Them	10/29/2020	Workplace Diversity	Read More
	Barclays Launches Dedicated Start-Up Accelerator For Black Founders	10/27/2020	Entrepreneurship	Read More
	Barclays Donation Helps Entrepreneurs to Provide Vital Emergency Support at a Time of Crisis for Americans Living in Poverty	10/14/2020	Entrepreneurship	Read More
	Barclays Launches Race at Work Action Plan	10/7/2020	Workplace Diversity	Read More
	Barclays Helps Close The Digital Divide With Remote Training During COVID-19	8/12/2020	Partnership	Read More
	Barclays Signs Race at Work Charter	10/18/2019	Workplace Diversity	Read More
	BBVA USA	BBVA USA Announces Black And African-American Business Resource Group	2/17/2021	Workplace Diversity

Member Bank	Effort	Release Date	Category	Resource
BBVA USA (Contd.)	BBVA USA To Observe Juneteenth	6/16/2020	Observance	Read More
	"BBVA Stands Side-By-Side With Our Black Employees, Customers, And Communities"	6/2/2020	Awareness	Read More
BMO Financial Group	BMO Announces Early Actions Supporting \$5 Billion Commitment to Inclusive Economic Recovery in the U.S.	5/25/2021	Commitments	Read More
	Bold Conversations: One Year Later – What Has Happened Since George Floyd	5/25/2021	Awareness	Read More
	Five Women-Led Startups Selected For BMO Harris Bank And 1871 WMN•Fintech Program	5/21/2021	Entrepreneurship	Read More
	Rush University System for Health and BMO Financial Group Announce \$10 Million Donation to Create the Rush BMO Institute for Health Equity	5/10/2021	Donation	Read More
	Forbes Names BMO Harris Bank One Of The Best Employers For Diversity 2021 For The Third Year In A Row	4/20/2021	Workplace Diversity	Read More
	BMO Celebrates Barrier-Breaking Black-Led Businesses	2/24/2021	Entrepreneurship	Read More

Member Bank	Effort	Release Date	Category	Resource
BMO Financial Group (Contd.)	BMO Named One Of The World's Most Ethical Companies By The Ethisphere Institute For The Fourth Year In A Row	2/23/2021	Workplace Diversity	Read More
	BMO Ad Highlights Empower In Time Magazine's Black Renaissance Issue	2/11/2021	Commitments	Read More
	Investing In Our Communities	2/1/2021	Community Development	Read More
	BMO Celebrates Black History Month	2/1/2021	Observance	Read More
	BMO Harris Bank Earns Top Score On 2021 Corporate Equality Index	1/28/2021	Workplace Diversity	Read More
	BMO Employees Rally Together To Combat Economic And Social Disparity	12/18/2020	Donation	Read More
	BMO Harris Launches Black- And Latin-Owned Small Business Programs	12/1/2020	Minority Lending	Read More
	BMO Commits \$5 Billion To Advance Inclusive Economic Recovery In The U.S.	11/10/2020	Commitments	Read More
	BMO Donation Makes Latino Progresando's New Community Resource Center In Little Village Neighborhood A Reality	11/9/2020	Community Development/Donation	Read More
	Juxtaposition Arts And BMO Harris Bank Create Mural Of Hope & Unity	10/29/2020	Community Development	Read More

Member Bank	Effort	Release Date	Category	Resource
BMO Financial Group (Contd.)	BMO Harris Bank Receives Five-Star Rating From Hispanic Association On Corporate Responsibility	10/1/2020	Workplace Diversity	Read More
	BMO Capital Markets To Donate C\$1.6 Million Following 16th Annual Equity Through Education Trading Day	9/24/2020	Donation	Read More
	Cara And BMO Harris Bank Extend Job Offers As Part Of Workforce Development Program	9/23/2020	Jobs	Read More
	BMO Capital Markets Celebrates 16 Years Of The Equity Through Education Trading Day	9/17/2020	Donation	Read More
	Instituto Del Progreso Latino Pivots To Keep Their Community Safe	9/14/2020	Partnership	Read More
	BMO Unveils New Diversity and Representation Goals for Next Five Years	9/9/2020	Workplace Diversity	Read More
	Five BMO Bankers Named To Crain's 2020 Notable Minorities In Commercial Banking List	7/27/2020	Workplace Diversity	Read More
	BMO Announces Next Steps In Eliminating Racial Injustice	7/13/2020	Commitments	Read More

Member Bank	Effort	Release Date	Category	Resource
BMO Financial Group (Contd.)	BMO Financial Group Donates To Organizations In The U.S. And Canada To Support Social And Racial Justice, And Inclusion	6/3/2020	Donation	Read More
	BMO's Leslie J. Anderson Recognized On Savoy Magazine's 2020 Most Influential Black Executives In Corporate America List	4/16/2020	Leadership	Read More
	A Glorious Success	3/4/2020	Partnership	Read More
	BMO Empower	Ongoing	Commitments	Read More
BNP Paribas	Spring 2021 - BNP Paribas Black History 365	2/1/2021	Events	Read More
	Our Response To Radical Injustices	Ongoing	Support	Read More
BNY Mellon	BNY Mellon Commits \$20 Million To Fund The Future Workforce	11/5/2020	Investment	Read More
	Partnership With Year Up	Ongoing	Partnership	Read More
	Provided Support To Select Organizations Opposing Discrimination And Advancing Equality For All, And Launched The Equality Campaign Matched Giving Program	Ongoing	Support	Read More
Capital One	Empowering Entrepreneurs From Underrepresented Backgrounds	2/23/2021	Entrepreneurship	Read More

Member Bank	Effort	Release Date	Category	Resource
Capital One (Contd.)	Capital One Helps Launch Social Justice Reform Initiative	2/17/2021	Investment	Read More
	Building Digital Connections In The Bronx	2/16/2021	Funding	Read More
	Creating Economic Stability For DC's Ward 8 Residents	2/10/2021	Partnership	Read More
	My Brother's Keeper: The Power Of Transformative Mentoring	2/9/2021	Grants	Read More
	Honoring The Resilience And Progress Of Black Americans	1/26/2021	Partnership	Read More
	Evoking Legacies Of Black Achievements Through Preservation	1/26/2021	Partnership	Read More
	Creating Equal Opportunity Through Digital Access	1/19/2021	Partnership	Read More
	A Star-Studded, Socially-Distant Golf Event Supporting Historically Black Colleges And Universities (HBCUs)	12/7/2020	Investment	Read More
	Resilience Reimagined: The Knowledge House	12/3/2020	Support	Read More
	Fighting Homelessness With Affordable Housing	11/20/2021	Partnership	Read More
	Resilience Reimagined: Boys & Girls Club Of Harlem	11/12/2020	Support	Read More
	A Banker Becomes So Much More For One Afterschool Program	11/10/2020	Partnership	Read More

Member Bank	Effort	Release Date	Category	Resource
Capital One (Contd.)	Capital One And Webster Residence Are Providing Affordable Housing To Formerly Homeless Single Adults In The Bronx Community	10/26/2020	Partnership	Read More
	Student Banking Program Offers Firsthand Financial Education	10/22/2020	Education	Read More
	EduSaveDC Aims To Improve The Finances Of Ward 8 Families	10/13/2020	Education	Read More
	Perspectives: Ijeoma Oluo On Racism In America	9/17/2020	Awareness	Read More
	Café Ambassador Supports Minneapolis Community Amid Unrest	9/1/2020	Investment	Read More
	Perspectives: Exploring Unconscious Bias With Howard Ross	8/27/2020	Awareness	Read More
	Announcing Black Girl Magic Summit Pitch Competition Winners	8/21/2020	Grants	Read More
	MLK Gateway Welcomes Capital One Café To Historic Anacostia	8/19/2020	Community Development	Read More
	Perspectives: Michele Norris On The Race Card Project	7/30/2020	Awareness	Read More
	Capital One's Hunger Relief Efforts	7/2/2020	Grants	Read More
	Capital One's Pledge To Social Justice For Black Communities	6/5/2020	Grants	Read More

Member Bank	Effort	Release Date	Category	Resource
Capital One (Contd.)	A Message From Rich Fairbank, Chairman And CEO	6/2/2020	Commitments	Read More
Charles Schwab	New Ariel-Schwab Black Investor Survey Shows Black Americans Continue To Trail Their White Counterparts In Building Wealth	2/25/2021	Awareness	Read More
	Charles Schwab Establishes Endowed Scholarships To Support Students From Underrepresented Communities	2/23/2021	Scholarships	Read More
CIBC	Loop Capital Markets Was Ranked First In The Categories Of Best Banking Firms For Diversity And Best Banking Firms For Women By Vault In April 2021	6/23/2021	Workplace Diversity	Read More
	CIBC Recognized As One Of Canada's Best Diversity Employers For 2021 For 11th Consecutive Year	3/2/2021	Workplace Diversity	Read More
	CIBC Further Invests In Black Leaders, Changemakers And Entrepreneurs	2/24/2021	Funding	Read More
	CIBC Asset Management Commits To The Responsible Investment Association's Investor Statement On Diversity And Inclusion	10/1/2020	Commitments	Read More
	CIBC Announces Measures To Stand Against Systemic Racism	7/21/2020	Workplace Diversity	Read More

Member Bank	Effort	Release Date	Category	Resource
CIBC (Contd.)	CIBC Contributes \$700,000 To Local Organizations Supporting Black Communities	6/4/2020	Funding	Read More
Citibank	Citi Hires Black-Owned Firms Exclusively To Distribute \$2.5 Billion Bond Issuance In Commemoration Of Dr. Martin Luther King Jr. Day	1/28/2021	Commitments	Read More
	Citi Launches More Than \$1 Billion In Strategic Initiatives To Help Close The Racial Wealth Gap	9/23/2020	Funding	Read More
	I Can't Breathe	5/29/2020	Awareness	Read More
	Action For Racial Equality	Ongoing	Commitments	Read More
Citizens Bank	Citizens Joins With Everfi To Present Inaugural Black History Month Challenge	2/8/2021	Scholarships	Read More
	Citizens Bank Announces Award Of Grants For Minority-Owned Small Businesses	9/30/2020	Grants	Read More
	Citizens Announces \$10 Million Investment To Promote Social Equity And Advance Economic Opportunity In Underserved Communities	6/25/2020	Investment	Read More
	Our Journey For Social Equity	Ongoing	Various Programs	Read More

Member Bank	Effort	Release Date	Category	Resource
Comerica	Comerica Bank Takes Part In HACR Research Initiative Measuring Hispanic Inclusion In Corporate America	9/29/2020	Workplace Diversity	Read More
	Comerica Bank Partners With Minority Depository Institutions	8/19/2020	Partnership	Read More
	Comerica Bank And National Business League Announce \$1 Million Commitment To Support Black-Owned Small Businesses	6/19/2020	Funding	Read More
	Comerica Bank Earns Top 3 Rating On DiversityInc Top Regional Companies For Diversity List	5/11/2020	Workplace Diversity	Read More
Discover	Discover Expands Fully Funded Undergraduate Degree Program to Include University of Arizona and Paul Quinn College, One of the Nation's Oldest HBCUs	6/3/2021	Education	Read More
	Discover To Open New Customer Care Center In Chicago's Chatham Neighborhood And Bring Nearly 1,000 Full-Time Jobs To The Area	4/4/2021	Jobs	Read More
	Discover Commits \$5 Million To Support Black-Owned Restaurants	7/6/2020	Commitments	Read More
	Message From Roger Hochschild: Rising To The Call Of Anti-Racism	6/1/2020	Donation	Read More

Member Bank	Effort	Release Date	Category	Resource
Fifth Third Bank	Diversity Statement	Ongoing	Workplace Diversity	Read More
	Diversity and Inclusion in the Workplace	Ongoing	Workplace Diversity	Read More
	Capital for Minority-Owned Small Businesses	Ongoing	Investment	Read More
	Fifth Third Boosts Investment in Detroit Minority Depository Institution	6/14/2021	Investment	Read More
	Fifth Third Bank Celebrates Juneteenth	6/17/2021	Observance	Read More
	Fifth Third Bank's 53 Ideas Competition Supports Entrepreneurs With Capital & Training	5/2/2021	Entrepreneurship	Read More
	Fifth Third Bank Named to Forbes Best Employers for Diversity 2021 List	4/23/2021	Workplace Diversity	Read More
	Fifth Third Bank, National Minority Development Council Launch Certificate Program for Small Businesses	4/15/2021	Entrepreneurship	Read More
	Fifth Third Bank Hosts Inaugural HBCU Leadership Conference	4/12/2021	Workplace Diversity	Read More
	Fifth Third Marks National Financial Capability Month With Virtual Financial Literacy Events with Operation Hope	4/5/2021	Education	Read More

Member Bank	Effort	Release Date	Category	Resource
Fifth Third Bank (Contd.)	Fifth Third Exceeds Five-Year Community Commitment, Achieves \$41.6 Billion in Support Against \$32 Billion Goal	4/2/2021	Community Development	Read More
	Fifth Third Foundation Announces Recipients Of \$1.2 Million In Grants For Black, Woman-Owned Businesses	3/23/2021	Grants	Read More
	Ethisphere Announces Fifth Third Bank As One Of The 2021 World's Most Ethical Companies	2/23/2021	Workplace Diversity	Read More
	Fifth Third Executive Vice President Joins National Urban League Board of Directors	2/12/2021	Workplace Diversity	Read More
	Fifth Third Bank Announces \$2.8 Billion Investment To Accelerate Racial Equity, Equality And Inclusion	12/7/2020	Investment	Read More
	Fifth Third Bank Names Executive Vice President Kala Gibson Chief Enterprise Corporate Responsibility Officer & Head of Business Banking	12/1/2020	Workplace Diversity	Read More
	Fifth Third Bank Offers Career Development Programming for HBCU Students	10/27/2020	Career Development	Read More

Member Bank	Effort	Release Date	Category	Resource
Fifth Third Bank (Contd.)	Fifth Third Foundation Powers \$1.2 Million Innovation Meets Main Street Program For Black, Women-Owned Entrepreneurs	9/14/2020	Entrepreneurship	Read More
	Fifth Third Bank Joins HBCU Partnership Challenge	9/3/2020	Education	Read More
	The Charlotte R. Schmidlapp Fund, Fifth Third Bank, Trustee, Gives \$1.6 Million Endowment To Support Career Development Of Minority Women In Medicine And Biomedical Research	8/13/2020	Career Development	Read More
	Fifth Third To Observe Juneteenth Day	6/15/2020	Observance	Read More
First Horizon	First Horizon Names Anthony C. Hood, PhD As Chief Diversity, Equity And Inclusion Officer	10/29/2020	Workplace Diversity	Read More
Goldman Sachs	Update On Inclusion And Diversity At Goldman Sachs, Including New Aspirational Goals	8/5/2020	Workplace Diversity	Read More
	Goldman Sachs Announces Fund For Racial Equity Grant Recipients	6/18/2020	Grants	Read More
	Goldman Sachs Announces 2020 Launch With GS Black And Latinx Entrepreneur Cohort	5/14/2020	Entrepreneurship	Read More

Member Bank	Effort	Release Date	Category	Resource
Goldman Sachs (Contd.)	Goldman Sachs Commits \$10 Billion In Investment Capital And \$100 Million In Philanthropic Capital To Impact The Lives Of 1 Million Black Women	3/10/2020	Investment	Read More
HSBC USA	Racial and Ethnic Diversity Data Published	10/28/2020	Workplace Diversity	Read More
	HSBC Bank USA Grants \$800,000 To Support Minority-, Women- And Immigrant-Owned Businesses	10/1/2020	Grants	Read More
	Ralph Jardine Named US Head Of Inclusion And Culture	9/24/2020	Workplace Diversity	Read More
	Six-Pillar Framework To Improve Inclusion For The Black/African-American Community	8/31/2020	Workplace Diversity	Read More
	HSBC Bank And The Center For An Urban Future Sponsor Forum To Discuss Challenges Facing Immigrant- And Minority-Owned Businesses As A Result Of The COVID-19 Pandemic	8/11/2020	Awareness	Read More
	Global Race Commitments	7/28/2020	Workplace Diversity	Read More
	HSBC Bank USA Named Among Top 50 Companies In DiversityInc's Annual Ranking	5/14/2020	Workplace Diversity	Read More

Member Bank	Effort	Release Date	Category	Resource
Huntington	Huntington Launches A New \$25 Million Lending Program Dedicated To Minority-, Women- And Veteran-Owned Businesses	10/20/2020	Entrepreneurship	Read More
	Diversity, Equity & Inclusion (DEI) At Huntington	Ongoing	Awareness	Read More
	Huntington Launches 5-Year, \$20B Effort Toward Income Equality	9/2/2020	Investment	Read More
JPMC	JPMorgan Chase Commits \$350 Million To Grow Black-, Latinx- And Women-Owned Small Businesses	2/25/2020	Investment	Read More
	JPMorgan Chase Announces Initiatives To Support Minority-Owned And Diverse-Led Financial Institutions	2/23/2021	Investment	Read More
	JPMorgan Chase Commits \$30 Billion To Advance Racial Equity	10/8/2020	Investment	Read More
KeyBank	Starting Meaningful Conversations About Racial Inequity	Ongoing	Awareness	Read More
	Diversity, Equity, and Inclusion Resource Page	Ongoing	Commitments	Read More
	Diversity, Equity, and Inclusion 2020 Environmental, Social, and Governance Report	2020	Commitments	Read More

Member Bank	Effort	Release Date	Category	Resource
KeyBank (Contd.)	KeyBank Donates \$300,000 In COVID-19 And Social Justice Support To Central And Southwestern Ohio Nonprofits	10/1/2020	Donation	Read More
M&T Bank	M&T Bank And Wilmington Trust Announce Partnership With Schomburg Center For Black History Month	2/1/2020	Partnership	Read More
	M&T Bank Supports University Of Maryland, Baltimore's Community Engagement Center With \$50,000 Gift Will Help Fund Financial Education And Career Training For West Baltimore Residents	12/14/2020	Investment	Read More
	M&T Bank Launches Local Tech Apprenticeship Program To Expand Computer Science And Engineering Skills In Underrepresented Communities	11/16/2020	Education	Read More
MUFG	Union Bank Announces \$10 Million Commitment To Philanthropic Organizations Dedicated To Creating A More Economically Inclusive Society	6/18/2020	Donation	Read More
Northern Trust	Event with Chicago Fed: Accelerating Business Diversity in Chicago	6/3/2021	Events	Read More

Member Bank	Effort	Release Date	Category	Resource
Northern Trust (Contd.)	Northern Trust Expands Supplier Diversity	5/26/2021	Program	Read More
	Siemens Foundation And Northern Trust To Invest \$10M In Community Development Financial Institutions To Support Racial And Social Equity In Underserved Communities	1/14/2021	Investment	Read More
	Racial Injustice Spurs Northern Trust Chief To Break His Silence	8/16/2020	Awareness	Read More
	Northern Trust Commits US\$20 Million To Reduce Opportunity Gap	6/15/2020	Investment	Read More
	Northern Trust Provides \$100 Million in Small Business Support	5/11/2020	Funding	Read More
	PNC	As Of June 21, 2021 (Roughly 1 Year Since Announcement And Starting Jan 1, 2021) – PNC Has Deployed \$207M Of Capital In Loans And Equity Investments To Fulfill Its Pledge Of \$1B To Help End Systemic Racism And Support Economic Empowerment Of African-Americans And Low- And Moderate-Income Communities	6/21/2021	Investment

Member Bank	Effort	Release Date	Category	Resource
PNC (Contd.)	PNC Foundation To Partner With Sesame Workshop To Address Racial Justice Through \$6.2 Million Grant	5/19/2021	Community Development	Read More
	PNC Announces \$88 Billion Community Benefits Plan	4/27/2021	Community Development	Read More
	PNC First Bank To Offer Two Bank On Certified Accounts	3/30/2021	Community Development	Read More
	Empowerment & Inclusion Capital I Corp., the First Purpose-Driven SPAC Focused on Acquiring a Diverse or Inclusive Business, Sponsored by The PNC Financial Services Group, Inc. and Jefferies Financial Group Inc., Announces Pricing of Upsized \$240 Million Initial Public Offering	1/7/2021	Investment	Read More
	PNC Commits \$10M To Support Small Businesses In Pittsburgh	8/13/2020	Investment	Read More
	PNC Commits More Than \$1 Billion To Help End Systemic Racism And Support Economic Empowerment Of African-Americans And Low- And Moderate-Income Communities	6/18/2020	Investment	Read More
	PNC To Close Early In Observance Of Juneteenth	6/17/2020	Observance	Read More

Member Bank	Effort	Release Date	Category	Resource
PNC (Contd.)	A Message From PNC Chairman, President And CEO Bill Demchak	Ongoing	Awareness	Read More
	PNC Bank Exec Says To Expect More Investments In Racial Justice In Greater Washington	7/14/2020	Investment	Read More
	Investor In Greenwood, An Atlanta-Based Digital Banking Platform Serving Black And Latino Business Owners And Individuals Nationwide	3/25/2021	Investment	Read More
	Invested In Goalsetter, A Black-Owned Finance App That Teaches Financial Literacy To Children Of All Ages	1/25/2021	Investment	Read More
	Introduced Paid Time Off For Cultural Observances For PNC Employees	Ongoing	Workplace Diversity	Read More
	Launched Internal 2021 Year Of Inclusion Communication And Programming To Embed D&I Best Practices Deeper Into The Company	Ongoing	Workplace Diversity	Read More
	Popular	Popular Bank Named Among First Investors of NWK FAM Fund	10/13/2020	Investment
Raymond James	Raymond James Leadership Pledges Continued Commitment To The Black Community And Programming To Address Racial Inequality	6/23/2020	Workplace Diversity, Investment	Read More

Member Bank	Effort	Release Date	Category	Resource
Regions	A New Way for Banks to Think About Supporting CDFIs	5/24/2021	Community Development	Read More
	Executives with Regions Bank and the PGA TOUR Discuss Equity and Community Engagement at the Regions Tradition	5/6/2021	Community Development	Read More
	Regions Receives 2021 A.G. Gaston Award for Longstanding Support of African-American Entrepreneurship	2/25/2021	Entrepreneurship	Read More
	Regions Participates In Black & Latino Economic Summit	2/18/2021	Community Development	Read More
	Equity. Opportunity. Inclusion. Regions' Ming-White Joins CEO Action Fellowship	10/12/2020	Workplace Diversity	Read More
	Regions Bank And Regions Foundation Build On Investments Supporting Racial Equity And Economic Empowerment	6/30/2020	Investment	Read More
	Regions Bank Closing Early On June 19 To Observe Juneteenth	6/18/2020	Observance	Read More
	Santander	Santander Bank Expands Its Signature Cultivate Small Business Program To Help Early-Stage Food Entrepreneurs Strengthen Their Businesses	5/11/2021	Entrepreneurship

Member Bank	Effort	Release Date	Category	Resource
Santander (Contd.)	Santander Consumer USA Partners with Operation HOPE to Provide Financial Wellness Program for Employees	2/2/2021	Partnership	Read More
	Santander US Signs The Hispanic Promise	10/16/2020	Workplace Diversity	Read More
	Santander US Announces \$5.2 Million In Giving And Initiatives Supporting Social Equity	7/2/2020	Investment	Read More
	Santander US Announces Closures In Observance Of Juneteenth	6/15/2020	Observance	Read More
State Street	The New Commonwealth Racial Equity And Social Justice Fund Announces Multi-Million Dollar Contributions From Eastern Bank Charitable Foundation And State Street Foundation	7/22/2020	Investment	Read More
	Racism Degrades All Of Us	6/1/2020	Awareness	Read More
Synchrony	Synchrony Commits \$15 Million to Black, Latinx and Female VC Funds - <i>Investment to Support Underserved Founders and Communities</i>	5/20/2021	Investment	Read More

Member Bank	Effort	Release Date	Category	Resource
Synchrony (Contd.)	Synchrony Launches Initiative to Advance Education Equity: -Company to Invest \$50 Million to Expand Access to Higher Education, Skills Training and Financial Knowledge Needed to Succeed -‘Education as an Equalizer’ Aims to Empower Students, Communities and Employees to Build a Stronger, More Inclusive Future	5/13/2021	Investment	Read More
	Diversity and Inclusion at Synchrony – Fact Sheet	5/1/2021	Awareness	Read More
	Synchrony Joins Coalition to Hire One Million Black Americans in 10 Years	4/20/2021	Workplace Diversity	Read More
	Diversity & Inclusion at Synchrony: What We've Heard & What We're Doing	11/2/2020	Workplace Diversity	Read More
	Synchrony Recognized for Leading Diversity And Inclusion Efforts	8/27/2020	Workplace Diversity	Read More
	Synchrony Sets Up Task Force to Address Racial Equality at Firm	6/25/2020	Workplace Diversity	Read More
	Synchrony and the Synchrony Foundation Pledge \$5 Million to Organizations Supporting Social Justice and Equity	6/25/2020	Investment	Read More

Member Bank	Effort	Release Date	Category	Resource
Synchrony (Contd.)	Resolving To Build A More Just Society	2/1/2020	Awareness	Read More
Synovus	Synovus Makes \$1 Million Contribution To UNCF, Names Scholarship Fund In Honor Of State Representative Calvin Smyre	8/4/2020	Education	Read More
TD	First Book Launches Black Kids Matter Campaign to Amplify and Celebrate Young Black Voices	6/15/2021	Partnership	Read More
	TD Bank Announces \$100 Million Equity Fund to Support Minority-Owned Small Businesses	6/2/2021	Investment	Read More
	TD Bank Rises to #14 on DiversityInc's Top 50 Companies for 2021	5/17/2021	Investment	Read More
	TD Releases 2020 Environmental, Social and Governance Report and TD Ready Commitment Report	3/5/2021	Partnership	Read More
	MLK Day: TD Honors Commitment To Racial And Social Justice	1/19/2021	Awareness	Read More
	International African American Museum Receives New Markets Tax Credits from TD Community Development Corporation	10/14/2020	Investment	Read More

Member Bank	Effort	Release Date	Category	Resource
TD (Contd.)	The TD Community Resilience Initiative Will Support United Way's Atlantic Compassion Fund To Help Seniors, Children, LGBTQ2+ Youth And Black Communities	10/14/2020	Donation	Read More
	The TD Charitable Foundation Provides \$4.9 Million to Address Growing Rental Burden Crisis	9/14/2020	Philanthropy	Read More
Truist	The Truist Foundation Awards Purpose Built Communities \$7 Million Grant	11/17/2020	Grants	Read More
	Truist Donates \$40 Million To Launch Innovative Nonprofit Fund Supporting Ethnically, Racially Diverse And Women-Owned Small Businesses	9/23/2020	Donation	Read More
	United Way And Truist Partner With First National Youth Poet Laureate To Spread Message Of Unity	7/20/2020	Partnership	Read More
UBS	UBS Partners With Southern Intercollegiate Athletic Conference To Invest In The Next Generation Of Talent	2/23/2021	Education	Read More
	UBS Nextgen Leaders	Ongoing	Education	Read More
	Tom Naratil: Investing In Our People And Our Communities	7/1/2020	Commitments	Read More

Member Bank	Effort	Release Date	Category	Resource
UBS (Contd.)	A Societal And Generational Mind Shift	2/9/2021	Awareness	Read More
	Unfiltered Conversation: Organizations And The Fight For Justice, Equality And Opportunity	12/10/2020	Awareness	Read More
U.S. Bank	This U.S. Banker Created A New Role Teaching Diverse Youth About Building Wealth	6/21/2021	Education	Read More
	For Juneteenth, Heed 'Separate and Unequal' Warning And Move Forward Together	6/17/2021	Observance	Read More
	BankThink: End Racial Disparity In Awarding New Markets Tax Credit Funds	5/12/2021	Other	Read More
	DiversityInc Top 50 Companies	5/7/2021	Workplace Diversity	Read More
	U.S. Bank Supports Russell Innovation Center	5/4/2021	Investment/Entrepreneurship	Read More
	U.S. Bank Access Fund	5/4/2021	Investment/Entrepreneurship	Read More
	U.S. Bank Named By LinkedIn To 50 Best Workplaces To Grow Your Career	4/29/2021	Workplace Diversity	Read More
	#StopAsianHate: U.S. Bank Provides Additional Support To AAPI Organizations	4/6/2021	Grants	Read More
	Milwaukee Developer Brandon Rule Aims To Help Close The Racial Wealth Gap	2/19/2021	Community Development	Read More

Member Bank	Effort	Release Date	Category	Resource
U.S. Bank (Contd.)	U.S. Bank Launches New Approach To Build Wealth And Create Access For Diverse Communities	2/17/2021	Investment	Read More
	U.S. Bank Continues Arts Support In Charlotte With Jazz Masterpiece Celebrating Black History Month	2/8/2021	Grants	Read More
	U.S. Bank Access Commitment	2/6/2021	Community Development	Read More
	Civil Rights Pioneer Leona Tate Has Big Plans For The Redeveloped McDonogh 19 School	2/1/2021	Investment	Read More
	U.S. Banker Alicia Townsend Bridges Family Generations On MLK Day	2/14/2021	Awareness	Read More
	U.S. Bank Hosts Virtual Trade Show To Boost Supplier Diversity	12/16/2020	Workplace Diversity	Read More
	Entrepreneur Eric Seals Is Growing Digifé With A Focus On Diversity In Storytelling	11/16/2020	Donation	Read More
	Minneapolis Business Owners Take Virtual Stage With U.S. Bank Diversity Executive At The Atlantic Festival 2020	9/24/2020	Investment	Read More
	U.S. Bank Donates \$5 Million To Local Communities As Part Of Rebuild And Transform Fund	9/23/2020	Donation	Read More

Member Bank	Effort	Release Date	Category	Resource
U.S. Bank (Contd.)	U.S. Bank Outlines Details Of \$15 Million Rebuild And Transform Fund	8/19/2020	Donation	Read More
	U.S. Bank's \$5M In Grants To Twin Cities Includes Funds For Trauma Care	8/18/2020	Grants	Read More
	U.S. Bank Announces \$1 Million In Grants To Black-Led CDFIs	8/10/2020	Grants	Read More
	Summer Interns Bring Diverse Experiences, Perspectives And Skills To U.S. Bank	8/6/2020	Workplace Diversity	Read More
	U.S. Bank Foundation Partners With Girls With Impact	7/7/2020	Partnership	Read More
	U.S. Bank To Close Branches Early To Recognize Juneteenth	6/16/2020	Observance	Read More
	U.S. Bank Chief Diversity Officer Greg Cunningham On Responding To Tragedy In Minneapolis	6/3/2020	Awareness	Read More
	U.S. Bank Climbs The DiversityInc Top 50 Companies For Diversity List In 2020	5/6/2020	Workplace Diversity	Read More
Wells Fargo	Wells Fargo's Open For Business Fund Boosts Access To Minority Lending	1/19/2021	Minority Lending	Read More
	Wells Fargo Names Kleber Santos As Head Of Diverse Segments, Representation And Inclusion	11/2/2020	Workplace Diversity	Read More

Member Bank	Effort	Release Date	Category	Resource
Wells Fargo (Contd.)	Wells Fargo NeighborhoodLIFT Program Helps Narrow Homeownership Gap In Minneapolis And St. Paul	10/15/2020	Investment/Homeownership	Read More
	Wells Fargo's Diversity Initiative To Hire More Black Leaders Probed By Labor Department	10/7/2020	Workplace Diversity	Read More
	Wells Fargo Funds Legal Assistance For Renters At Risk Of Eviction	9/24/2020	Grants	Read More
	CEO Charlie Scharf Reinforces Commitment To Diversity And Inclusion	9/23/2020	Workplace Diversity	Read More
	Wells Fargo Progress on Diversity, Equity & Inclusion	Ongoing	Commitments	Read More
Zions	Zions Bank Aims To Bring More Diverse Businesses To Its Supply Chain	2/24/2021	Workplace Diversity	Read More
	Martin Luther King Jr.'s Push For Economic Inclusion	2/11/2021	Awareness	Read More
	“Buy Black Friday” In Support Of Black-Owned Small Businesses On Nov. 27	11/23/2020	Support	Read More
	Sign Up For Zions Bank’s Spanish-Language Entrepreneur Workshop	6/16/2020	Entrepreneurship	Read More