



# The Big Shift: From “Friendly” to “Welcoming” RBC, Employee Diversity and Community Commitment

Laurie Davidson – Regional Vice President Greater Hamilton

Presentation based on excerpts from: RBC 2014 Diversity and Inclusion Report and RBC Diversity Blueprint 2012-2015. Full reports can be accessed at: <http://www.rbc.com/diversity/index.html>



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# Outline

- The Case for Diversity and Inclusion
- Composition of RBC work force & goals for the future
- Investing in Employee Diversity
- Investing in our Communities



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# The Case for Diversity and RBC Priorities

- The Case for Diversity and Inclusion
  - Represents incredible business and economical potential
  - Need and benefit of diverse recruitment and employee development
  - Ethical case for diversity
  
- RBC Diversity Priorities and Objectives
  - To be the Recognized leader in workforce diversity
  - To be the Financial institution of choice for diverse clients
  - Leverage diversity for the growth of RBC, clients, and communities



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# Our Progress: Composition of RBC Workforce

	2014	2013	2006
Visible Minorities	32%	31%	24%
Visible Minorities in middle management and above	32%	31%	21%
Visible minorities in executive roles	16%	15%	9%

- Observations and goals
  - Continue to increase representation of minorities in leadership globally
  - Need to represent our diverse communities in our workplaces
  - Attracting, employing, integrating immigrants is imperative for RBC and Canada to succeed in global market place



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# Investing in Employee Diversity

- Newcomer Employment Program
  - RBC Career Edge Host Program
    - Program gives businesses low risk, cost effective recruitment solution
    - Connect newcomers with roles appropriate to their levels of skill and global experience
- Employee Resource Groups
  - RBC employees drive diversity and inclusion deeper by coordinating and participating in ERG's.
  - Grassroots organizations help members develop personally and professionally
  - Mosaic ERG: help foster an inclusive culture by enabling the success of visible minorities and newcomers



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# RBC Community Pillar Beliefs

- Must not only advance within own organization, we must proactively support and participate in community activities and help implement community solutions.
  - In 2015 RBC Foundation donated in excess of \$10 million to support diversity initiatives in Canada
- Best solutions result when collective perspectives and capabilities of all stakeholders come together
- Support multilateral efforts which partner clients, experts, public/private sector companies, governments, NGO's and not for profits.



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