

DIVERSITY & INCLUSION AT DTCC

About DTCC

OUR PROMISE: As a global financial services leader, we proactively develop solutions to secure today's marketplace, while shaping the future of our industry. We promise to stand at the forefront of innovation to mitigate risk, create market efficiencies and reduce costs.

**ADVANCING
FINANCIAL
MARKETS.
TOGETHER.**

With over **45 years of experience**, DTCC is the **premier post-trade market infrastructure** for the global financial services industry.

From operating facilities and data centers around the world DTCC, through its subsidiaries, **automates**, **centralizes**, and **standardizes** the processing of financial transactions across the trade lifecycle and **mitigates risk** for **thousands of institutions** worldwide.

We Bring Economies Of Scale

FIXED INCOME CLEARING

Processing **\$4.9 trillion** per day in U.S. Government and Mortgage-Backed Securities

MATCHING SETTLEMENT & ASSET SERVICES

Worlds largest depository holds **1.36 Million** active U.S issues worth **\$63 Trillion**

Settles **654 Million** U.S. Transactions per year

\$2.15
QUADRILLION

securities processed in 2019

EQUITY CLEARING

Clears **106 Million** Broker-to-Broker Transactions Per Day

Worth **\$1.18 Trillion** for **50+** Exchanges and Trading Venues

DERIVATIVES REPORTING

Covers all asset classes and processes **14 billion** messages annually for **5,000+** firms globally

60+ regulators across the globe have access to our data from across **35** countries

Our unique capabilities and decades of experience deliver a network no other market infrastructure can match – **6,300 CLIENTS IN 70 COUNTRIES.**

D&I @ DTCC



Our Commitment

Our employees underpin our success. DTCC's D&I journey is not just about a specific group, it's for all of us, together

Diversity

everyone has a seat at the table – where the table looks like society at large



Inclusion

everyone you've invited to sit there feels welcome and recognized

The Vision

Harness the full array of talent, ideas and attributes offered by our global workforce to discover increasingly better ways to deliver for our clients

Our Mission

Fully integrate D&I and the DTCC community by fostering an environment where every employee is valued, respected, and plays an active part in the company's success.

Leading by Example



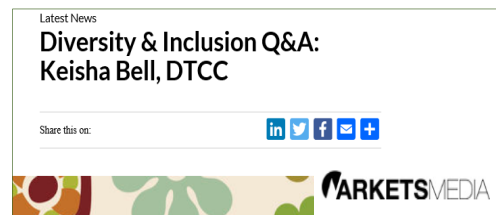
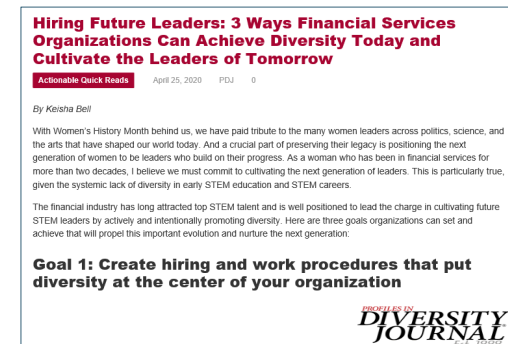
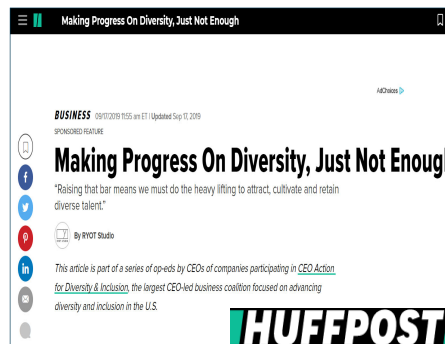
“Diverse organizations outperform non-diverse companies in virtually every metric used, and the changing face of society and our population will continue to be — as it’s always been — a source of strength and dynamism”

— Mike Bodson, DTCC President and CEO



“Longer term, I hope we see organizations truly reflect all members of society, where every person is respected and encouraged to do their best. I am proud to be a part of DTCC’s D&I initiatives, and am excited to see these efforts continue to grow in the years to come.”

- Keisha Bell, DTCC Head of Diverse Talent Management & Advancement



DTCC Board of Directors – 35% women



Michael C. Bodson
President and Chief Executive Officer, DTCC; President and Chief Executive Officer of DTC, FICC and NSCC



Robert L.D. Colby
Chief Legal Officer, Financial Industry Regulatory Authority (FINRA)



Deborah Cunningham
Chief Investment Officer of Global Liquidity Markets at Federated Hermes, Inc.



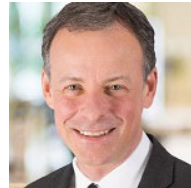
Robert Druskin
Non-Executive Chairman of DTCC's Board and Chairman of the Board Executive Committee



Shawn K. Feeney
Managing Director and Chief Administrative Officer, North America Markets and Securities Services, Citigroup



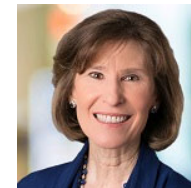
Claudine Gallagher
Managing Director and Americas Head of Securities Services, BNP Paribas



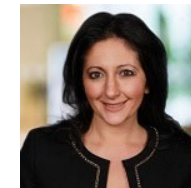
David S. Goone
Chief Strategic Officer, Intercontinental Exchange (ICE)



Kieran Hanrahan
Managing Director, Corporate and Investment Bank, J.P. Morgan Chase



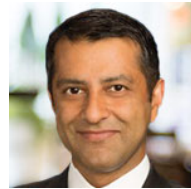
Lori Hricik
Former Chief Executive Officer and Head of Treasury Services, JP Morgan



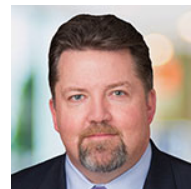
Pinar Kip Williamson
Executive Vice President, Global Head of the Transformation and Client Delivery Management, State Street



Kathleen Lynch
Chief Operating Officer, UBS Americas and Wealth Management Americas (WMA)



Raj Mahajan
Global Head, Systematic Client Franchise, Goldman Sachs



Graeme McEvoy
Managing Director, Global Operations Division, Morgan Stanley



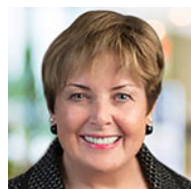
Craig Messinger
CEO for Virtu Americas LLC



Joseph Noto
Managing Director and the Americas Treasurer, Barclays



Emily Portney
Head of Asset Servicing, Americas for Bank of New York Mellon Corporation



Ann N. Reese
Founder and Co-Executive Director, The Center for Adoption Policy



Paul Simpson
Global Banking & Markets Operations Executive, Bank of America



Gary H. Stern
Former President and Chief Executive Officer, Federal Reserve Bank of Minneapolis



Joseph Weinhoff
Treasurer and Chief Investment Officer, EDF Man Capital Markets Inc. (MCM)

Awards & Advocacy



2020 Best Employers for Diversity



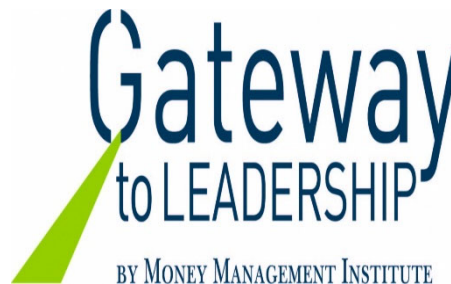
America's Best Mid-Size Employers
– 2 consecutive years



Best Place to Work
– 8 consecutive years



2016 Editor's Award for Diversity
– Industry Leaders Awards



2016 Gateway to Leadership Award
- Growing & Fostering Diverse Talent



Corporate Leadership Award
– 2013 Support for Marriage Equality

Awards & Advocacy



100+ Corporations & Partner Organizations Support COVID-19 Action Agenda

Ascend, ALPFA, Catalyst, The Conference Board, MLT, NABA, NCAI, NOD, Out & Equal and Tanenbaum Collaborate on COVID-19 Action Response



EQUALITY ACT

#EqualityAct

116th Congress: H.R. 5, S. 788



Florida Competitive Workforce Act



Business Coalition for Defense of Marriage Act Repeal

**Bingham Amicus Brief Signatory
US vs Windsor, 2013**

Milestones on our journey



FOR THE FIRST TIME IN 2019, **MORE WOMEN PROMOTED AS MANAGING DIRECTORS IN A SINGLE YEAR**



SECOND CONSECUTIVE YEAR (2019), WHERE **WOMEN PROMOTED TO EXECUTIVE DIRECTORS** EXCEEDED THE NUMBER OF MEN



CONTINUOUSLY **IMPROVED EMPLOYEE ENGAGEMENT SCORES FOR DIVERSITY & INCLUSION**, 8 POINTS ABOVE BENCHMARK



COMPLETED RESPONSE TO THE FIRST SEC **DIVERSITY AND INCLUSION SELF-ASSESSMENT** RESULTING FROM DODD FRANK 342 (Diversity Clause)



INTRODUCED **INCLUSIVE PARTNER BENEFITS** AND **EXPANDED MILITARY AND PARENTAL LEAVE BENEFITS**

42% EMPLOYEES - ACTIVELY ENGAGED ACROSS EIGHT EMPLOYEE RESOURCE GROUPS



ARISE



BOLD



IGNITE



MVP



PRIDE+



UNIDOS



weTHRIVE



WINS

Diverse Talent Management & Advancement (DTMA)

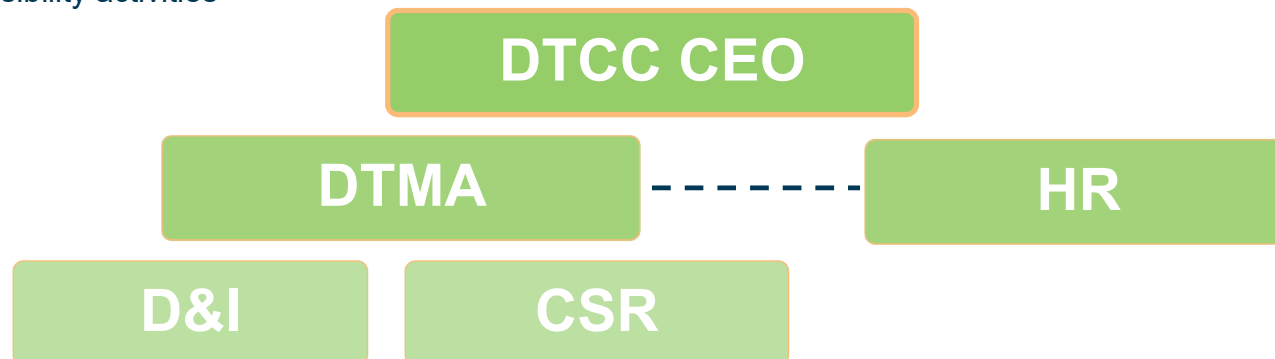
Overview

Established in 2018, under direct oversight of the CEO and partnership with Human Resources (HR)

Goal: align with DTCC's Strategic Goals and Company Values of growing and sustaining a diverse and inclusive workplace

Main Focus Areas:

- A fully integrated Diversity and Inclusion strategy
- Identification of diverse talent across all departments and plan for their continued growth
- Strengthening DTCC's Brand Equity
- Developing robust pipeline of diverse candidates
- Establishing accountability and transparency of career development and promotion processes
- Calibrating existing Diversity & Inclusion framework, policies and practices, Employee Resource Groups and Corporate Social Responsibility activities



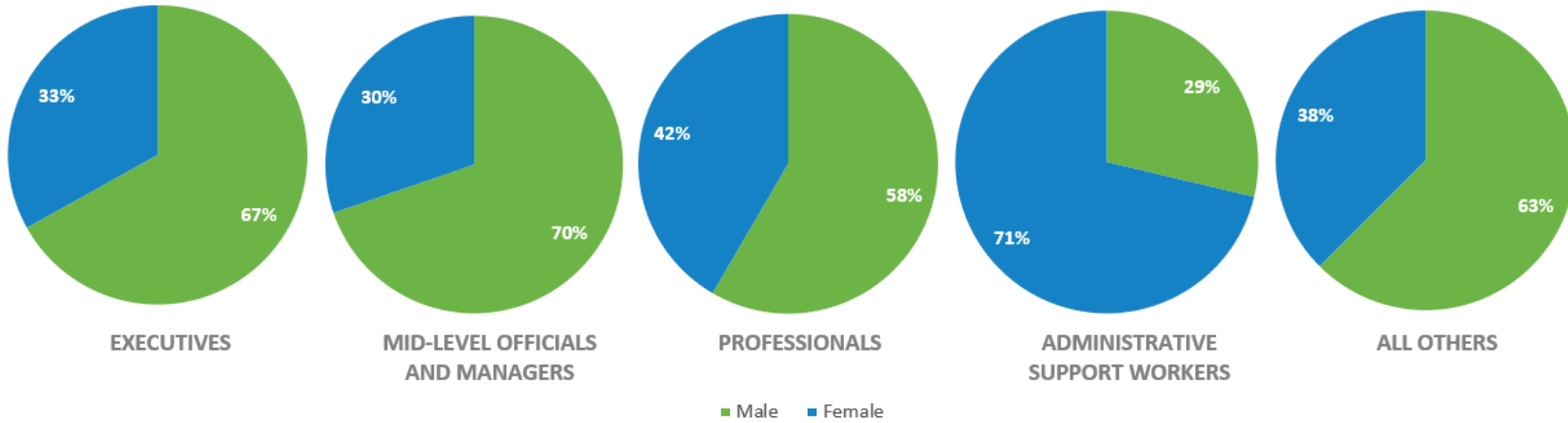
Our Strategy and Approach



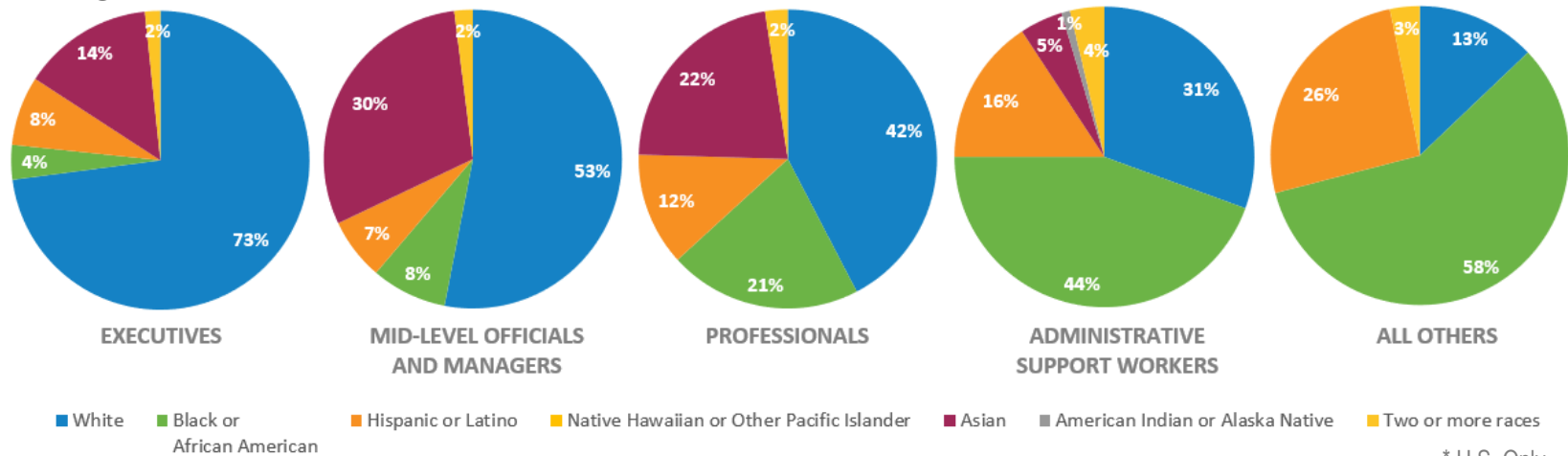
We are building our organization's capacity for innovation and agility, and ensuring a strong, culturally and competent workforce for the future.

DTCC Workforce Representation (as of June 30, 2020)

GENDER

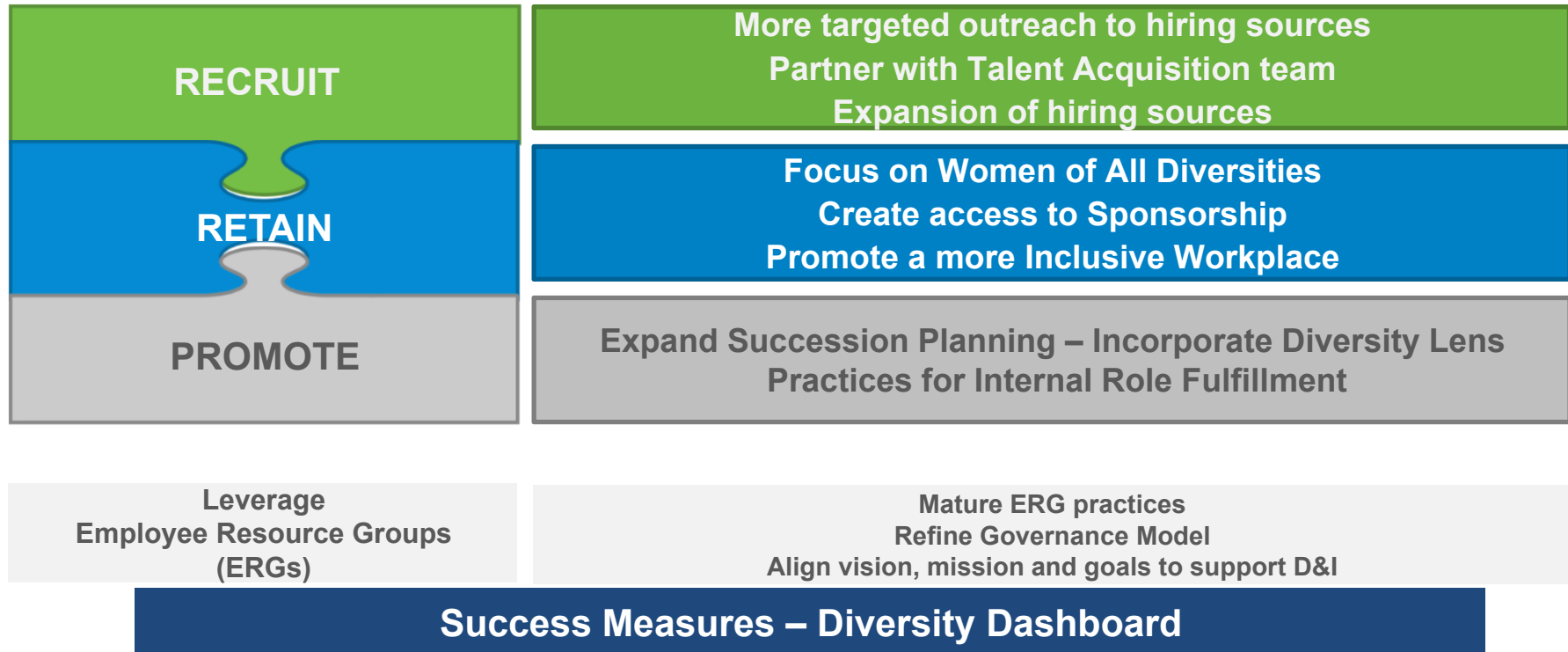


ETHNICITY*



* U.S. Only

2020 Focus: Recruit, Retain, Promote women of all backgrounds



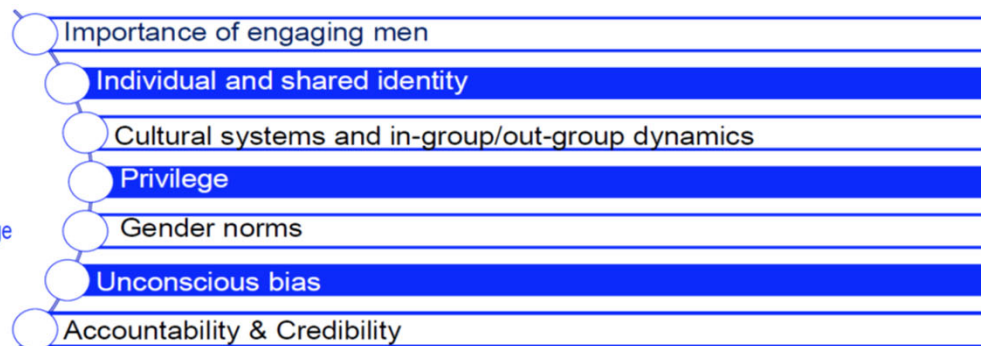
Theme - Year of Allies and Sponsors

Talent Advancement 2019 – 2020 Key Programs

Men as Allies for Advancing Gender Equality: Workplace Conversations



**MARC
Leaders**
Creating Partnership For Change



Advancing Women Leaders

– 16 Women Directors

- 1.5 Year formal sponsorship program for cultivating future senior level talent pipeline
- Assigned Formal Sponsors
- Customized coaching and development

Emerging Women Leaders

– 16 Associate Directors + 11 Senior Associates

- 6 month formal leadership and coaching program for women identified as upcoming leaders and high performers

Re-Emerge Internships



- Return to Work Internship / “Returnship” program to support re-entry of senior or mid-career professionals into the workforce who have taken a break from employment

Reflections: Men Advocating for Real Change Workshops

- Determine your personal perspective and position on the topic of women's advancement. It's important to process and acknowledge your own thinking so you can be prepared before you act.
- Recognize and accept your own biases. Identify how you may have acquired them - personal history, professional life and / or media?
- Male leaders must acknowledge and accept their privilege
- Recognize that barriers do exist for women's advancement
- Educate yourself
- Raise your hand as allies and sponsors. Male leaders need to advocate for women's growth and exemplify the inclusive culture that is required in order to be successful
- As male colleagues or people manager of women in your organization, evaluate your daily practices and behaviors. What must you change based on the learnings from the workshop?
- Commit yourself to objective listening and learning so you can understand more deeply
- Incorporate in your annual plans as appropriate

Recent events: societal racism and impact in the workplace

This pandemic, the killing of George Floyd and subsequent global protests is a poignant reminder of pervasive societal racism, and the daily trauma and emotional experiences of our black and brown colleagues. Yet, they separate it, continue to show up and perform on daily basis.

- ❑ **Covering** in the workplace: The act of concealing an aspect of one's self to avoid making other people feel uncomfortable or to lessen attention to a given characteristic.
- ❑ **Compartmentalizing**: Black and Brown employees often live a completely bifurcated life inside and outside of work and the two worlds often collide during moments of crisis.
- ❑ **Mental and Emotional Impacts**: A spike in emotional tax on these employees, particularly when violence erupts as the result of exposing the disparity of policing of People of Color. During these moments of extreme stress, black and brown employees often don't feel comfortable with expressing their feelings of sadness, fear and anger as one would during national disasters or tragedies because they believe they have to cover.

Reflections from recent events: what actions can organizations take?

Many people want to discuss and want to make a difference. This quest for equality and inclusion doesn't exist in some vacuum outside our organization or outside your area of influence.

- ❑ It's critical for managers to understand and create an environment where team members and colleagues can feel safe and have conversations about race. We encourage you to push yourself beyond your discomfort and fear, and initiate conversations with a commitment for ongoing dialogue and solidarity.
- ❑ Educate yourself and teach yourself to be allies. Walk the walk.

Know that you will make mistakes and perhaps say the wrong thing. However, if you approach the conversation with empathy and authenticity, missteps will be forgiven and your support will be welcomed

Diversity Sourcing: Professional Organizations



Association of Professionals for America



Anita Borg Institute



ASCEND Pan Asian Leaders



Black Enterprise



Center for Talent Innovation



FairyGodBoss



Girls Who Code



Jopwell



LesbiansWhoTech NY



National Black MBA Association



National Society for Black Engineers



Out Women in Business



Reaching Out MBA



Spelhouse National Alumni



Black Ivy Alumni League



Working Mother Media

Diversity Sourcing: Educational Institutions



- Atlanta University Center (AUC)
 - Clark Atlanta University
 - Morehouse College
 - Spelman College
- Florida A&M University
- Morgan State University
- North Carolina A&T University
- Prairie View A&M university
- University of Maryland, Eastern Shore
- Baruch College
- Polytechnic University of Puerto Rico
- Rutgers University
- University of Puerto Rico
- University of Southern Florida
- University of Texas – Dallas

Questions?