



Building Success. Together.

Incorporating Equity

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Defining Diversity, Equity, & Inclusion

Diversity

The presence and representation of difference related to identity in an organization or group, including but not limited to: gender, race or ethnicity, socioeconomic class, age or generation, gender identity and expression, sexual orientation, ablebodiedness or accessibility, caregiver and/or family status, veteran status, national origin and/or citizenship status, neurodiversity, languages spoken, education level, religion, marital status, cultural affiliations, learning style, and any combination thereof.

Equity

Ensures fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

Inclusion

The act of creating environments and cultures of belonging in which any individual or group with different identities can be and feel welcomed, respected, supported, and valued to fully participate.

Meet Imani

- Black woman
- Lesbian
- Disabled veteran



The Job Description

Usual Bank

- Job title
- Description of responsibilities
- Required skills (14)
- Preferred skills & qualifications
- Education & experience requirements
- EEO statement

Equity Bank

- Job title (full-time, part-time, flex-time)
- DEI statement
- Description of responsibilities
- Required skills (5)
- Preferred skills & qualifications
- Education & experience requirements
- Salary range or median
- EEO statement

The Application & Resume Review

Online application:

- Demographic data at the end to reduce stereotype threat
- Gender data
- Race and ethnicity data
- Other categories

Resume:

- Redact personal information
- Replace dates with amount of time
- HR & hiring manager skills overview
- Culture add vs. culture fit

The Interview

Diverse slate of candidates

Rooney Rule 2.0
Justification for non-diverse slates

Diverse slate of interviewers

Structured interview
Calibration

Bias interrupter

Focus on skills

Inclusion and Team-Building

On-boarding

- Returns
- Orientation mentor
- Benefits

Teams dynamics

- Meeting conduct
- Uncomfortable conversations
- Roster for office housework

Professional development & retention

- Stay interviews
- Development opportunities
- Mentorship/sponsorship

Performance Evaluation and Promotion

Performance review

- Calibration
- Review
- Actionable feedback
- Linked to business outcome
- Comment on potential

Promotion transparency

- “Why not” justification
- Calibration
- Bias interrupter
- Feedback

Diversity, Equity, & Inclusion Goal Statement

ABA strives to integrate diversity, equity, and inclusion across our organization and to support our members in developing their DEI leadership and proficiencies. We identify and remove barriers to equitable access and development; respect and value individual differences, experiences, and perspectives; and sustain employee engagement through inclusion.

Questions?

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